

(7) PROMOTIONS.—

(a) In shortening hands or making promotions the employer shall put efficiency foremost, and in the event of equal efficiency shall prefer a senior man to a junior.

(b) "Efficiency" means special qualifications and aptitude including suitability in age for the discharge of the duties of the office to be filled, together with merit and good and diligent conduct.

(8) SENIORITY LISTS.—Seniority lists shall be compiled by each employer showing the last date on which each employee entered the service of his employer. Each employer shall, if and when reasonably required, furnish a copy of the seniority list to the Secretary of the Union concerned.

(9) CONDITIONS OF ENGAGEMENT.—(a) Except as otherwise hereinafter provided, all employees shall be engaged by the week, the employment to be terminable only by a week's notice on either side, which notice may be given at any time during any week.

(b) Provided that for misconduct or neglect of duty by an employee, his employment may be determined forthwith without notice, in which case he shall be entitled only to an amount for wages proportionate to the amount of work done before such determination, such amount for wages to be paid forthwith.

(c) From the commencement of an employee's service during a time not exceeding two weeks, the employer may engage him by the day, subject to payment of the rate of wage prescribed for other than weekly employees.

(d) Subject to any express limitation in the terms of his engagement and to his right to determine his employment by a week's notice, an employee to become entitled to the benefits of this Determination must do such kinds of work at such times as the employer may require him to do for the time being, but the employer shall in respect of such work observe any applicable provisions of this Determination as to special or extra rates.

(e) If an employee absents himself from duty or does not attend for duty, the employer, subject to the provisions for sick leave and accident leave hereinafter contained, may deduct from the employee's wages an amount proportionate to the length of the employee's absence or non-attendance.

(10) SICK LEAVE.—An employee after having completed three weeks' continuous service immediately preceding the day upon which he reasonably absents himself from work because of disability due to his own ill health, and who within 48 hours after the commencement of the absence produces evidence satisfactory to the employer of such disability by medical certificate or otherwise shall, without incurring any deduction of pay, be entitled to leave of absence during such disability for a period or periods not exceeding in the aggregate four days in each year, beginning with the 19th September, 1938.

The rate of wage payable to the employee during such leave of absence without deduction of pay shall be the prescribed ordinary rate or averaged rates for the work done by him during his last six working days next before his absence began.

PIECE-WORK PRICES.

(11) That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be :—

(a) MAKING TIN DRY ORDINARY METERS, "MET" AND "P. AND C." PATTERN, ALSO HIGH CAPACITY METERS, "P. AND C." PATTERN.

	H.C. 1.		H.C. 2.				
	per doz. £ s. d.		per doz. £ s. d.				
<i>Ordinary Meters.</i>							
Making "Met" pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts; preparing gratings and covers (after leaving the mould); putting on pins and wires, forming long and diaphragm chambers, throat pieces, bridges, and back plates; folding edge; breaking edges of side pipes; making valve plates; oiling, sounding, and fixing up all leaks in diaphragms; setting and grinding valves; and tinning all parts including anti-fraud boxes	12	7 6					13 14 9
Lights.							
	2.	3.	5.	10.	20.		
	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.		
Making "P. and C." pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, and the making of valve plates; oiling, sounding, and fixing up leaks in diaphragms; setting and grinding valves; preparing gratings and covers (after leaving moulds); putting on pins and wires, and tinning all parts; but not including forming long and diaphragm chambers, throat pieces, bridges, and back plates; punching cock plates; folding edge of same; and breaking edges of side pipes	8 1 9	8 7 6	9 8 1	11 8 1	16 10 8		
<i>High Capacity Meters.</i>							
Making "P. and C." high capacity meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, and tinning all parts, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms; also, bending top arms	Capacity, 100 cubic feet per hour; £8 19s. 4d. per doz. Capacity, 125 cubic feet per hour; £10 4s. 9d. per doz.						
<i>"P. and C." A.V. 2·200 feet per hour. Open Top Pattern Meters.</i>							
Making up "P. and C." A.V. 2·200 feet per hour Open Top Pattern Meters, i.e., doing the following work necessary to complete the meter, including the putting together of all parts and the making of valve plates, making up case, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, tinning all parts, soldering both back and front of division, soldering flag to roller and pillar unit, soldering in rods and tees and tees and motion wires, soldering on backs and fronts, soldering in bridges, soldering in and fitting index boxes, soldering arms to covers, pinning covers and setting tangents (but not including forming centre tube throat pieces), making up rims and bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms and oiling diaphragms, assembling of bridges, making up of index complete in pan with stuffing box attached, stuffing index box or drilling, tapping or screwing arms to covers	£8 16s. 11d. per doz.						

(b) MAKING TIN DRY PREPAYMENT METERS.

<p>Making "P. and C." pattern high capacity prepayment meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, tinning all parts, soldering prepayment valve seat on bridge, soldering in prepayment valve, soldering top on prepayment valve box, soldering prepayment valve box to meter, soldering stuffing box to prepayment valve box and stuffing same, soldering on lever, soldering on circular box, soldering on prepayment movement and index, soldering on side cash box, soldering hasp to catch piece, soldering catch piece to meter, edging front of money box and attaching same to box, soldering on ring and tab to front of money box, trying coins in circular box, soldering on indicator, soldering bottom to cash box, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms</p>	<p>Capacity, 100 cubic feet per hour; £11 0s. 3d. per doz.</p>
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(c) MAKING RIMS AND DISCS.

	Lights.							
	2.	3.	5.	10.	20.	30.	50.	60.
	per job of 400 rims and 200 discs.	per job of 620 rims.	per job of 580 rims.	per job of 480 rims.	per job of 240 rims.	per job of 240 rims.	per doz. discs.	per doz. discs.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Making rims and discs	6 3 9	6 3 9	6 3 9	6 3 9	6 3 9	6 3 9	.. ..	.. ..
Making rims .. .. .	.. ..	6 3 9	6 3 9	6 3 9	6 3 9	6 3 9	.. ..	.. ..
Making discs .. .. .	.. ..	.. ..	.. ..	.. ..	0 5 1½	0 7 6½	0 18 2	1 1 9½
Making rims for circular crimped-on diaphragms .. .. .	.. ..	.. ..	per job of 400 rims. 5 10 1	per job of 400 rims. 5 14 3	.. ..	.. ..	.. ..	.. ..

(d) WIRING OR TYING DIAPHRAGMS.

	2, 3, or 5 Lights.		10 Lights.	
	per dozen.		per dozen.	
	s. d.	s. d.	s. d.	s. d.
Wiring or tying diaphragms	5	6½	7	3

(e) RENEWALS.

Ordinary Meters.	Lights.				
	30.	50.	60.	80.	100.
	per doz. £ s. d.	per job of 6. £ s. d.	per job of 6. £ s. d.	per job of 3. £ s. d.	per job of 3. £ s. d.
Renewing in the following manner ordinary condemned meters from which the top back plate, and back and front have been removed, viz. :— Dissecting and cleaning all parts fit to be re-used and making a new meter therewith by :— Forming diaphragms and long chambers, throat pieces, bridges, back plates; punching cock plate and folding edges; breaking edges of side pipes, any other necessary work	33 10 3	25 17 10	27 14 2	18 15 9	18 15 9

(f) REPAIRING METERS.

	H.C. 1.	H.C. 2.	Lights.			
			5.	10.	20.	30.
			each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing "Met" pattern meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz. :— Removing back and front; removing cock plate and back plate; cleaning meter; re-grinding valves; re-stuffing centre and side stuffing boxes; re-setting valves and top arms; inserting new diaphragms; removing index; putting in new valve arms, index glass, or new tin work	13 1½	13 1½	12 0½	14 7	20 5½	23 10
Repairing prepayment slot meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz. :— Cleaning meter; re-grinding valves; re-stuffing boxes; re-setting top arms and valves; removing top and back plates; taking off and replacing back and front, and inserting new diaphragms, new valve arms, and index glass; putting in a new cover to shut off valve; putting on staple and spring, and soldering wire along cash box (but not including repairs to handles) .. .. .	.. ..	.. ..	per job of ten meters £ s. d. 6 19 10	.. ..	.. ..	.. ..
Inserting new leather on shut off valve in Parkinson pattern prepayment meter .. .. .	.. ..	.. ..	each meter. s. d. 1 6	.. ..	.. ..	.. ..

REPAIRING METERS—continued.

	Lights.					With 21.891 per cent. added.
	2.	3.	5.	10.	20.	
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	
Repairing tin dry ordinary meters in the following manner:—						
(a) Cleaning meter; inserting diaphragms; setting or re-grinding valves; re-stuffing boxes; removing and replacing cock plates and index	7 10	8 9	9 6	10 6	14 4	
(b) Cleaning meter; cutting discs; oiling diaphragms; setting or re-grinding valves; re-stuffing boxes; removing cock plate and index; taking off and putting in back and front	6 6	6 6	6 6	6 8	9 11	
Repairing tin dry prepayment meters, extra on above (a) and (b):—						
(i) Meters fitted with 1977 movements	2 6	2 6	2 6	2 6	2 6	
(ii) Meters fitted with 1924 and similar movements	3 0	3 0	3 0	3 0	3 0	
(iii) Other meters	2 3	2 3	2 3	2 3	2 3	

NOTE.—14d. to be paid extra for all T. Glover slot repairs with the exception of Parkinson pattern meters—all Cowan H. to F. slots to be subject to this increase.

(g) EXTRAS.

Article.	Lights.	Price.	Article.	Lights.	Price.
		s. d.			s. d.
Frame and door ..	2, 3, 5, 10	0 7	Pipes inside inlet ..	2, 3, 5, 10 to 20	2 0 pair
Bottom and studs ..	2, 3, 5, 10	1 4	Other pipes ..	2, 3, 5, 10	1 0 "
	20	1 8		20	2 0 "
Bridge ..	2, 3, 5, 10	1 0	Galleries ..	2, 3, 5, 10	1 3 "
	20	1 3		20	1 8 "
Rod arms ..	2, 3, 5, 10	0 4 pair	Guides ..	2 to 20	0 4 set
	20	0 8 "	Feet ..	2, 3, 5, 10	0 4 "
Valve arms ..	2, 3, 5, 10	0 3 "		20	1 0 "
Valve-box covers ..	2, 3, 5, 10	0 6 "	Rod stuffing boxes ..	2, 3, 5, 10	0 5 pair
Divisions ..	2, 3, 5, 10	2 2	Clean valves and set to zero	2	2 0
Half-valve plate ..	2	2 3		3 and 5	2 4
	3	2 5		10	2 5
	5	2 7		20	2 11
	10	2 9	Slot meters extra on above	..	1 2 each
	20	2 11	Taking off and putting on		
	2	0 2	back and front only ..	2	1 3 pair
New door ..	2, 3, 5, 10	0 7 pair		3 and 5	1 6 "
Motion wires ..	20	1 3 "		10	1 8 "
	2, 3, 5, 10	1 0 "		20	2 3 "
Throat pieces ..	2, 3, 5, 10	0 6 each	Turn-over backs and fronts	2 to 20	0 5 "
Side chambers ..	2, 3, 5, 10	0 6 each	Condemning ..	2	1 3 "
				3, 5, 10	1 5 "
New sides ..	2, 3, 5, 10	4 4 pair		20	1 11 "
Tees ..	2, 3, 5, 10	1 0 "	Piecing cases ..	2 to 20	0 6 "
	20	1 3 "	Putting in deep rim diap.	3	0 7 pair
				5	0 5 "

NOTE.—(i) "Leaks round grating" and "All crutch leaks" shall be paid for at wages rates.

(ii) All materials for piece-work, except that set out in sub-clause (d) of the piece-work schedule, supplied to the employee in good order and condition.

D. GRANT, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 25th February, 1941.