



(6) **TEA MONEY.**—Any employee required to work overtime for a period in excess of one hour after the time fixed for ending work shall be allowed 1s. tea money in addition to overtime rates as prescribed for in this Determination. Provided that this clause shall not apply where the employee was notified 24 hours previously of the intention to work overtime.

(7) **RATIONING.**—Where because of the exigencies of the trade it is intended to ration employees, not less than seven days and not more than ten days' notice shall be given by the employer to the employees affected.

(8) **TIME RATE.**—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one half of the maximum number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of fifty per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(9) **SPECIAL RATES.**—Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, then the special rate shall be payable only for the day so substituted.

(10) **TERMINATION OF EMPLOYMENT.**—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker. If such notice be not given, a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

(11) **REST INTERVAL.**—There shall be a rest interval of 10 minutes at a time fixed by the employer between 10 a.m. and 11.30 a.m. on each day (Monday to Friday inclusive in each week) for each employee, such time to count as time worked.

(12) **CERTIFICATE OF SERVICE.**—Any worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

(13) **PAY DAY.**—Payment of wages shall be made not later than Thursday of each week and during the ordinary working hours.

(14) **PICNIC DAY.**—Double time shall be paid for all work done in the Metropolitan District on the day on which the employees hold their Annual Picnic.

(15) **SICK PAY.**—Any employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than twelve months' service with the same employer, and he or she produces or forwards within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill health or accident for more than four days in each year commencing from the 5th August, 1938.

(16) **ANNUAL LEAVE.**—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday, exclusive of the holidays mentioned in clause (9), in each year on full pay and such holiday shall be given within three months of the completion of twelve months' service, provided that, for the purposes of this clause, any service prior to the 1st January, 1938, shall not be taken into account.

Notwithstanding anything contained in this clause an employer may require any employee to take such holiday inclusive of Christmas Day, Boxing Day or New Year's Day in which case an employee so required shall be granted within three months thereafter one day in lieu of each of such public holidays aforementioned as was included in his week's annual leave.

H. J. RICHARDSON, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 17th March, 1941.

