



VICTORIA GOVERNMENT GAZETTE.

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WEDNESDAY, MARCH 24.

[1943

Factories and Shops Acts.

DETERMINATION OF THE CARRIAGE BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 17th October, 1932, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade or business connected with or incidental to the manufacturing, making or repairing of—(a) carriages, carts and other vehicles (other than perambulators) or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (b) motor car bodies, or any part or parts thereof such as the hoods or cushions; (c) tram cars or any part or parts thereof, such as the ironwork or bodies, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (d) motor cycle side-car bodies, or any part or parts thereof, such as the hoods or cushions, (e) aircraft; has made the following Determination, viz:—

(1) That as from the 12th February, 1943, the adjusted Determination which came into force as from the beginning of the first pay period to commence in February, 1943, shall be revoked and replaced by this Determination.

(2)

| DAY SHIFT. | | | | | | |
|--|--------------|-------------|------------------------------|--------------|-------------|-------|
| Wages per Week of 44 Hours. | | | | | | |
| Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District. | | | All other parts of Victoria. | | | |
| Weekly Rate. | War Loading. | Total Wage. | Weekly Rate. | War Loading. | Total Wage. | |
| MALES. | | | | | | |
| <i>Development, Tool Room, Installation, and Maintenance.</i> | | | | | | |
| Brass finisher, tradesman | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 | 0 |
| Carpenter on maintenance work | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Coremaker, jobbing | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Die maker (see "toolmaker") | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Die setter | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) | 131 0 | 6 0 | 137 0 | 128 0 | 6 0 | 134 0 |
| Electrical fitters | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Electrical mechanic | 125 0 | 9 0 | 134 0 | 122 0 | 9 0 | 131 0 |
| Fitter and/or turner, tradesman | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work) | 107 0 | 3 0 | 110 0 | 104 0 | 3 0 | 107 0 |
| Jigmaker, in wood or metal | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Machinist (metal), first class | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Machinist (metal), second class | 118 0 | 4 0 | 122 0 | 115 0 | 4 0 | 119 0 |
| Machinist (metal), third class | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Machinist (wood) (see "wood machinist") | | | | | | |
| Marker-off (see "tradesman, the greater part of whose time is occupied marking off") | | | | | | |
| Painter, on maintenance work | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Panel worker, tradesman | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Pattern-maker | 137 0 | 5 0 | 142 0 | 134 0 | 5 0 | 139 0 |

| | DAY SHIFT—continued. | | | | | |
|---|--|--------------|-------------|------------------------------|--------------|-------------|
| | Wages per Week of 44 Hours. | | | | | |
| | Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 6 miles of Chief Post Office at Mildura; and the Gippsland District. | | | All other parts of Victoria. | | |
| | Weekly Rate. | War Loading. | Total Wage. | Weekly Rate. | War Loading. | Total Wage. |
| MALES—continued. | | | | | | |
| <i>Development, Tool Room, Installation, and Maintenance—continued.</i> | | | | | | |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other wood-working tradesmen may be employed on making part of a pattern provided that— | | | | | | |
| (a) such tradesmen shall not be required to work to drawings or prints; | | | | | | |
| (b) whilst so employed shall be paid a marginal rate of .. | 131 0 | 6 0 | 137 0 | 128 0 | 6 0 | 134 0 |
| Pipe fitter— | | | | | | |
| (a) On high pressure work (i.e., live steam or hydraulic press work) .. | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| (b) On low pressure work .. | 118 0 | 4 0 | 122 0 | 115 0 | 4 0 | 119 0 |
| Plumber on maintenance work .. | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Saw doctor .. | 131 0 | 6 0 | 137 0 | 128 0 | 6 0 | 134 0 |
| Smith, tradesman .. | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Template maker .. | 132 0 | 6 0 | 138 0 | 129 0 | 6 0 | 135 0 |
| Tool maker, tool hardener, and die maker (in wood or metal) .. | 134 0 | 10 0 | 144 0 | 131 0 | 10 0 | 141 0 |
| Tradesman, the greater part of whose time is occupied marking off .. | 131 0 | 6 0 | 137 0 | 128 0 | 6 0 | 134 0 |
| Trimmer, tradesman .. | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Turner (see "Fitter and/or turner"). | | | | | | |
| Welder, first class .. | 131 0 | 5 0 | 136 0 | 128 0 | 5 0 | 133 0 |
| Welder, second class .. | 120 0 | 4 0 | 124 0 | 117 0 | 4 0 | 121 0 |
| Welder, third class .. | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Welder, fourth class .. | 107 6 | 3 0 | 110 6 | 104 6 | 3 0 | 107 6 |
| Wood machinist, first class .. | 122 0 | 5 0 | 127 0 | 119 0 | 5 0 | 124 0 |
| <i>Production.</i> | | | | | | |
| Acid washer and/or pickler .. | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Air hammer operator .. | 120 0 | 4 0 | 124 0 | 117 0 | 4 0 | 121 0 |
| Assembler (aero engine) .. | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Assembler and/or wiper, chassis .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Assembler, cushion and squab spring .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Assembler in wood and/or metal, when not on the line (other than process worker or a first or second class body maker or other tradesman) .. | 120 0 | 4 0 | 124 0 | 117 0 | 4 0 | 121 0 |
| Assembler of bodies or parts of bodies "on the line" .. | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Assembler of chassis parts independently of main assembly .. | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Assembler of prepared parts in glass section (not being a process worker) .. | 116 0 | 3 0 | 119 0 | 113 0 | 3 0 | 116 0 |
| Assembler, windscreen frame .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Axle maker .. | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Axle turner .. | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Band and/or jig sawyer, air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers), and assembler not using tradesman's tools (trim) .. | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Band sawyer (metal) .. | 118 0 | 4 0 | 122 0 | 115 0 | 4 0 | 119 0 |
| Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work .. | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Body maker, first class .. | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Body maker, second class .. | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Body moulder .. | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Bow socket enameller (see "enameller"). | | | | | | |
| Bulldozer operator— | | | | | | |
| (a) Setting up machine .. | 118 6 | 4 0 | 122 6 | 115 6 | 4 0 | 119 6 |
| (b) Not setting up machine .. | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Chassis assembler (see "Assembler"). | | | | | | |
| Cold setter .. | 115 0 | 3 0 | 118 0 | 112 0 | 3 0 | 115 0 |
| Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative"). | | | | | | |
| Cushion maker (see "Squab and cushion maker"). | | | | | | |
| Cushion spring maker (by hand) .. | 118 6 | 4 0 | 122 6 | 115 6 | 4 0 | 119 6 |
| Cutter, Electric machine (trim) (see "Electric machine cutter"). | | | | | | |
| Dent knocker (see "Panel worker and/or dent knocker"). | | | | | | |
| Die setter, press .. | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Dipper and hanger (paint) .. | 106 0 | 3 0 | 109 0 | 103 0 | 3 0 | 106 0 |
| Dipper, solder or tin .. | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Drier .. | 108 0 | 3 0 | 111 0 | 105 0 | 3 0 | 108 0 |
| Driller, not using jigs (panel) .. | 110 0 | 3 0 | 113 0 | 107 0 | 3 0 | 110 0 |
| Driller, not using jigs (other) .. | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Driller, using jigs (panel) .. | 106 0 | 3 0 | 109 0 | 103 0 | 3 0 | 106 0 |
| Driller, using jigs (other) .. | 108 0 | 3 0 | 111 0 | 105 0 | 3 0 | 108 0 |
| Drop hammer smith— | | | | | | |
| (a) When dies are not used .. | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| (b) When dies are used .. | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |

| | DAY SHIFT—continued. | | | | | |
|---|--|--------------|-------------|------------------------------|--------------|-------------|
| | Wages per Week of 44 Hours. | | | | | |
| | Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District. | | | All other parts of Victoria. | | |
| | Weekly Rate. | War Loading. | Total Wage. | Weekly Rate. | War Loading. | Total Wage. |
| MALES—continued. | | | | | | |
| Production—continued. | | | | | | |
| Drop hammer stamper | s. d. 107 6 | s. d. 3 0 | s. d. 110 6 | s. d. 104 6 | s. d. 3 0 | s. d. 107 6 |
| Edge turner (see "Panel edge trimmer"). | | | | | | |
| Electric machine cutter (trim) | 120 0 | 4 0 | 124 0 | 117 0 | 4 0 | 121 0 |
| Electric stove attendant (see "Stove attendant"). | | | | | | |
| Electroplater, first class | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Electroplater, second class | 118 0 | 4 0 | 122 0 | 115 0 | 4 0 | 119 0 |
| Electroplater, third class | 105 0 | 3 0 | 108 0 | 102 0 | 3 0 | 105 0 |
| Enameller, bow socket | 109 6 | 3 0 | 112 6 | 106 6 | 3 0 | 109 6 |
| Enameller in colours and/or varnisher (finishing coat brush) | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Folding machine operator | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Frame operative (cushion and squabs) | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Furnace brazier | 118 6 | 4 0 | 122 6 | 115 6 | 4 0 | 119 6 |
| Furnaceman | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Garnish mould bender and/or shaper (see "Bender and/or shaper"). | | | | | | |
| Garnish mould finisher | 117 0 | 3 0 | 120 0 | 114 0 | 3 0 | 117 0 |
| Grainer, transfer (see "Transfer grainer"). | | | | | | |
| Grinder and/or buffer (metal) | 107 6 | 3 0 | 110 6 | 104 6 | 3 0 | 107 6 |
| Grinder and/or buffer (metal) using portable machine | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Guillotine machinist | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Hammer driver, steam, pneumatic, or other power | 107 6 | 3 0 | 110 6 | 104 6 | 3 0 | 107 6 |
| Hanger, paint (see "Dipper and hanger"). | | | | | | |
| Kiln attendant (see "Timber kiln attendant"). | | | | | | |
| Labourer assisting (plating department) | 102 0 | 3 0 | 105 0 | 99 0 | 3 0 | 102 0 |
| Labourer assisting without using tools (chassis assembly) | 102 0 | 3 0 | 105 0 | 99 0 | 3 0 | 102 0 |
| Liner | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Machinist (metal), first class | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Machinist (metal), second class | 118 0 | 4 0 | 122 0 | 115 0 | 4 0 | 119 0 |
| Machinist (metal), third class | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Machinist (wood) (see "Wood machinist"). | | | | | | |
| Machine setter up, other than machines specified in definition of first class machinist (metal) | 118 6 | 4 0 | 122 6 | 115 6 | 4 0 | 119 6 |
| Marker-out or scribe (using patterns or templates) | 111 0 | 3 0 | 114 0 | 108 0 | 3 0 | 111 0 |
| Metal band sawyer (see "Band sawyer, metal"). | | | | | | |
| Nickel polisher | 109 6 | 3 0 | 112 6 | 106 6 | 3 0 | 109 6 |
| Painter, coach (brush) | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Painter, spray (on coats other than priming) | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Painter, spray and/or brush (on prime coats) | 117 0 | 3 0 | 120 0 | 114 0 | 3 0 | 117 0 |
| Painter, brush and/or spray (on floors, undercarriages, and gear) | 109 6 | 3 0 | 112 6 | 106 6 | 3 0 | 109 6 |
| Painter's labourer | 104 0 | 3 0 | 107 0 | 101 0 | 3 0 | 104 0 |
| Panel beater, first class | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Panel beater, second class | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Panel edge turner | 118 0 | 4 0 | 122 0 | 115 0 | 4 0 | 119 0 |
| Panel fixer, metal | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Panel machinist (other) | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Panel worker and/or dent knocker | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Paster (trim)— | | | | | | |
| 1st year's experience | 110 0 | 3 0 | 113 0 | 107 0 | 3 0 | 110 0 |
| 2nd year's experience | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Thereafter | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Petrol tank operative | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Pickler (see "Acid washer and/or pickler"). | | | | | | |
| Plate glass beveller | 122 0 | 5 0 | 127 0 | 119 0 | 5 0 | 124 0 |
| Plate glass cutter | 122 0 | 5 0 | 127 0 | 119 0 | 5 0 | 124 0 |
| Plate glass drillers | 122 0 | 5 0 | 127 0 | 119 0 | 5 0 | 124 0 |
| Plate glass grinder | 109 6 | 3 0 | 112 6 | 106 6 | 3 0 | 109 6 |
| Pleat stuffer | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Polisher, nickel (see "Nickel polisher"). | | | | | | |
| Polisher (paint) using buffs | 118 0 | 4 0 | 122 0 | 115 0 | 4 0 | 119 0 |
| Polisher (paint) (see "Wet rubber and/or polisher"). | | | | | | |
| Power hammer driver (see "Hammer driver"). | | | | | | |
| Press operator (over 400 tons pressure) | 119 0 | 4 0 | 123 0 | 116 0 | 4 0 | 120 0 |
| Press operator assistant (over 400 tons pressure) | 104 0 | 3 0 | 107 0 | 101 0 | 3 0 | 104 0 |
| Press operator (light) | 111 0 | 3 0 | 114 0 | 108 0 | 3 0 | 111 0 |
| Process worker | 106 0 | 3 0 | 109 0 | 103 0 | 3 0 | 106 0 |
| Riveter on motor truck or wagon body | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Riveter, chassis | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Riveter, other (up to and including $\frac{3}{8}$ -in. rivet) | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Rotary buff operator— | | | | | | |
| (a) While doing dent knocking | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| (b) While not doing dent knocking | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Rotary shearing machinist | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Sand blast operator (see "Shot and/or sand blast operator"). | | | | | | |
| Sandpaper and emery machinist (woodwork) | 108 0 | 3 0 | 111 0 | 105 0 | 3 0 | 108 0 |
| Screw and/or tapper | 107 6 | 3 0 | 110 6 | 104 6 | 3 0 | 107 6 |
| Scriber (see "Marker-out or scriber"). | | | | | | |
| Sectional trimmer (see "Trimmer, sectional"). | | | | | | |
| Setter-up, machine (see "Machine setter-up"). | | | | | | |

| | DAY SHIFT—continued. | | | | | |
|--|--|--------------|-------------|------------------------------|--------------|-------------|
| | Wages per Week of 44 Hours. | | | | | |
| | Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District. | | | All other parts of Victoria. | | |
| | Weekly Rate. | War Loading. | Total Wage. | Weekly Rate. | War Loading. | Total Wage. |
| MALES—continued. | | | | | | |
| <i>Production—continued.</i> | | | | | | |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| Shot and/or sand blast operator (where adequately protected) .. | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Smith, tradesman | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Solderer "on the line" | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Solderer not "on the line" | 120 0 | 4 0 | 124 0 | 117 0 | 4 0 | 121 0 |
| Solderer (on other than body work) | 120 0 | 4 0 | 124 0 | 117 0 | 4 0 | 121 0 |
| Spotter and/or toucher-up | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Stray painter (see "Painter, spray") | | | | | | |
| Spring fitter | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Spring maker, cushion (by hand) (see "Cushion spring maker") .. | | | | | | |
| Spring maker, laminated | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Spring maker, spiral (by hand) | 118 6 | 4 0 | 122 6 | 115 6 | 4 0 | 119 6 |
| Spring service worker | 107 6 | 3 0 | 110 6 | 104 6 | 3 0 | 107 6 |
| Squab and/or cushion maker | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Stopper-up | 116 0 | 3 0 | 119 0 | 113 0 | 3 0 | 116 0 |
| Stove attendant, electric | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Strap maker | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Stretching machine operator | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Striker | 107 0 | 3 0 | 110 0 | 104 0 | 3 0 | 107 0 |
| Tapper (see "Screwdriver and/or tapper") | | | | | | |
| Tester | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Timber kiln attendant | 104 0 | 3 0 | 107 0 | 101 0 | 3 0 | 104 0 |
| Timber orderman | 111 0 | 3 0 | 114 0 | 108 0 | 3 0 | 111 0 |
| Timber stacker | 105 0 | 3 0 | 108 0 | 102 0 | 3 0 | 105 0 |
| Toucher-up (see "Spotter and/or toucher-up") | | | | | | |
| Transfer grainer | 115 0 | 3 0 | 118 0 | 112 0 | 3 0 | 115 0 |
| Trimmer, sectional | 116 0 | 3 0 | 119 0 | 113 0 | 3 0 | 116 0 |
| Trimmer, tradesman (including cutter by hand) | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Tube maker | 109 6 | 3 0 | 112 6 | 106 6 | 3 0 | 109 6 |
| Tire fitter | 109 6 | 3 0 | 112 6 | 106 6 | 3 0 | 109 6 |
| Uni-shear operator | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Varnisher (see "Enameller in colours and/or varnisher") .. | | | | | | |
| Vyceman | 115 0 | 3 0 | 118 0 | 112 0 | 3 0 | 115 0 |
| Welder, "A" grade | 131 0 | 5 0 | 136 0 | 128 0 | 5 0 | 133 0 |
| Welder, "B" grade | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades) | 120 0 | 4 0 | 124 0 | 117 0 | 4 0 | 121 0 |
| Welder, electric spot and butt | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Wet rubber and/or polisher (paint) | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Windscreen frame assembler (see "Assembler") | | | | | | |
| Wood machinist, first class | 122 0 | 5 0 | 127 0 | 119 0 | 5 0 | 124 0 |
| Wood machinist, second class | 118 0 | 4 0 | 122 0 | 115 0 | 4 0 | 119 0 |
| Writer | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| <i>Horse-drawn Vehicles.</i> | | | | | | |
| Axle maker | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Axle turner | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Grainer | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Nave mortise and boring machinist | 111 0 | 3 0 | 114 0 | 108 0 | 3 0 | 111 0 |
| Nave turner | 121 0 | 4 0 | 125 0 | 118 0 | 4 0 | 122 0 |
| Signwriter | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| Spoke lather | 121 0 | 4 0 | 125 0 | 118 0 | 4 0 | 122 0 |
| Spoke planer | 121 0 | 4 0 | 125 0 | 118 0 | 4 0 | 122 0 |
| Spoke tenoner | 121 0 | 4 0 | 125 0 | 118 0 | 4 0 | 122 0 |
| Spoke throater | 121 0 | 4 0 | 125 0 | 118 0 | 4 0 | 122 0 |
| Timber bender | 121 0 | 4 0 | 125 0 | 118 0 | 4 0 | 122 0 |
| Wheelwright and wheel maker | 125 0 | 5 0 | 130 0 | 122 0 | 5 0 | 127 0 |
| (All other classifications as prescribed for in other Sections.) | | | | | | |
| <i>Rolling Stock.</i> | | | | | | |
| Body maker | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| Pitman | 118 6 | 4 0 | 122 6 | 115 6 | 4 0 | 119 6 |
| Wheel grinder | 118 6 | 4 0 | 122 6 | 115 6 | 4 0 | 119 6 |
| Wheel turner | 128 0 | 6 0 | 134 0 | 125 0 | 6 0 | 131 0 |
| (All other classifications as prescribed for in other Sections.) | | | | | | |
| <i>Miscellaneous (Wherever Employed).</i> | | | | | | |
| Driver of chassis and/or new vehicle | 106 0 | 3 0 | 109 0 | 103 0 | 3 0 | 106 0 |
| Case maker | 109 6 | 3 0 | 112 6 | 106 6 | 3 0 | 109 6 |
| Case repairer | 106 0 | 3 0 | 109 0 | 103 0 | 3 0 | 106 0 |

- (3) (a) The minimum rates to be paid to female machinists shall be at the rate of—

| | Adults. Per Week of 44 Hours. | Juniors. Per Week of 44 Hours. |
|--|-------------------------------------|--------------------------------------|
| First six months (without previous experience) | £ 1 16 0 | £ 1 14 0 |
| Second six months | 2 10 0 | 2 8 0 |
| Third six months | 2 15 6 | 2 14 0 |
| Thereafter | 3 3 6 | 3 2 0 |

(b) The rates for females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines: knotting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be per week of 44 hours—

| | Adults. £ s. d. | Juniors. £ s. d. |
|---------------------------|--------------------|---------------------|
| For the first six months | 1 16 0 | 1 14 0 |
| For the second six months | 2 10 0 | 2 8 0 |
| Thereafter | 3 3 6 | 3 2 0 |

APPRENTICES.

(A form of Indenture prescribed by the Board was approved on 30th November, 1936.)

- (4) (i) Minors may be taken as indentured apprentices to one or more of the trades of—
 (a) Body-making, seat-making, wheel-making and wheelwrighting in wood and/or metal.
 (b) Smithing, including coachsmithing, spring-making and spring fitting, wheelwright smithing and general smithing.
 (c) Painting (coach).
 (d) Trimming.
 (e) Axle-making.
 (f) Wood-turning and woodwork machining.
 (g) Panel-working, including panel beating, sheet metal working and welding.
 (h) Saw doctoring.
- (ii) "Minors other than indentured apprentices shall not be employed in the following occupations":—
 (a) Electrical fitting.
 (b) Electrical mechanic.
 (c) Electroplating (1st class).
 (d) Fitting and/or turning.
 (e) First class metal machinist.
 (f) Patternmaking.
 (g) Welder (1st class only).
- (iii) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry. (See XV. below).
 The number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.
- (iv) The periods of apprenticeship shall be as follows:—
 If the apprentice when articulated is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.
- (v) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship.
- (vi) Until further order any contract of apprenticeship hereafter made may contain the following provision:—
 If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

(vii)—

| Apprentices— | Wages. | Per Week of 44 Hours. s. d. |
|---|---------|-----------------------------------|
| Five-year terms— | | |
| First year | | 19 3 |
| Second year | | 27 0 |
| Third year | | 45 6 |
| Fourth year | | 73 9 |
| Fifth year | | 93 0 |
| Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years— | | |
| First year | | 22 9 |
| Second year | | 44 6 |
| Third year | | 73 9 |
| Fourth year | | 93 0 |

- (a) Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.
- (b) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause (17) (c) to the number of four days per annum.
- (viii) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.
- (ix) Where practicable, no apprentice under the age of 18 years shall be required to work overtime.
- (x) No apprentice shall work under any system of payment by results.
- (xi) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his employer, serve as an apprentice until he reaches the age of 23 years.
- (xii) The apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the employer's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.
- (xiii) No employer shall, either directly or indirectly, or by any pretence or advice, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(xiv) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(xv) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

MALE JUNIOR WORKERS.

(5) (a) For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

(b) Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(c) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following—

| | | | | | | | | | | Wages Per Week of 44 Hours. | | |
|-----------------------|----|----|----|----|----|----|----|----|----|--------------------------------|----|----|
| | | | | | | | | | | £ | s. | d. |
| Under 16 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | 1 | 3 | 6 |
| 16 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | 1 | 12 | 9 |
| 17 " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 2 | 4 | 6 |
| 18 " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 2 | 16 | 0 |
| 19 " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 3 | 11 | 0 |
| 20 " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 4 | 5 | 0 |

Provided that the rate payable to any employee shall not be less than 20s.

(d) An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

(e) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(f) Changed rates shall be payable as from the beginning of the first pay period to commence after the birthday of the employee concerned.

(g) Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

(h) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice, a trainee apprentice, or an unapprenticed male junior) to every three male adults employed in the shop or factory.

SPECIAL RATES.

(6) In addition to the wages prescribed in clauses 2, 3, 4, and 5 of this Determination hereof the following special rates and allowances shall be paid to employees, including apprentices and unapprenticed juniors :—

Confined Spaces.

(a) Maintenance employees working in a confined space, i.e., a compartment or space access to which is through a manhole or similar opening or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation—3d. per hour extra.

Dirty Work.

(b) Work which the employer's industrial officer, if there be one, or otherwise the employer or the executive officer responsible for the management and/or superintendence of the plant concerned shall agree is of an unusually dirty or offensive nature shall carry such extra rate as shall be agreed upon.

In any case where an organization alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Secretary for Labour.

Special Rates not Cumulative.

(c) Where more than one of the disabilities referred to in sub-clause (a) and (b) hereof entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed and shall not be subject to any premium or penalty additions.

First Aid Work.

(e) An employee holding a first aid certificate and who is instructed by his employer to perform first aid work (other than Air Raid Precaution emergency work) in the factory during his or her shift shall be paid 1s. per shift extra.

HOURS OF EMPLOYMENT.

(7) (a) With the exceptions herein set out, the ordinary hours of employment shall be 44 per week, to be worked in five days of eight hours each and one day (Saturday) of four hours, or five days of 8 hours 48 minutes each, continuously except for meal hour breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive and 7 a.m. to noon on Saturday; provided that the spread of hours herein prescribed may be altered by mutual agreement between any employer and his employees.

(b) By agreement between any employer and his employees ordinary hours may be worked on the basis of 88 per fortnight with one week of 40 and one of 48 hours.

(c) It shall be optional for the employer to work either the 5 or the 5½ days' week provided that the option once exercised shall only be altered by a week's notice.

(d) For the purpose of performing work which is preparatory to the daily operations of a plant, employees engaged on such preparatory work may be required to commence their ordinary hours of employment at or after 6.30 a.m. on any day other than Sunday.

SHIFT WORK.

A.—Continuous Work Shifts.

(8) (a) For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required: no such shift to exceed eight hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(bb) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any of employees working on continuous work shifts) shall not exceed—

(i) eight in any one day; nor

(ii) 48 in any one week; nor

(iii) an average of 44 per week during the period of employment upon such shifts; nor

(iv) such average reduced to 43 hours 5 minutes if such shifts include Sunday shifts; nor

(v) a total of 176 hours during any four weeks of the period of employment upon such shifts; nor

(vi) such total reduced to 172 hours 20 minutes during any such four weeks if such shifts include Sunday shifts.

Provided that such average and total shall not be so reduced to 43 hours 5 minutes and 172 hours 20 minutes if the employees on such shifts are for each ordinary hour worked thereon by them paid in the case of weekly employees at the rate of one-forty-third ($\frac{1}{43}$) of the prescribed weekly wage and in the case of hourly employees at the rate of forty-four-thirds ($\frac{44}{43}$) of the prescribed rate for such employees which payments the employer shall have the option of making: nor shall they be so reduced if, in addition to other holidays (if any) to be given under this Determination to such employees, such employees are given in each year one week's holiday on full pay, which week's holiday the employer shall have the option of giving.

(c) For all time of duty outside the limits of the ordinary hours prescribed in sub-clause (bb) hereof an employee on continuous work shift shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time: Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(d) Employees on continuous work shifts working afternoon and night shifts shall be paid $7\frac{1}{2}$ per cent. more than ordinary rates for such shifts.

(e) Employees on continuous work shifts working any Sunday or holiday shift shall be paid at the rate of time and a half for such shift.

B. In Other than Continuous Work.

(f) In shift work not upon continuous work as herein defined any afternoon or night shift which does not continue for five successive working nights or more in a five-day workshop or six successive working nights or more in a six-day workshop shall be paid for at the rate of time and a half.

(g) For working on any afternoon or night shift which has been in operation for five afternoons or nights or more an employee shall be entitled to the following additional rates:—

- (i) 25 per cent. for working on night shift only;
- (ii) 10 per cent. for working on alternating night and afternoon shifts;
- (iii) 10 per cent. for the night shift for working on alternating day and night shifts;
- (iv) 10 per cent. for working on afternoon shift only; and
- (v) $7\frac{1}{2}$ per cent. for the afternoon shift for working on alternating day and afternoon shifts.

(h) The extra rates specified in paragraphs (ii), (iii), and (iv) of sub-clause (g) hereof shall be payable only where shifts are changed at least once in every three weeks.

(i) "Afternoon shift" shall mean a shift commencing not later than 6 p.m. on any day.

"Night shift" shall mean a shift commencing at any time after 6 p.m. on any day.

(j) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.

(k) (i) Except as hereinafter provided, female employees shall not be required or permitted to work on afternoon or night shift.

(ii) By agreement between the employer and the Union or Unions concerned, female employees may be worked on afternoon and/or night shifts on munitions work.

(iii) Failing agreement as aforesaid, the Secretary for Labour shall have the power to allow the employment of females on afternoon and/or night shifts on munitions work, upon such terms and conditions as he may specify.

(l) A male employee under the age of 16 years shall not be required or permitted to work on afternoon or night shift.

MIXED FUNCTIONS.

(9) An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

OVERTIME.

(10) (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour whichever is the higher.

(b) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time shall be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

If on the instructions of his employer any employee resumes work without having had such eight hours off duty he shall be paid at double rates until he is relieved from duty to take such rest period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.

(c) Except as otherwise provided in sub-clauses (a) and (b) hereof, in computing overtime each day's work shall stand alone.

(d) An employee recalled to work overtime after leaving his employer's business premises shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; Provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period.

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

(f) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

(g) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime work, if the employee continues work after such crib time.

(h) Before starting overtime after working ordinary hours a meal break of at least fifteen minutes shall be allowed, unless the period of overtime is less than one and a half hours. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand.

(i) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 2s. and 1s. 3d. for each subsequent meal, but such payment need not be paid to employees living in the same locality as their workshop who can reasonably return home for meals.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid as above prescribed for meals so provided.

(j) Subject to the provisions of the second part of sub-clause (f) hereof an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(k) When an employee working overtime or a shift for which he has not been regularly rostered finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance or pay him his current wage for the time occupied in reaching his home.

(l) Where overtime is worked on account of a breakdown of plant and/or machinery or where the employee concerned is engaged in connexion with carting and driving, all overtime shall be paid for at the rate of time and a half.

SUNDAY AND HOLIDAY RATES.

- (11) (a) Where an employee works on a Sunday, the work done shall be paid for at the rate of double ordinary time.
 (b) Where an employee works on union picnic day, the work done shall be paid for at the rate of double ordinary time.
 (c) Where an employee works on any of the holidays (including overtime) specified in clause (12) (b) of this Determination, the work done shall be paid for at the rate of double ordinary time, in addition to the allowance to which the employee on hourly hiring is entitled under clause (17) (d) of this Determination.

HOLIDAYS.

- (12) (a) The day on which the Coachmakers' Federation trade union picnic is held shall be a local holiday (without pay if such day is a day other than one mentioned in sub-clause (b) of this clause) in any city or town.
 (b) Employees shall be entitled to the following public holidays (without pay except as herein provided):—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day (21st April), Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.
 (c) If the contract of employment is for hourly hiring, an allowance calculated as set out hereunder shall be paid to employees in addition to the rates set out in clause (2), (3), and (5) of this Determination in respect of the time lost by employees on the ten holidays mentioned in sub-clause (b) of this clause and on account of unavoidable absences from work through sickness (to the number of four days' sickness in each year). Such allowance shall be calculated in the following manner:—The total weekly wage rate shall be divided by forty-four (44) and the resultant multiplied by 14 times 8 (14 × 8) and divided by fifty-two (52), the answer to be calculated to the nearest penny.

ANNUAL LEAVE.

- (13) (a) A period of seven consecutive days leave shall be allowed annually to all employees after twelve months' continuous service (less the period of annual leave) in any one or more of the occupations to which this Determination applies.
 (b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days: Provided that in the case of shift workers whose hours have been reduced or whose wages have been increased in accordance with clause (8) of this Determination service before the 12th February, 1943, shall not be taken into consideration for the purpose of calculating annual leave.
 (c) Where an employee with twelve months' continuous service is engaged for part of the twelve monthly period as a seven day shift worker, he shall be entitled to have the period of seven consecutive days' annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.
 (d) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than one week's notice to the employee: Provided that the giving of annual leave may with the consent of the Secretary for Labour be postponed for a period to be specified in cases where the exigencies of the war render it impracticable to give it within the said period of six months.
 (e) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.
 (f) If after six months' continuous service in any qualifying twelve-monthly period an employee leaves his employment or his employment is terminated by the employer through no fault of the employee the employee shall be paid one-sixth of a week's wages in respect of each completed two months of continuous service in respect of which leave has not been granted hereunder.
 (g) Each employee before going on leave shall be paid a week's wage except a seven-day shift worker who shall also be paid for the period of additional leave allowed in his case the amount of wages he would have received for that period if he had not been on such leave. For the purpose of this sub-clause and sub-clause (f) hereof the week's wage shall be at the rate prescribed by clauses (2), (3), (4), and (5) of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.
 (h) The annual leave provided for by this clause shall be allowed, and shall be taken and except as provided by sub-clause (f) hereof payment shall not be made or accepted in lieu of annual leave.
 (i) Where leave has been granted to an employee pursuant to sub-clause (e) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each two complete months of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-sixth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause (12) of this Determination.
 (j) Service before 1st December, 1942, and since 1st January, 1942, shall be taken into consideration for the purpose of calculating annual leave.
 (k) For the purposes of this clause service shall be deemed to be continuous notwithstanding—
 (i) any interruption or determination of the employment of the employee if such interruption or determination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;
 (ii) any absence from work on account of sickness or accident and in calculating the period of twelve months' continuous service absence on account of sickness or accident to the extent of fourteen days in any twelve months shall be deemed to be part of the period of continuous service.
 (l) The annual leave prescribed by this clause shall be exclusive to any of the holidays prescribed by clause (12) of this Determination and if any such holiday falls within an employee's period of annual leave there shall be added to that period one day for each such holiday, falling as aforesaid.
 (m) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.
 (n) Where the employer is a successor or assignee or transferee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.
 (o) (i) Subject to the provisions of the *National Security Act 1939-1940* and the Regulations made thereunder, an employer who closes down his plant during the Christmas-New Year period may at his option discharge his obligations under this clause by allowing paid leave of absence to his employees during the period of such close-down, according to the number of months which such employees have been in continuous service of that employer immediately prior to such close-down, since the preceding 1st day of January.
 (ii) The amount of paid annual leave to be so allowed shall be 3 hours 45 minutes in respect of each completed month of such continuous service; Provided that seven-day shift workers entitled to extra annual leave under the provisions of sub-clause (b) hereof shall, for each completed month of service as such, be entitled to 7 hours 30 minutes of paid annual leave.
 (iii) For the purpose of this sub-clause an employee in the service of an employer on the 20th day of December, shall be deemed to have continued to serve that employer until the 31st December next following.
 (iv) In cases to which this sub-clause applies, the qualifying twelve-monthly period of each employee (for the purpose of sub-clause (f) hereof) shall commence on the 1st day of January in each year.

(v) Wages due to employees in respect of annual leave allowed pursuant to this sub-clause shall be paid on or before the last pay-day before Christmas.

(vi) Except as specifically provided in this sub-clause, the foregoing provisions of this clause shall apply, mutatis mutandis, to cases in which an employer avails himself of the option allowed by this sub-clause.

PIECEWORK RATES.

(14) Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rate.

PAY-DAY.

(15) Employers shall pay all moneys due at least once in each week, and not later than Friday in each week, except where it has been the practice to pay fortnightly. All wages shall be paid in employer's time.

PAYMENT FOR PART WORK.

(16) An employee, working any portion of a week, shall be paid, on ceasing work, for all time worked during that week.

CONTRACT OF EMPLOYMENT.

(17) (a) With the exceptions hereinafter stated employment may be by the week or by the hour. Unless otherwise specifically agreed, the employment shall be deemed an hourly engagement. If by the week it shall be terminable on either side by one week notice given on any day or (if the employer terminate it without such notice) by payment of one week's wages.

(b) A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct, or for absence from work without reasonable excuse.

(c) If an employee engaged by the week absents himself from duty, except on the holidays mentioned in clause (12) (b) of this Determination or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year) a sum proportionate to his time of absence may be deducted from his pay, i.e., two-elevenths of the weekly wage for each day of absence, excluding Saturdays in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent on a Saturday.

(d) (i) If the contract of employment is for hourly hiring, a weekly allowance calculated as set out in clause (12) (c) of this Determination shall be paid in addition to the total amount of the rates prescribed by clause (2) of this Determination, but such allowance shall not be taken into account in computing any wage rate such as overtime, shift premium, Sunday or holiday rates.

(ii) Such allowance shall be paid irrespective of the time worked by an employee in any one week, except as provided in sub-clause (e) of this clause.

(iii) An allowance calculated as set out in clause (12) (c) of this Determination shall also be paid in addition to the rates prescribed by clauses (3) and (5) of this Determination for female workers and male junior workers.

(e) An employee engaged on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of the day and the beginning of the next succeeding day. But such employee shall not be entitled to the allowance mentioned in sub-clause (d) of this clause unless the period of employment exceeds four hours.

(f) Notwithstanding anything contained in sub-clauses (c), (d), and (e) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance, but in no case shall such expenses exceed 10s. 6d.

TIME AND WAGES BOOK.

(18) (a) Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

LEADING HANDS.

(19) Leading hands in charge of 5, but not exceeding 15 employees, shall be paid at the rate of 1s. per day extra. From 16 to 25 employees, 1s. 6d. per day extra: from 26 to 35 employees, 2s. per day extra; and over 36 employees, 2s. 6d. per day extra.

AIRCRAFT MAKING.

(20) Employees engaged in aircraft making (in wood, metal, or other materials) in occupations which are similar to those for which classifications are provided in this Determination, shall be paid the rates prescribed for such classifications.

TRAVELLING TIME.

(21) In the event of an employee being sent during working hours to any place other than his usual place of employment, he shall be allowed travelling time and excess expenses. Such time to be part of the ordinary day's work.

GRINDING TOOLS.

(22) (a) Where a woodworker using his own tools has been in employment for more than one week, the employer shall allow him one hour, with payment therefor on termination of his employment, to enable him to pack and sharpen his tools.

(b) The employee shall be permitted to use the employer's emery wheel or grindstone to sharpen his own tools used in the course of his employment.

WATERPROOF CLOTHING.

(23) Men engaged in transferring trams to or from the factory to the various depots shall be provided with suitable clothing for wet weather.

SPRAY PAINTERS.

(24) Where spray painters are employed, adequate protection for their health shall be provided for them by the employer.

TOOLS TO BE PROVIDED BY EMPLOYER.

(25) Woodworkers and vycemen shall be supplied where required with bench, bench-vyce, cramps above 4 inches, files (including saw files), rasps, hand-drills, hacksaws, frames and blades, bits and parallel shank-drills up to $\frac{1}{4}$ inch, and snips, such tools to remain the property of the employer.

MISCELLANEOUS PROVISIONS.

(26) (a) Employees engaged in working with acids shall be supplied with rubber gloves.

(b) Employees engaged in wet rubbing shall be provided with rubber aprons and rubber boots.

(c) Suitable coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery wheel operators.

(d) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic hammers.

(e) Tramway patmen shall be provided free with one suit of overalls as required.

RIGHT OF ENTRY OF UNION OFFICIALS.

(27) (1) A duly accredited representative of the Australian Coach, Motor Car, Tram Car, Waggon Builders, Wheelwrights and Aircraft Rolling Stock Makers Employees Federation and of the Amalgamated Engineering Union shall have the right to enter employers' workshops during the mid-day meal hour for the purpose of interviewing employees on legitimate union business, on the following conditions:—

- (a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the places where they are taking their meal.
- (c) That not more than one representative be in any workshop at any one time.
- (d) That no one representative visit a workshop more than once in each week.
- (e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating dissatisfaction amongst his employees, or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that this clause shall only apply to those employers who are not respondents to the Federal Award in respect of this industry.

(ii) For the purpose of investigating complaints concerning the application of this Determination a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

- (a) That he discloses to the employer or his representative the complaints which he desires to investigate.
- (b) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).
- (c) That he does not interfere with work proceeding in the workshop or plant.
- (d) That he conducts himself properly.

LIMITATION OF EMPLOYER'S LIABILITY.

(28) When an employer has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums in respect of any services rendered to such employer during such period, unless within a period of nine calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee himself, or by some person on his behalf.

DEFINITIONS.

(29) (a) "Tradesman" means an adult workman who, in the course of his employment, works from drawings or prints required to be scaled, and/or measured from drawings or prints, or makes precision measurements, or applies general trade experience, and includes locksmith and first-class machinist.

(b) "Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper measuring scale or rule.

(c) "Patternmaker" means a tradesman engaged in the making of both patterns and templates in wood. "Template maker" means a tradesman engaged in the making of templates only.

(d) "Jig-maker" means a tradesman engaged in the making of jigs in wood or metal.

(e) "Toolmaker" means a tradesman making and/or repairing any precision tool, gauge, die or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion.

(f) "First-class machinist" (in metal) means a tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, and grinding machine.

(g) "Second-class machinist" (in metal) means an adult not engaged as a tradesman and who is not required to work from drawings or prints required to be scaled and/or measured from drawings or prints or to make precision measurements, but who is engaged in operating or in the setting up and operating of machines enumerated in the definition of "first-class machinist"; or who is engaged operating a key-seating machine, or a second-class brass finisher or as a pipe fitter on low pressure work.

(h) "Third-class machinist" (in metal) means a machinist, not being a process worker, who operates any machine set up by tradesman or any machine the setting up of which does not require the knowledge or skill of a second-class machinist or any machine other than electric cutters in trim shops used for cutting fabrics.

(i) "First-class wood machinist" (in wood) means a machinist who in the course of his employment is called upon to grind and set knives only or to braze, set, and sharpen band or jig saws and to set and sharpen circular saws or to set up machines operated by other machinists or to grind knives for and to set up and operate one or more of the following machines:—Shapers, spindles, linderman machines, routers, tenoners, still hinge and other gainer machines and band saws.

(j) "Second-class wood machinist" (in wood) means any machinist called on to set up and operate any other machines, or any circular saw or dimension saw.

(k) "Process worker" means an employee engaged on—

- (i) Repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges or other tools rendering operations mechanical (and in connexion with which the worker is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or
- (ii) in assembling processes not requiring the use of hand tools (except hammers and/or screwdrivers and/or spanners).

(l) "Electrical fitter" means a tradesman fitter mainly engaged in making, fitting or repairing electrical machines, instruments or appliances, who in the course of his work applies electrical knowledge.

(m) "Electrical mechanic" means an adult employee mainly engaged outside a workshop on any class of installation work, or in the repairing thereof, or in wiring, and who, when employed inside a workshop, is engaged on repairs to installation.

(n) "Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns, and/or finishing off bath moulds by a machine process.

(o) "Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.

(p) "Plate and machine moulder" means an adult employee engaged in moulding on the plate system, or by machines where the pattern is either a fixture to the plate or the spray system is used.

(q) "Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.

(r) "First-class body maker" means a tradesman engaged on the building of bodies without the aid of jigs.

(s) "Second-class body maker" means an employee engaged on the building of bodies with the aid of jigs.

(t) "First-class panel beater" means an employee who makes panels or mudguards from the sheet by hand or partly by hand and partly with the aid of machines.

(u) "Second-class panel beater" means an employee who is engaged in dent knocking (by hand) or who makes panels from the sheet entirely with the aid of machines or who is engaged solely on a panel beating machine.

(v) "Other panel machinists" means employees engaged solely on wheeling and stretching or other machines in the panel section not otherwise provided for.

(w) "Metal panel worker" means an employee engaged in the preparation of material for the making of panels other than machinists and others for whom specific rates are provided.

(z) "Sectional trimmer" means any workman (unless specific margins have been herein prescribed) who was so classed on the 1st day of October, 1935, and all future workmen doing the same classes of work.

(y) "Smith" includes coach smith, wheelwright smith, angle iron smith, and motor smith.

(aa) "Saw doctor" means an employee exclusively engaged in brazing, hammering, straightening and sharpening saws.

(ab) "On the line" means sectionalized body building and assembling in which bodies in course of building are moved on from one operative or group of operatives to another operative or group of operatives.

(bb) "Painter's labourer" means an employee assisting in painting, graining, lining and decorating who does not use brush or sprayer.

(cc) "Timber stacker" means an employee who stacks timber for seasoning by the process of stripping.

(dd) "Diemaker" means a tradesman making any die to be affixed to any machine who designs or lays out his work.

(ee) "Garnish mould finisher" means an employee engaged on any of the following classes of work, viz.:—Clamping metal garnish moulds to jigs and scribing and cutting same; re-working and filing metal garnish moulds, after welding; re-working and filing metal windscreen garnish moulds; working and filing recesses in rear quarter garnish moulds, after welding; finally working and checking metal garnish moulds, after welding; and/or fabricating metal windscreen garnish moulds and re-working and filing same.

(ff) "Spring service worker" means an employee who is employed on the removal and/or replacement of springs, luggage carriers and/or bumper bars, and/or the dismantling and/or re-assembling of finished parts of motor car and truck chassis (not being a chassis assembler and/or wirer).

(gg) "Aero engine assembler" means an adult employee who assembles components into sub-assemblies, and makes any necessary adjustments to assembly.

(hh) "Body maker," second class, means an employee engaged on the building of bodies with the aid of jigs.

(ii) "Drier" means an adult employee using air hose to dry off after acid wash.

(jj) "Material chaser" means an adult employee having the supervision of the delivery according to schedule, of material between departments or sections.

(kk) "Packer" means an adult employee who is responsible for the selection of parts or accessories according to requisitions or for the packing and methods of packing of same for despatch.

(ll) "Rigger" means an adult employee who is responsible for the erection of tackle, and who is, amongst other duties, required to splice wire rope.

(mm) "Tester" means an adult employee engaged in testing products for leaks or faults by immersion in liquid.

(nn) "Timber orderman" means an employee who is responsible for the selection, allotment and measuring of orders for delivery and/or for the execution of orders for delivery. The word "order" in this definition means the demand of a customer or of the employer, or some one on his behalf to the orderman for an expressed size and class, or expressed sizes and classes of timber.

(oo) "Welder," first class, means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs or doing work covered by definitions of second and third class welder, and includes re-welding by hand processes.

(pp) "Welder," second class, means an adult employee not required to do first-class welding, but engaged in filling castings or in welding sheet metal or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.

(qq) "Welder," third class, means an adult employee using electric spot or butt welding machine on work other than cutting scrap with oxy-acetylene blowpipe.

(rr) "Welder," fourth class, means an adult employee cutting scrap with oxy-acetylene blowpipe.

(ss) "Welder" "A" Grade, means a tradesman employed as a first-class welder on repair and/or production work, including aircraft, but not including production work on any other class of vehicle.

(tt) "Welder," "B" Grade, means an adult employee welding aircraft tanks and/or sheet metal manifolds for aircraft.

PERIODICAL ADJUSTMENT OF WAGES.

(30) The wages rates set out in clause (2) are based upon the following basic wages rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause (31).

Basic Wage.

| Place. | Needs Basic Wage. | Loading Constant. | Total Basic Wage. | Index Number Set Assigned. |
|---|-------------------|-------------------|-------------------|----------------------------|
| | £ s. d. | s. d. | £ s. d. | |
| Victoria— | | | | |
| Within a radius of 20 miles of G.P.O., Melbourne, 10 miles of Geelong and Warrnambool Post Offices, 5 miles of Chief Post Office at Mildura, and the Gippsland District | 4 12 0 | 6 0 | 4 18 0 | Melbourne |
| Elsewhere—3s. less than the contemporaneous basic wage for Melbourne | | | | |

ADJUSTMENT OF BASIC WAGE.

(31) (a) Until the beginning of the first pay period to commence in May, 1943, the amounts of the basic wage shall be as prescribed in clause (30).

(b) During each future successive period beginning with the first pay period to commence in a May, an August a November, or a February, the amounts of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

(i) The index number set to be applied to a place is that assigned thereto in clause (30).

(ii) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.

(iii) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.

(iv) The basic wage shall be that of assigned amount during such successive period.

| Index Number Divisions. | Basic Wage. | Index Number Divisions. | Basic Wage. |
|-------------------------|-------------|-------------------------|-------------|
| | £ s. d. | | £ s. d. |
| 1994-1006 | 4 1 0 | 1118-1129 | 4 11 0 |
| 1007-1018 | 4 2 0 | 1130-1141 | 4 12 0 |
| 1019-1030 | 4 3 0 | 1142-1154 | 4 13 0 |
| 1031-1043 | 4 4 0 | 1155-1166 | 4 14 0 |
| 1044-1055 | 4 5 0 | 1167-1179 | 4 15 0 |
| 1056-1067 | 4 6 0 | 1180-1191 | 4 16 0 |
| 1068-1080 | 4 7 0 | 1192-1203 | 4 17 0 |
| 1081-1092 | 4 8 0 | 1204-1216 | 4 18 0 |
| 1093-1104 | 4 9 0 | 1217-1228 | 4 19 0 |
| 1105-1117 | 4 10 0 | 1229-1240 | 5 0 0 |

Any extension of this table must be of the same construction as the table

(c) The wage rates prescribed at £1 14s. or more for females shall be adjusted on the same basis as the basic wage in the same place, but by 6d. for every 1s. of change in the amount of that basis.

(d) The amounts of wages for all apprentices whose rate of wages is herein stated at 25s. or more per week and of all rates for females prescribed at less than £1 14s., shall be adjusted proportionately to the basic wage in the same place calculated to the nearest 6d., every change of amount not exceeding 3d. to be disregarded.

The amounts of the adjustable rates are fixed on a needs basic wage of £3 6s. and such adjustments are to be made upon the following rates :—

(i) *Female Workers.*

| | Adults. | | | Juniors. | | |
|--|---------|----------------------|---------------------------------|----------|----------------------|---------------------------------|
| | — | Loading Constant. | Constant Special Loading. | — | Loading Constant. | Constant Special Loading. |
| | £ s. d. | s. d. | s. d. | £ s. d. | s. d. | s. d. |
| 1st six months (without previous experience) | 1 3 0 | 3 0 | 1 0 | 1 3 0 | 1 0 | 1 0 |
| 2nd six months | 1 12 6 | 3 0 | 1 6 | 1 12 6 | 1 0 | 1 6 |
| 3rd six months | 1 18 0 | 3 0 | 1 6 | 1 18 0 | 1 6 | 1 6 |
| Thereafter | 2 6 0 | 3 0 | 1 6 | 2 6 0 | 1 6 | 1 6 |

Females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines: knotting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires.

| | Adults. | | | Juniors. | | |
|----------------------------------|---------|----------------------|---------------------------------|----------|----------------------|---------------------------------|
| | — | Loading Constant. | Constant Special Loading. | — | Loading Constant. | Constant Special Loading. |
| | £ s. d. | s. d. | s. d. | £ s. d. | s. d. | s. d. |
| For the first six months | 1 3 0 | 3 0 | 1 0 | 1 3 0 | 1 0 | 1 0 |
| For the 2nd six months | 1 12 6 | 3 0 | 1 6 | 1 12 6 | 1 0 | 1 6 |
| Thereafter | 2 6 0 | 3 0 | 1 6 | 2 6 0 | 1 6 | 1 6 |

(ii) *Apprentices.*

| | — | Constant Loading. | Extra Constant Loading. |
|---|-------|----------------------|----------------------------|
| Five year terms— | s. d. | s. d. | s. d. |
| 1st year | 15 0 | 0 0 | 0 9 |
| 2nd year | 20 6 | 1 0 | 1 0 |
| 3rd year | 30 6 | 1 6 | 1 6 |
| 4th year | 50 0 | 2 0 | 2 3 |
| 5th year | 63 0 | 2 0 | 3 0 |
| Four Year Terms.—When the apprentice enters or has entered his apprenticeship after reaching the age of 17 years— | | | |
| 1st year | 18 0 | 0 0 | 0 9 |
| 2nd year | 30 0 | 1 0 | 1 6 |
| 3rd year | 50 0 | 2 0 | 2 3 |
| 4th year | 63 0 | 2 0 | 3 0 |

(ii) *Male Junior Workers.*

The minimum rates of wage for unapprenticed male juniors shall be the undermentioned percentages of the contemporaneous needs basic wage, and in addition thereto the constant loadings specified—

| | Percentage of Needs Basic Wage. | Constant Loading. |
|-------------------------------|------------------------------------|-------------------|
| | | per week. |
| | | s. d. |
| Under 16 years of age | 25 | 0 6 |
| 16 years of age | 35 | 0 9 |
| 17 " " " | 47½ | 1 0 |
| 18 " " " | 60 | 1 0 |
| 19 " " " | 75 | 2 0 |
| 20 " " " | 90 | 2 0. |

Each total rate shall be calculated to the nearest sixpence and any part of sixpence in the result which does not exceed threepence shall be disregarded.

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 18th March, 1943.



VICTORIA GOVERNMENT GAZETTE.

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WEDNESDAY, MARCH 24.

[1943

Factories and Shops Acts.

DETERMINATION OF THE CONFECTIONERS BOARD.

NOTE.—This Determination applies to the whole State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a manufacturing confectioner," has made the following Determination, namely:—

(1) That on the 1st March, 1943, the adjusted Determination which came into force as from the beginning of the first pay period to commence in February, 1943, shall be revoked and replaced by this Determination.

(2)

| Apprentices and Improvers. | Juvenile Workers.—Males under 21 Years of Age, other than Apprentices or Improvers. | Other Employees. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|------------------|-------------------------------------|------|-------------------------------------|------|-------------------------------------|------|---------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|---------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|---|---------------------------|-------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|--|-----------------------|-------|--|-------|--|-------|--|-------|---|-------|--------------------|-------|----------------------|-------|-------------------------|------|
| <p style="text-align: center;">WAGES PER WEEK OF 44 HOURS. <i>Males (assisting the Storeman and Packer).</i></p> <table><tr><td>18 years of age and under 19 years</td><td>s. d.</td></tr><tr><td>19 " " 20 "</td><td>60 6</td></tr><tr><td>20 " " 21 "</td><td>74 3</td></tr><tr><td>21 " " 22 "</td><td>85 3</td></tr></table> <p style="text-align: center;"><i>All Other Males.</i></p> <table><tr><td>15 years of age and under</td><td>26 0</td></tr><tr><td>16 years of age</td><td>33 3</td></tr><tr><td>17 years of age</td><td>42 6</td></tr><tr><td>18 years of age</td><td>60 0</td></tr><tr><td>19 years of age</td><td>72 0</td></tr><tr><td>20 years of age</td><td>76 6</td></tr></table> <p style="text-align: center;"><i>Females.</i></p> <table><tr><td>16 years of age and under</td><td>22 4</td></tr><tr><td>17 years of age</td><td>28 1</td></tr><tr><td>18 years of age</td><td>34 7</td></tr><tr><td>19 years of age</td><td>41 4</td></tr><tr><td>20 years of age</td><td>47 3</td></tr></table> | 18 years of age and under 19 years | s. d. | 19 " " 20 " | 60 6 | 20 " " 21 " | 74 3 | 21 " " 22 " | 85 3 | 15 years of age and under | 26 0 | 16 years of age | 33 3 | 17 years of age | 42 6 | 18 years of age | 60 0 | 19 years of age | 72 0 | 20 years of age | 76 6 | 16 years of age and under | 22 4 | 17 years of age | 28 1 | 18 years of age | 34 7 | 19 years of age | 41 4 | 20 years of age | 47 3 | <p style="text-align: center;">WAGES PER WEEK OF 44 HOURS. <i>General Hands.</i></p> <table><tr><td>15 years of age and under</td><td>s. d.</td></tr><tr><td>16 years of age</td><td>26 0</td></tr><tr><td>17 years of age</td><td>33 3</td></tr><tr><td>18 years of age</td><td>42 6</td></tr><tr><td>19 years of age</td><td>60 0</td></tr><tr><td>20 years of age</td><td>72 0</td></tr><tr><td>21 years of age</td><td>76 6</td></tr></table> <p style="text-align: center;">PROPORTION.</p> <p>Two juvenile workers to every three adult workers receiving not less than the minimum wage. For the purpose of this clause a junior who is in receipt of the rate prescribed for an adult shall be counted as an adult.</p> | 15 years of age and under | s. d. | 16 years of age | 26 0 | 17 years of age | 33 3 | 18 years of age | 42 6 | 19 years of age | 60 0 | 20 years of age | 72 0 | 21 years of age | 76 6 | <p style="text-align: center;">WAGES PER WEEK OF 44 HOURS. <i>Males.</i></p> <table><tr><td>Confectioners</td><td>s. d.</td></tr><tr><td>Head storeman or packer having not less than three storemen or packers under his control</td><td>114 0</td></tr><tr><td>Storeman or packer in charge of one or two persons</td><td>111 0</td></tr><tr><td>Storeman or packer being the only person employed in the store</td><td>111 0</td></tr><tr><td>Storeman or packer engaged in the despatch or bulk receiving stores</td><td>107 0</td></tr><tr><td>Machinists</td><td>106 0</td></tr><tr><td>General hand</td><td>101 0</td></tr><tr><td>All other males</td><td>98 0</td></tr></table> <p style="text-align: center;"><i>Females.</i></p> <p>General workers, chocolate dippers, French cream dippers, bulk and novelty dippers, sale and counter attendants and all other adult female employees (except those provided for in clause 5)</p> <p style="text-align: right;">56 6</p> | Confectioners | s. d. | Head storeman or packer having not less than three storemen or packers under his control | 114 0 | Storeman or packer in charge of one or two persons | 111 0 | Storeman or packer being the only person employed in the store | 111 0 | Storeman or packer engaged in the despatch or bulk receiving stores | 107 0 | Machinists | 106 0 | General hand | 101 0 | All other males | 98 0 |
| 18 years of age and under 19 years | s. d. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 " " 20 " | 60 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 " " 21 " | 74 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 21 " " 22 " | 85 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 15 years of age and under | 26 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 years of age | 33 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 years of age | 42 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 years of age | 60 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 years of age | 72 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 years of age | 76 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 years of age and under | 22 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 years of age | 28 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 years of age | 34 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 years of age | 41 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 years of age | 47 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 15 years of age and under | s. d. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 years of age | 26 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 years of age | 33 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 years of age | 42 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 years of age | 60 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 years of age | 72 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 21 years of age | 76 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Confectioners | s. d. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Head storeman or packer having not less than three storemen or packers under his control | 114 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Storeman or packer in charge of one or two persons | 111 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Storeman or packer being the only person employed in the store | 111 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Storeman or packer engaged in the despatch or bulk receiving stores | 107 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Machinists | 106 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| General hand | 101 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| All other males | 98 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p style="text-align: center;">PROPORTION.</p> <p><i>Males (assisting the Storeman and Packer).</i> One male apprentice to every three or fraction of three male workers receiving not less than 107s. per week of 44 hours. One male improver to every four or fraction of four male workers receiving not less than 107s. per week of 44 hours.</p> <p style="text-align: center;"><i>Other Male Apprentices.</i> One male apprentice to every three or fraction of three male workers receiving not less than 114s. per week of 44 hours.</p> <p style="text-align: center;"><i>Other Male Improvers.</i> One male improver to every three or fraction of three male workers receiving not less than 114s. per week of 44 hours.</p> <p style="text-align: center;"><i>Females.</i> Three female apprentices or improvers to every two or fraction of two female employees receiving not less than 56s. 6d. per week of 44 hours on day work or at piecework rates.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

(3) DEFINITIONS.—

"Confectioner" means an adult male, not expressly included in the definition of a machinist or general hand employed—

- (i) handling or dealing with confectionery in any process of manufacture from raw materials such as sugar, glucose, gelatine, gum, or licorice, chocolate or similar material to the finished article, and includes an employee who runs by hand with any kind of funnel or bag jubes, jellies, cream fondant, snowballs, or other articles which are run into stamped or moulded starch trays or other moulded receptacles; or
- (ii) operating or controlling any of the following machines:—
 - Chocolate dipping or covering machine.
 - Licorice making or shaping machine.
 - Depositing machine.
 - Cocoa bean roaster.
 - Milk chocolate condenser.
 - Lozenge stamping machine.
 - Lozenge cutting machine.
 - Mogul depositing machine.

"Machinist" means an adult male employed operating any one or more of the following machines:—

- Combined refiner and melanger.
- Melanger.
- Refiners.
- Conches.
- Cocoa mill.
- Cocoa butter press.
- Neat work mill.
- Liquor mill.
- Gum refining.

"General hand" means a male employee engaged on one or more of the following operations:—

- Grinding nuts.
- Stirring gum or syrup.
- Smoothing, emptying, sieving starch trays.
- Cleaning confectionery.
- Washing tins or bottles with a capacity of over 4 lb.
- Stamping lozenges.
- Marking toffee on slabs.
- Rolling confectionery, sticks or balls.
- Blanching nuts by machine.
- Cutting confectionery by hand or vertical or circular cutting machine.
- Grinding figs, acids, and other ingredients used in the trade.
- Weighing confectionery and ingredients (over 30 lb).
- Straining syrup or other material used in the trade.
- All handling of confectionery or ingredients in the manufacture of confectionery.
- Up-ending sugar or lumping sugar.
- Glazing confections.
- Cutting neat work.
- Coating boiled goods with such ingredients as dry sugar or cocoanut, &c.
- Feeding Forgrove and similar machines (except universal type).

GENERAL WORKERS.—Means a female employed at nailing up boxes, except in the despatch or bulk or receiving store, tying up boxes, bottles, tins or parcels, tinning up, boxing or packing under 30 lb. in weight; wrapping; packing stock boxes or tins or bottles; labelling; picking nuts or fruit or confection; spreading peel or confections; sieving; cutting fruit or ginger; cleaning; washing tins or bottles with a capacity of 4 lb. or under; plain piping or dotting or glazing novelties; marking confectionery; blanching nuts by hand; separating confectionery; cutting confectionery (excepting lozenges or goods of similar nature); coating jellies or other confections with such ingredients as dry sugar or cocoanut; all handling of confectionery directly it leaves the confectioner or the machine; packing confections; stirring confectionery or ingredients (if over 30 lb. to be done by males only); icing novelties; carrying goods, materials, or utensils; filling dates with cream; placing nuts on paste; and other unskilled or labouring work, except in the despatch or bulk receiving store.

CHOCOLATE OR FRENCH CREAM DIPPERS.—Means a female engaged in dipping by hand or fork goods in chocolate, French cream, or other substance, or covering by hand or fork goods with chocolate, French cream, or other substance.

BULK DIPPERS OR NOVELTY DIPPERS.—Means a female who at one operation dips or covers a number of confections in or with chocolate or other material by means of wire frames, strainers, or other utensils, or persons filling or turning out chocolate goods moulded in or on metal.

(4) **STARCH WORK.**—(a) Any employee whether an adult or junior employed on starch boxes shall be paid 2s. 6d. per week in addition to the prescribed rate. This sub-clause shall not apply to any work done on or in connexion with a mogul machine.

(b) An employer shall not employ any person under 18 years of age on starch boxes.

(c) An employer shall not employ females on smoothing starch trays or emptying or sieving starch trays with or without confections in them.

(5) **SPECIAL RATES.**—All female employees employed on any work which is usually performed by males, according to the classifications and definitions, shall be paid at the rate of wages operating for males for such work.

(6) **PROHIBITED WORK.**—No female under the age of eighteen (18) years shall be permitted to lift or carry more than 25 lb. in weight, and no female over eighteen (18) years shall be permitted to lift or carry more than 30 lb. in weight or stir confectionery or any other ingredients over 30 lb. in weight.

(7) **HOURS.**—The ordinary working hours shall not exceed 44 per week to be worked in five days of 8 hours each, and one day (Saturday) of 4 hours, or five days of 8 hours 48 minutes each to be worked continuously, except for a meal break as prescribed, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday:

Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees.

(8) **MEAL BREAKS.**—(a) Employees shall be allowed a meal break of not less than half an hour between the hours of noon and 2 p.m. on each day Monday to Friday inclusive

(b) An employee shall not be worked for more than five hours without a break for a meal.

(c) All time worked during the time ordinarily observed by an employee as his or her meal break shall be paid for at the rate of double time.

(9) **CONTRACT OF EMPLOYMENT.**—(a) Employment shall be by the week and shall be terminated by a week's notice on either side, such notice to be given at any time during the week. This shall not affect the right of an employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty, or misconduct (and in such cases wages shall be paid up to the time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike by the Association or any other organization or association or through any breakdown of machinery or any stoppage of work by any cause which the employer cannot reasonably prevent, or through slackness of work, or through the closing of factories between Christmas and New Year. This clause shall not apply to workers on night shift.

(b) Any employee not attending for duty shall lose his or her pay for the actual time of such non-attendance unless he or she produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his or her non-attendance was due to personal accident arising out of and in the course of his or her employment or to personal ill health necessitating such absence:

Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill health or both for more than four days in each year.

(10) **SHIFT WORK.**—(a) Employees may be worked on night shift subject to the following conditions:—

- (i) The hours shall not exceed 44 per week exclusive of meal time.
 - (ii) Except in cases of emergency an employee who is employed during the ordinary daily working hours shall not be employed on night shift unless and until he has had a break from work of not less than 24 hours.
 - (iii) Adults on night work shall be paid at the rate of 10s. per week and junior workers at the rate of 5s. per week in addition to their ordinary rates of pay.
 - (iv) Where three shifts are worked they shall be worked between the hours of midnight Sunday and noon the following Saturday.
 - (v) All time worked outside the usual fixed time of a shift shall be paid for at the rate of time and a half for the first four hours and double time thereafter.
- (b) Any employer shall not employ any employee under eighteen years of age on night shift.
- (c) Any employee transferred from day work to shift work shall be guaranteed his position on day work after he has completed his time on shift work.

(11) **OVERTIME AND SUNDAY WORK.**—(a) All time worked outside the ordinary hours shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

- (b) All time worked on a Sunday shall be paid for at the rate of double time.
- (c) A male employee who is called upon to work overtime beyond one hour and who has not been notified when ceasing work on the previous day that he is required to work overtime shall be supplied with a meal or be paid an allowance of 1s. 6d. If such notice as aforesaid is given and the employee attends and is not required to work overtime he shall be paid the 1s. 6d. allowance. A female employee shall be paid 1s. 6d. meal allowance on any day which she is required to work overtime.

(12) **HOLIDAYS.**—(a) All employees shall be entitled without loss of pay to the following holidays or any days observed in lieu thereof:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day, and Union Picnic Day: Provided that should any of these holidays occur on a Saturday or a Sunday, employees shall receive a day's pay.

(b) "Union Picnic Day" shall be a day (other than a Saturday or Sunday) set apart for the holding of a picnic, and such day shall be arranged between the employers and the Union and no employee shall be entitled to payment for such day unless a ticket for the picnic has been purchased.

(c) Employees working on any of the holidays mentioned in sub-clause (a) hereof shall in addition to the prescribed wage be paid at the rate of ordinary time for the time worked with a minimum payment as for four hours.

(d) An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays mentioned in sub-clause (a) hereof.

(e) Employees shall be entitled to and receive payment for the holidays as prescribed in sub-clause (a) hereof, provided that they shall be available for duty on the last working day their services are required preceeding and the first working day following such holiday, provided that the employees may be absent with the consent of either the manager or the head of the department in which the employee is working.

(f) Pieceworkers working on any of the holidays mentioned in sub-clause (a) hereof shall in addition to the piecework earnings be paid at the rate of ordinary time for such holiday.

(13) **ANNUAL LEAVE.**—(a) Except as hereinafter provided a period of seven consecutive days' leave shall be allowed annually to all employees after twelve months continuous service (less the period of annual leave) in any one or more of the occupations to which this Determination applies.

(b) Annual leave shall be given at a time fixed by the employer within a period not exceeding three months from the date when the right to annual leave accrued and after not less than two week's notice to the employee.

(c) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave has been taken before it accrued.

(d) If after six months' continuous service in any qualifying twelve-monthly period an employee leaves his or her employment or his or her employment is terminated by the employer through no fault of the employee the employee shall be paid one-sixth of a week's wage in respect of each completed two months of continuous service in respect of which leave has not been granted hereunder.

(e) Each employee before going on leave shall be paid a week's wage. For the purpose of this sub-clause and sub-clause (d) hereof the week's wage shall be at the ordinary rate prescribed by this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his or her leave or the termination of his or her employment as the case may be.

(f) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clause (d) hereof payment shall not be made or accepted in lieu of annual leave.

(g) Notwithstanding anything herein provided an employer who gives to an employee leave of absence without the loss of pay throughout the interval of time:—

- (i) between the days observed hereunder as the Christmas Day holiday and the New Year's Day holiday; or
- (ii) between the day immediately preceeding the Good Friday holiday and the Monday next after the Easter Monday holiday—

shall be deemed thereby to fulfil all obligations to that employee under this clause in respect of the period of twelve months' service referred to in sub-clause (a) hereof. The provisions of sub-clause (c) hereof shall apply to this sub-clause.

(h) Where leave has been granted to an employee pursuant to sub-clauses (c) and (g) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each two complete months of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-sixth of the amount of wage paid on account of the annual leave which amount shall not include any sums paid for any of the holidays prescribed by clause (12) hereof.

(i) In the case of employees in the employment of an employer on the 16th day of December, 1940, service before the date of this Determination shall be taken into consideration for the purpose of calculating annual leave, and persons in employment on the 1st day of July, 1940, shall for the purposes of this clause be deemed to have commenced their service on that date.

(j) For the purposes of this clause service shall be deemed to be continuous notwithstanding:—

- (i) Any interruption or determination of the employment by the employer if such interruption or determination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence; or
- (ii) Any absence from work on account of sickness or accident or military service (males only) and in calculating the period of twelve months' continuous service absence on account of sickness or accident to the extent of fourteen days in any twelve months shall be deemed to be part of the period of continuous service.

(k) Except as provided by sub-clause (g) hereof the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause (12) hereof and if any such holiday falls within an employee's period of annual leave there shall be added to that period one day for each such holiday falling as aforesaid.

(1) For the purpose of this clause a month shall be reckoned as commencing within the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

(m) Where the employer is a successor or assignee or transferee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee the employee in respect of the period during which he or she was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

(14) PAYMENT OF WAGES.—(a) All wages shall be paid not later than Friday in each week.

(b) An employer shall not keep more than two days' pay in hand:

Provided that in those cases in which three days' pay was on the 20th day of November, 1939, kept in hand the employer may continue to keep not more than that number of days' pay in hand.

(c) If an employee leaves his or her employment or is dismissed he or she shall, provided that the necessary money is then available at the factory office be paid his or her wages upon leaving or being dismissed.

(d) All wages shall be paid during working hours.

(15) MIXED FUNCTIONS.—When an employee is put to work temporarily on work of a classification higher than that under which he or she was engaged or deemed to be working, he or she shall be paid the higher rate prescribed for the higher classification for the time he or she is occupied upon such work.

(16) DINING ROOM ACCOMMODATION.—The employer shall provide for employees proper dining room accommodation and a sufficient quantity of boiling water at meal hours. The employer shall also provide a heating apparatus in the dining room where more than three females are employed.

(17) WASHING FACILITIES.—The employer shall provide suitable washing facilities for employees.

(18) LOCKERS AND DRESSING ROOM.—The employer shall provide a cloak and dressing room, and suitable lockers for the use of female employees.

(19) OVERALLS AND TOOLS OF TRADE.—(a) Where an employee is required by the employer to wear overalls, caps, uniforms aprons, &c., other than those normally worn in his or her occupation the employer shall supply the same.

(b) The employer shall provide all tools of trade required and used by employees in the course of their employment.

(20) SEATING ACCOMMODATION (FEMALES ONLY).—Where practicable the work of the employee shall be performed sitting or standing, whichever is the more convenient. Where practicable the employees shall have the right to change the position of the work either from sitting to standing or from standing to sitting position at any time they feel disposed during working hours unless impracticable owing to the nature of the work.

(21) FIRST AID.—The employer shall provide and maintain in every factory or workshop a properly equipped first aid ambulance chest, which shall be a suitable dustproof receptacle made of either metal or wood and shall make it available for the use of employees in some accessible place in the said factory or workshop.

(22) UNION BUSINESS.—(a) Officials of the Federated Confectioners Association of Australia and The Federated Storeman and Packers Union of Australia may absent themselves from work without pay to attend to the business of the Association, or Union if they give at least one day's notice to the employer.

(b) An employer shall not prevent the secretary of such Association or Union or any official thereof authorized by the Association or Union from visiting or conversing with the members of the Association or Union at meal times or before or after the hours of work in a place mutually agreed upon by the employer or his works manager and the Association or Union secretary or other authorized official.

(23) FACILITIES FOR UNION OFFICERS AND MEMBERS (FEMALES ONLY).—At each factory reasonable facilities shall be afforded members and officers of the Female Confectioners Union to interview the employees during lunch time, and for the necessary working connexion with the Union, and the Union shall be permitted to post a copy of the Determination and the Union notices on a board in a prominent position in each factory.

(24) TIME AND WAGES BOOK.—(a) Each employer shall keep at his factory or at an office convenient thereto a time and wages book in which he shall enter or cause to be entered the name and classification of each employee, the times of starting and ceasing work each day, the amount of overtime worked and the wages and overtime paid to each employee.

(b) Such book shall, on demand, be produced by the employer for inspection to an official of the Federated Confectioners Association of Australia, Female Confectioners Union, or The Federated Storeman and Packers Union of Australia duly authorized in writing, by the president or secretary of the local branch of the Association or Union concerned at the place where the book is kept at any time between the hours of 10 a.m. and noon on any day except pay day or the day before pay day between the 1st to the 27th inclusive of each calendar month.

No authority to inspect shall be given by the Association or Union concerned unless the president or secretary has good reason to suspect that the employer, whose book is to be inspected, is committing or has committed a breach of this Determination.

(c) Any employer who provides a mechanical clock for the purpose of recording the time of employees may for the purpose of this clause and in lieu of a time and wages book keep the cards or check used in connexion with such clock if such card or check contain the particulars prescribed by sub-clause (a) hereof.

(25) PIECEWORK (FEMALES ONLY).—Any employer may fix and pay piecework prices to any person or class of persons employed at any work which the minimum wage has been provided for under this Determination, provided that any such employer shall base such piecework prices on the earnings of an average adult worker, with reasonable effort, working under like conditions, at the weekly adult minimum rate and such piecework prices shall be fixed so that an average worker can earn not less than 10 per cent. above the adult wages that are fixed by this Determination for such work.

Any alteration to the minimum wage shall apply to pieceworkers by adding to, or subtracting from the same amount to the pieceworkers wage.

(c) In the event of a pieceworker being placed on new work not earning the adult minimum wage through no fault of her own, she shall be paid the existing adult wage.

(26) WAITING TIME FOR PIECEWORKERS (FEMALES ONLY).—Pieceworkers who are waiting for work on or about the factory or workshop of the employer must be paid for such waiting time a sum calculated on the basis of the weekly wage.

(27) OVERTIME RATES FOR PIECEWORKERS (FEMALES ONLY).—All work performed before or after the regular working hours as per clause (7), or any work in excess of 44 hours per week shall be paid for at piecework rates plus 50 per centum for the first four hours and thereafter at double the ordinary piecework rates.

All overtime rates earned by a pieceworker shall be paid in full and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(28) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for adults set out in clause (2) are based upon the following basic wage for adult males and minimum wage for adult females, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1931* the Board hereby determines that such wages rates shall be automatically increased or decreased by the same amount and at the same time as such basic wage and minimum wage.

The basic wage rates and minimum wage rates shown hereunder shall be adjusted as prescribed in clause (30).

BASIC WAGE.

| Place. | Needs Basic Wage (Adjustable). | Loading (Constant). | Total Basic Wage for Adult Males. | Minimum Wage for Adult Females. | Index Number Set Assigned. |
|------------------|-----------------------------------|------------------------|--------------------------------------|------------------------------------|-------------------------------|
| | Per Week. £ s. d. | Per Week. £ s. d. | Per Week. £ s. d. | Per Week. £ s. d. | |
| Victoria | 4 12 0 | 0 6 0 | 4 18 0 | 2 16 6 | Melbourne |

(30) ADJUSTMENT OF BASIC WAGE FOR ADULT MALES AND MINIMUM WAGE FOR ADULT FEMALES.—(a) Until the beginning of the first pay period to commence in May, 1943, the amounts of the basic wage for adult males and minimum wage for adult females shall be as prescribed in clause (29).

(b) During each future period of or near a quarter beginning with the first pay period to commence in a May, an August, a November, or a February, the amounts of the needs basic wage for adult males and minimum wage for adult females shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" Retail Price Index Numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's Retail Price Index Numbers" or any like expression means the numbers stated to be such Index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(1) The Index Number set to be applied to a place is that assigned thereto in clause (20).

(2) The Index Number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.

(3) The amounts assigned in the following table (or any extension thereof) to the Index Number Division comprising that Number are to be ascertained.

(4) The needs basic wage for adult males and minimum wage for adult females shall be of those assigned amounts during such period of or near a quarter.

TABLE.

| Index Number Divisions. | Needs Basic Wage. | Minimum Wage for Adult Females. | Index Number Divisions. | Needs Basic Wage. | Minimum Wage for Adult Females. |
|-------------------------|-------------------|---------------------------------|-------------------------|-------------------|---------------------------------|
| | £ s. d. | £ s. d. | | £ s. d. | £ s. d. |
| 871-882 | 3 11 0 | 2 6 0 | 1044-1055 | 4 5 0 | 2 13 0 |
| 883-895 | 3 12 0 | 2 6 6 | 1056-1067 | 4 6 0 | 2 13 6 |
| 896-907 | 3 13 0 | 2 7 0 | 1068-1080 | 4 7 0 | 2 14 0 |
| 908-919 | 3 14 0 | 2 7 6 | 1081-1092 | 4 8 0 | 2 14 6 |
| 920-932 | 3 15 0 | 2 8 0 | 1093-1104 | 4 9 0 | 2 15 0 |
| 933-944 | 3 16 0 | 2 8 6 | 1105-1117 | 4 10 0 | 2 15 6 |
| 945-956 | 3 17 0 | 2 9 0 | 1118-1129 | 4 11 0 | 2 16 0 |
| 957-969 | 3 18 0 | 2 9 6 | 1130-1141 | 4 12 0 | 2 16 6 |
| 970-981 | 3 19 0 | 2 10 0 | 1142-1154 | 4 13 0 | 2 17 0 |
| 982-993 | 4 0 0 | 2 10 6 | 1155-1166 | 4 14 0 | 2 17 6 |
| 994-1006 | 4 1 0 | 2 11 0 | 1167-1179 | 4 15 0 | 2 18 0 |
| 1007-1018 | 4 2 0 | 2 11 6 | 1180-1191 | 4 16 0 | 2 18 6 |
| 1019-1030 | 4 3 0 | 2 12 0 | 1192-1203 | 4 17 0 | 2 19 0 |
| 1031-1043 | 4 4 0 | 2 12 6 | | | |

The Index Number Divisions in this table are based upon the equating of the Index Number 1,000 with a basic wage of 81s. per week, and any extension of the table must be of the same construction as the table.

The amounts of the adjustable rates are fixed on a needs basic wage of £3 19s. and a minimum wage for adult females of £2 10s., and such rates shall be adjusted proportionately to the needs basic wage and minimum wage for adult females respectively, calculated in the case of males to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded and in the case of females to the nearest penny half or less than half of one penny to be disregarded.

Such adjustments are to be made upon the rates prescribed by the Determination which came into force on the 2nd June, 1941, which are as follows:—

| Apprentices and Improvers. | | | | Juvenile Workers.—Males under 21 Years of Age, other than Apprentices or Improvers. | | | |
|--|----------------------|----------------------|--------|---|----------------------|-----------------------|-------|
| Females. | | | | General Hands. | | | |
| | | | | | Rate. Adjustable. | Loading. Constant. | Total |
| | | | s. d. | | s. d. | s. d. | s. d. |
| 16 years of age and under | .. | .. | 19 9 | 15 years of age and under | 22 0 | 0 6 | 22 6 |
| 17 years of age | .. | .. | 24 10 | 16 years of age | 28 0 | 0 9 | 28 9 |
| 18 years of age | .. | .. | 30 7 | 17 years of age | 35 6 | 1 0 | 36 6 |
| 19 years of age | .. | .. | 36 7 | 18 years of age | 50 6 | 1 0 | 51 6 |
| 20 years of age | .. | .. | 41 10 | 19 years of age | 60 0 | 2 0 | 62 0 |
| | | | | 20 years of age | 64 0 | 2 0 | 66 0 |
| Males (assisting the Storeman and Packer). | | | | | | | |
| | | | s. d. | | | | |
| 18 years of age and under 19 years | .. | .. | 52 0 | | | | |
| 19 " " 20 " | .. | .. | 63 9 | | | | |
| 20 " " 21 " | .. | .. | 73 3 | | | | |
| All Other Males. | | | | | | | |
| | Rate. Adjustable. | Loading Constant. | Total. | | | | |
| | s. d. | s. d. | s. d. | | | | |
| 15 years of age and under | 22 0 | 0 6 | 22 6 | | | | |
| 16 years of age | 28 0 | 0 9 | 28 9 | | | | |
| 17 years of age | 35 6 | 1 0 | 36 6 | | | | |
| 18 years of age | 50 6 | 1 0 | 51 6 | | | | |
| 19 years of age | 60 0 | 2 0 | 62 0 | | | | |
| 20 years of age | 64 0 | 2 0 | 66 0 | | | | |

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 18th March, 1943.

By Authority: H. E. DAW, Government Printer, Melbourne.

1. *Introduction*

The purpose of this study is to investigate the effects of the implementation of the new curriculum on the learning outcomes of students in the field of mathematics. The study is based on a sample of 100 students from a secondary school in the city of Istanbul. The data were collected through a series of tests and questionnaires administered to the students at different stages of the implementation process.

The results of the study show that the implementation of the new curriculum has had a positive impact on the learning outcomes of the students. The students who were exposed to the new curriculum showed higher scores in the tests and questionnaires compared to the control group. This indicates that the new curriculum is more effective in promoting learning in the field of mathematics.

The study also found that the implementation of the new curriculum has had a positive impact on the students' attitudes towards mathematics. The students who were exposed to the new curriculum showed higher levels of interest and motivation in the subject compared to the control group. This suggests that the new curriculum is more engaging and motivating for students.

Based on the findings of the study, it can be concluded that the implementation of the new curriculum has had a positive impact on the learning outcomes and attitudes of students in the field of mathematics. The study suggests that the new curriculum is more effective and engaging than the traditional curriculum, and it is recommended that the new curriculum be implemented in all secondary schools in the city of Istanbul.

The study also identified some limitations and areas for future research. One of the limitations of the study is that it was conducted in a single school, which may limit the generalizability of the findings. Future research should be conducted in multiple schools to confirm the results of this study. Additionally, the study did not measure the long-term effects of the implementation of the new curriculum, so future research should also investigate the sustainability of the positive effects.

In conclusion, the implementation of the new curriculum has had a positive impact on the learning outcomes and attitudes of students in the field of mathematics. The study suggests that the new curriculum is more effective and engaging than the traditional curriculum, and it is recommended that the new curriculum be implemented in all secondary schools in the city of Istanbul.

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