



VICTORIA
GOVERNMENT GAZETTE.

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No. 111]

WEDNESDAY, JULY 5.

[1944

ACT OF PARLIAMENT.

PROCLAMATION

By His Excellency the Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

I THE Governor of the State of Victoria, in the Commonwealth of Australia, do hereby declare that I have this day assented, in His Majesty's name, to the Bill passed by the Parliament of the said State, the title whereof is hereunder set forth, that is to say:—

No. 4909. "An Act to apply out of the Consolidated Revenue the sum of Three million eight hundred and forty-seven thousand four hundred and ninety-two pounds to the service of the year One thousand nine hundred and forty-four and One thousand nine hundred and forty-five."

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this twenty-ninth day of June, in the year of our Lord One thousand nine hundred and forty-four, and in the eighth year of the reign of His Majesty King George VI.

(L.S.) WINSTON DUGAN.

By His Excellency's Command,

A. A. DUNSTAN,
Premier.

GOD SAVE THE KING!

Fire Brigades Act 1928.

ENLARGEMENT OF FIRE DISTRICT.

PROCLAMATION

By His Excellency the Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

WHEREAS by the *Fire Brigades Act 1928* it is amongst other things enacted that, on the request of the council of any municipal district outside the metropolitan fire district or any country fire district, and on receiving a certificate from the Metropolitan Fire Brigades Board or the Country Fire Brigades Board (as the case may be) that it is necessary

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or desirable so to do, the Governor in Council may at any time by Proclamation in the *Government Gazette* declare that any such municipal district or any portion thereof shall be added to and form part of such fire district, and that thereupon such municipal district or portion shall for the purposes of the said Act be included in and become part of such fire district: And whereas the council of the municipal district hereinafter mentioned has requested that the portions of such district enclosed within the boundaries set forth hereunder, and not already part of the fire district specified in connexion therewith, be added to and form part of such fire district: And whereas a certificate has been received from the Country Fire Brigades Board that it is necessary and desirable so to do: Now therefore I, the Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, and in pursuance of the provisions of section 5 (1) of the *Fire Brigades Act 1928*, do hereby declare that the said portions of such municipal district shall be added to and form part of the fire district specified accordingly:—

EASTERN FIRE DISTRICT.

Shire of Cranbourne, Town and Parish of Cranbourne, County of Mornington:—Commencing at the north-western angle of Crown allotment 9, Parish of Cranbourne; thence easterly by a road to the north-eastern angle of allotment 12; thence southerly by a road and the eastern boundary of the Town of Cranbourne to the Cranbourne-Tooradin main road; thence westerly by the southern boundary of the Town of Cranbourne to the western boundary of the Parish of Cranbourne; thence northerly by the last-mentioned boundary to the point of commencement.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this fourth day of July, in the year of our Lord One thousand nine hundred and forty-four, and in the eighth year of the reign of His Majesty King George VI.

(L.S.) WINSTON DUGAN.

By His Excellency's Command,

H. J. HYLAND,
Chief Secretary.

GOD SAVE THE KING!

APPOINTMENTS.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has, by Orders made on the 4th day of July, 1944, been pleased to make the under-mentioned appointments, viz.:

DEPARTMENT OF AGRICULTURE.

Female Assistant.

JOSEPHINE BETTY JOYCE to be a Female Assistant, General Division; a vacancy having occurred, and the Public Service Board having certified, on the 1st June, 1944, that an appointment is required, that there is no person available and fit in the Public Service to be promoted or transferred to fill the vacant office, and that the person named is entitled, under the provisions of the Public Service Acts, to be appointed to fill such vacancy on probation for six months.

DEPARTMENT OF LANDS AND SURVEY.

Officers of the Fifth Class.

IVAN JOSEPH HUTCHINSON, and GEORGE EDGAR GRIFFITHS to be Officers of the Fifth Class, Clerical Division, vacancies having occurred, and the Public Service Board having certified, on the 5th June, 1944, that appointments are required, that there are no persons available and fit in the Public Service to be promoted or transferred to fill the vacant offices, and that the persons named are entitled, under the provisions of the Public Service Act 1928, to be appointed to fill such vacancies on probation for six months.

Bailiffs of Crown Lands.

CHARLES FREDERICK SCHREIBER, Officer, Lands Department, and CHARLES HENRY IRISH, of 80 Asling-street, Gardenvale, to be Bailiffs of Crown lands, without salary, in and for the State of Victoria.

Trustees of Site.

The Most Reverend Archbishop JOSEPH JOHN BOOTH, and The Reverend CHARLES WILLIAM WOOD to be Trustees of the land permanently reserved on the 20th October, 1883, as a site for a Servant's Training Asylum at East Melbourne, in the place of The Most Reverend Archbishop Frederick Waldegrave Head, deceased, and Robert Henry Shackell, resigned.

DEPARTMENT OF LAW.

Magistrates.

NICOL ALEXANDER MACFARLANE, Lardner, to Keep the Peace in the Eastern Bailiwick of the State of Victoria; ALBERT NELSON MANNING, Fire Station, Abbotsford, WALTER LEONARD SMYTH, Fire Station, Curzon-street, North Melbourne, THOMAS EDWARD McDERMOTT, 6 Venice-street, Mentone, JAMES HASSELL JONES, 5 Lorensen-avenue, Merlynston, and LESLIE LATHAM ASHTON, 19 Lisson-grove, Hawthorn, to Keep the Peace in the Central Bailiwick of the State of Victoria; and FRANCIS HAROLD HUGHES, Port Fairy, to Keep the Peace in the Western Bailiwick of the State of Victoria.

Commissioners for Taking Declarations, &c.

FRANCIS AUGUSTUS WARD CLARKE, 231 Canterbury-road, Canterbury, and LINDSAY CHARLES GORDON, 24 Gordon-grove, Northcote, to be Commissioners for taking Declarations and Affidavits, pursuant to the provisions of Division 8 of Part IV. of the Evidence Act 1928—to resign upon removing from the neighbourhood of the addresses stated; and DAVID ROY NORMAN WYNHAM, Warrant Officer, Class I, No. VX121681, Paymaster, 39 Australian Depot Cash Office, Geelong, and CHARLES FREDERICK SCHREIBER, Inspector, Department of Lands and Survey, to be Commissioners for taking Declarations and Affidavits, pursuant to the provisions of Division 8 of Part IV. of the Evidence Act 1928—to refrain from charging fees and to resign upon ceasing to occupy their present positions.

Probation Officer.

CHARLES FRANKLIN HULETT, 44 Braemar-street, Essendon, to be a Probation Officer, pursuant to the provisions of section 8 of the Children's Court Act 1928, for the Children's Court at Essendon.

Clerk of Petty Sessions.

JOHN AUGUSTINE KEELY, to be Clerk of Petty Sessions and Clerk of the Children's Court at Healesville, Lilydale, and Warburton, during the absence on annual leave of L. W. Hussey, subject to the checking of accounts, general supervision and guidance of the Clerk of Petty Sessions at Kew.

Sheriff's Bailiff, &c.

DAVID HENRY CURRIE, First Constable of Police, Port Fairy, to be a Sheriff's Bailiff and a Bailiff of the County Court at Warrnambool in the place of J. W. May, resigned.

Bailiff of County Court.

KENNETH PHILLIP HOLT, Senior Constable of Police, Rutherglen, to be a Bailiff of the County Court at Wangaratta in the place of J. A. Sleeth, resigned.

STATE RIVERS AND WATER SUPPLY COMMISSION.

Waterworks Trust Commissioner.

JOHN CUTHBERTSON HEMINGWAY, J.P., to be a Commissioner of the Ballan Waterworks Trust, vice William Arnold Williams, deceased, and to hold office as such from the date hereof until the 20th August, 1947, subject to the provisions of the Water Acts.

C. W. KINSMAN,

Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, the 4th July, 1944.

RESIGNATIONS.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has, by Orders made on the 4th day of July, 1944, accepted the resignations of the persons named hereunder of the offices mentioned, viz.:

DEPARTMENT OF LAW.

JOHN WILLIAM MAY, as a Sheriff's Bailiff and a Bailiff of the County Court at Warrnambool.
JOHN ALBERT SLEETH, as a Bailiff of the County Court at Wangaratta.

DEPARTMENT OF PUBLIC INSTRUCTION.

HONORAH FRANCES FAY, Assistant, General Division, as an Officer of the Public Service of Victoria, to date from and inclusive of the 27th May, 1944.

C. W. KINSMAN,

Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, the 4th July, 1944.

Public Service Act 1928 (No. 3757), Sections 90 and 91.

EXEMPTIONS.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and upon the recommendation of the Public Service Board, has, by Orders made on the 4th day of July, 1944, exempted the officers specified hereunder from the provisions of sections 90 and 91 of the Public Service Act 1928 (No. 3757):—

DEPARTMENT OF AGRICULTURE.

Six (6) Officers of the Central Executive, War Agricultural Committees, who are required to work overtime—such exemption to be operative for a period of two (2) months from and inclusive of the 14th May, 1944.

DEPARTMENT OF PUBLIC WORKS.

Persons of the Ports and Harbors Branch who will be required to work overtime in connexion with the lighterage of explosives, with blasting and dredging operations, with the lighting of Port Phillip Bay and the outports and with marine casualties—such exemption to be operative for the period from the 1st July, 1944, to the 31st December, 1944, both dates inclusive.

Labourers and Night Watchman employed on the staff of the Caretaker, New Treasury Building, who will be required to work overtime on Sundays—such exemption to be operative for a period of six (6) months from and inclusive of the 1st July, 1944.

C. W. KINSMAN,

Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, the 4th July, 1944.

OVERSEER OF FARM, GENERAL DIVISION, PENAL AND GAOLS BRANCH, DEPARTMENT OF CHIEF SECRETARY.

A PPLICATIONS will be received by the Public Service Board up to Friday, the 21st July, 1944, from officers of the Public Service of Victoria, who are qualified, for appointment to the above-mentioned position.

Yearly Salary.—£304, minimum; £356 maximum, plus £30 cost of living adjustment. The rates are subject to variation in accordance with the rise or fall in the index numbers of the cost of living.

Duties.—To have charge of the farm and vegetable gardens at His Majesty's Gaol, Pentridge.

Qualifications.—To have a general knowledge of mixed farming and a special knowledge of vegetable growing. To be experienced in the management of men.

By order,

J. FRAZER,
Secretary.

Office of the Public Service Board,
Melbourne, 4th July, 1944.

SENIOR FIELD GEOLOGIST, CLASSES "C" AND "B," PROFESSIONAL DIVISION, DEPARTMENT OF MINES.

A PPLICATIONS will be received by the Public Service Board from persons, who are eligible and qualified, for appointment to the above-mentioned position.

Yearly Salary.—£553, minimum; £670, maximum, plus £30 cost of living adjustment. The rates are subject to variation in accordance with the rise or fall in the index numbers of the cost of living.

Duties.—To conduct geological, topographical, and underground surveys.

Qualifications.—To hold a University degree or Technical School diploma, with geology or mining as a major subject, and have had not less than five years' experience in the preparation of geological and underground survey reports and plans for publication; to be competent to identify rocks, minerals, and fossils occurring in the State.

Applications (which should be accompanied by evidence of experience and qualifications, and a statement of date and place of birth) should be lodged at this office not later than Friday, the 14th July, 1944.

By order,

J. FRAZER,
Secretary.

Office of the Public Service Board,
Melbourne, 4th July, 1944.

PUBLIC SERVICE OF VICTORIA.—VACANCIES.

A PPLICATIONS will be received by the Public Service Board up to Friday, the 14th July, 1944, from officers of the Public Service of Victoria, who are eligible and qualified, for appointment to the under-mentioned positions:—

PROFESSIONAL DIVISION.

Chief Government Geologist, Class "A," Department of Mines.

Salary.—£820 a year, plus £30 cost of living adjustment. The rate is subject to variation in accordance with the rise or fall in the index numbers of the cost of living.

Duties.—To supervise or conduct geological, topographical, and underground surveys, and prepare reports thereon.

Qualifications.—To hold a University degree in Science, with geology as a major subject, or equivalent qualifications; to have had at least ten years' experience in the conduct of geological, topographical, and underground surveys; to be intimately acquainted with mineralogy and the economic, geological, and mineral resources of the State.

CLERICAL DIVISION.

Second Class Clerk (Assistant Secretary), Department of Water Supply.

Duties.—To assist the Chairman and Commissioners of the State Rivers and Water Supply Commission in matters of administration, with particular reference to the preparation of reports on the Commission's activities and the development of water supply legislation. To submit to the Minister, as directed by the Chairman and Commissioners, departmental matters requiring the Minister's approval or attention.

Qualifications.—To have a comprehensive knowledge of the Acts under which the Water Commission operates, and of its general policy, as well as detailed knowledge of the various branches of its activities, with special knowledge of its water conservation and distribution systems; to have a good knowledge of Parliamentary procedure, as affecting Government departments; to be experienced in dealing with water supply users, in particular, and members of the public generally.

Fourth Class Clerk, Accident Insurance Office, Department of Chief Secretary.

Duties.—To examine and review claims for compensation and prepare agreements for submission to the Workers' Compensation Board.

Qualifications.—A good knowledge of the Workers' Compensation Acts and Regulations thereunder and experience in dealing with claims for damage and compensation under the Acts.

Fourth Class Clerk, Workers' Compensation Board, Department of Chief Secretary.

Duties.—To act as Accountant to the Board, and, when required, as Deputy Registrar.

Qualifications.—To possess a good knowledge of the Workers' Compensation Acts, Rules, and Regulations, and of the judicial and administrative practice and procedure of the Board. Accountancy qualifications are desirable.

GENERAL DIVISION.

Attendance Officer (Female), Department of Public Instruction.

Yearly Salary.—£204, minimum; £280, maximum, plus £20 cost of living adjustment. The rates are subject to variation in accordance with the rise or fall in the index numbers of the cost of living.

Duties.—To report upon cases of irregular attendance at school and to conduct court cases as required.

Qualifications.—Alertness, both physical and mental; ability to write satisfactory reports. Experience in social work is desirable.

By order,

J. FRAZER,
Secretary.

Office of the Public Service Board,
Melbourne, 4th July, 1944.

NAGAMBIE WATERWORKS TRUST.

RATING BY-LAW FOR 1944.

THE Nagambie Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes of One shilling and four pence (1s. 4d.) in the pound (£1) of the annual municipal valuation of lands and tenements liable to be rated within the Nagambie Urban District.

Provided that in no case shall the amount of rate payable per annum in respect of any tenement (other than on land on which there is no building) be less than Twenty shillings (20s.), and in respect of any land on which there is no building be less than Ten shillings (10s.).

Such rates are made and shall be levied upon the occupiers or owners of the said land and tenements for the year commencing the first day of January, 1944, and shall be payable on the 21st day of July, 1944, at the Trust Office.

The maximum quantity of water to be supplied in any one year without further charge to any property rated by the Trust is hereby fixed at the quantity which, at a charge of One shilling and four pence (1s. 4d.) per one thousand (1,000) gallons would produce an amount equal to the amount of the rate levied on such property for the said year.

The charge for water supplied by measure to any property rated by the Trust in excess of such maximum quantity, computed as in the last preceding clause, is hereby fixed at Two shillings per 1,000 gallons.

The charge for water supplied by measure to any property not rated by the Trust is hereby fixed at Two shillings per 1,000 gallons, and the minimum quantity of water to be charged for in cases where water is so supplied is hereby fixed at 10,000 gallons.

The charge for water supplied by measure shall be payable, on demand, at the office of the Trust.

Passed the 5th day of June, 1944.

(SEAL) J. E. A. TAYLOR, Chairman.
F. M. CHAPMAN, Secretary.

Approved by the Governor in Council,
4th July, 1944.

C. W. KENSMAN,
Clerk of the Executive Council.

State Rivers and Water Supply Commission.
VIOLET TOWN WATERWORKS TRUST.

AUTHORITY TO OBTAIN BANK OVERDRAFT.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has, by an Order made on the 4th day of July, 1944, authorized, in pursuance of section 271 of the *Water Act 1928* (No. 3801), the Violet Town Waterworks Trust to obtain an advance or advances during the year, 1944, from the National Bank of Australasia, Violet Town, by overdraft of the Trust's current account thereat, such overdraft not to exceed at any one time the sum of Two hundred pounds (£200).

C. W. KINSMAN,
Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, 4th July, 1944.

Water Acts.

STATE RIVERS AND WATER SUPPLY COMMISSION.

ALLANSFORD AND WONTHAGGI URBAN DISTRICTS.

NOTICE to owners of tenements in the under-mentioned streets in the above-mentioned urban districts, and the private streets, lanes, courts, and alleys opening thereto:—

Allansford Urban District.

Princes Highway, from a point opposite lot 1, on lodged plan of subdivision No. 3090, to a point about 13 chains easterly.

Wonthaggi Urban District.

Peveil-street, from end of existing main to a point opposite allotment 9, section 87.

The main pipe in the said streets being laid down, the owners of all tenements situated as above are hereby required, on or before the 5th day of August next, to cause proper pipes and stop cocks to be laid, so as to supply water within such tenements from the main pipe.

L. DUGGAN, Secretary,
State Rivers and Water Supply Commission.
Melbourne, 3rd July, 1944.

State Electricity Commission Act 1934.

STATE ELECTRICITY COMMISSION OF VICTORIA.

ELECTRICAL APPROVALS BOARD.

IN accordance with the requirements of the Electrical Approvals Regulations—Proceedings of Electrical Approvals Board, the State Electricity Commission of Victoria hereby gives notice that the following appointments have been made, pursuant to the provisions contained in section 7 of the *State Electricity Commission Act 1934*, and the said Regulations, viz.:—

JAMES ALFRED CARMODY, as representing the interests of undertakers, his former period as acting member in the place of S. G. Hall, during the latter's leave of absence for service with His Majesty's Forces, having expired on the 30th day of June, 1944; and

HUGH CRAWFORD CONDIE, as representing the interests of the manufacturers in Victoria of electrical goods, his former period having expired on the 30th day of June, 1944—

to be members of the said Board.

Dated the third day of July, 1944.

W. J. PRICE,
Secretary.

SALE OF BLACK GELDING.

AN owner is required for a black gelding, aged, delivery type, star, off hind coronet white, paint brand like 28 on rump; also a halter, which came into the possession of the police on 9th March, 1944.

If not claimed, the horse and halter will be sold by public auction at Campbell and Sons, Tattersalls Bazaar, South Melbourne, on 12th July, 1944.

ALEX. M. DUNCAN,
Chief Commissioner.
3rd July, 1944.

Farmers Debts Adjustment Act 1935.

CANCELLATION OF STAY ORDERS.

NOTIFICATION is hereby given that the Stay Orders issued to the under-mentioned farmers have been cancelled by the Farmers' Debts Adjustment Board, such cancellation to take effect on 5th July, 1944:—

No. of Stay Order; Name; Address.

2264; Boulter, James William; Hastings.
2780; Lowry, Daniel Henry; Corack East.
1930; Maher, John Thomas; Willatook.
4106; Powell, William James; Marnoo West.

W. R. MANN, Secretary,
Farmers' Debts Adjustment Board.

4th July, 1944.

4 GEO. VI. No. 4755, SECTION 6.

I HEREBY give notice that on the 20th June, 1944, I filed an election to administer the following deceased person's estate, in accordance with section 6 of the *Public Trustee Act 1940*:—

KOPIT, ABRAHAM, also known as Sidney Albert Scott, late of Victoria-parade, Fitzroy, salesman, died on 19th February, 1944, intestate.

I HEREBY give notice that on the 22nd June, 1944, I filed elections to administer the following deceased persons' estates, in accordance with section 6 of the *Public Trustee Act 1940*:—

HAY, ROBERT, late of 16 Aintree-road, Glen Iris, munitions worker, died on 25th March, 1944, intestate.

STEVENSON, AGNES, late of Morwell Bridge, spinster, died on 12th May, 1943, intestate.

I HEREBY give notice that on the 27th June, 1944, I filed elections to administer the following deceased persons' estates, in accordance with section 6 of the *Public Trustee Act 1940*:—

BULLOCK, ALFRED HORATIO, late of Aged Men's Retreat, Middleborough-road, Box Hill, pensioner, died on the 17th May, 1944, intestate.

CHIVERS, HAROLD HECTOR, late of 35 Collins-place, Melbourne, clerk, died on 23rd March, 1944, intestate.

J. E. DON,
Public Trustee.

412 Collins-street, Melbourne, C.1, 28th June, 1944.

NOTICE.

ADMINISTRATION of the estate of each of the under-mentioned deceased persons has been granted to me, and creditors, next of kin, and all others having claims against the estate of any of the persons so mentioned are required to send particulars of their claims to the Public Trustee, No. 412 Collins-street, Melbourne, on or before the 7th September, 1944, or they will be excluded from the distribution of the estate when the assets are being distributed:—

BULLOCK, ALFRED HORATIO, late of Aged Men's Retreat, Middleborough-road, Box Hill, pensioner, died on the 17th May, 1944, intestate.

CHIVERS, HAROLD HECTOR, late of 35 Collins-place, Melbourne, clerk, died on 23rd March, 1944, intestate.

DUNCAN, JAMES CHRISTOPHER, late of 9 Brunswick-place, Fitzroy, pensioner, died on the 14th March, 1944, intestate.

FIDLER, PATRICK, otherwise known as Patrick Irvine, late of 30 Rowena-parade, Richmond, labourer, died on 24th November, 1943, intestate.

HAY, ROBERT, late of 16 Aintree-road, Glen Iris, munitions worker, died on 25th March, 1944, intestate.

*HOWARD, AMELIA MARY, late of "Scarborough House," Drysdale, married woman, died on 13th January, 1944.

KOPIT, ABRAHAM, also known as Sidney Albert Scott, late of Victoria-parade, Fitzroy, salesman, died on 19th February, 1944, intestate.

*MITCHELL, GEORGE, late of 31 Osborne-street, South Yarra, retired grocer, died on 5th May, 1944.

SMITH, TIMOTHY WILLIAM, formerly of 85 Buckley-street, Footscray, but late of Repatriation General Hospital, Caulfield, metal worker, died on 20th August, 1934, intestate.

STEVENSON, AGNES, late of Morwell Bridge, spinster, died on 12th May, 1943, intestate.

* With the will annexed.

J. E. DON,
Public Trustee.

Melbourne, 28th June, 1944.

Transport Regulation Acts.
TRANSPORT REGULATION BOARD.
NOTICES OF PUBLIC HEARINGS.

NOTICE is hereby given that the applications made by the persons named below for licences to operate the commercial passenger or goods vehicles on the route or routes or in the manner set out opposite their names will be heard at the Board Room, at these offices, at the time and on the date set out below.

Name of Applicant; Nature of Application.

Wednesday, 19th July, 1944, at 10.15 a.m.

JENKINS, A. M. & G.; application for renewal of licences A.145, A.146, lodged in the following terms, "Six miles radius Post Office, Warrnambool, private hire 25 miles in Warrnambool district."

Thursday, 20th July, 1944, at 10.15 a.m.

WARRANTYÉ TRANSPORT SERVICE; application for variation of licences to operate seven return trips daily from corner of Wattle-road and Bayswater-road to Croydon, with two extensions to Bayswater.

WILSON, W. M.; application for variation of licences A.445 and A.966 to delete that portion of Mt. Dandenong-road from the corner of Mt. Dandenong-road and Bayswater-road to the corner of Mt. Dandenong-road and Ross-road, and to add from the corner of Mt. Dandenong-road and Bayswater-road, along Baywater-road, Canterbury-road, and Bedford-road to Ringwood Railway Station.

STEWART, E.; applications for variation of licences as follows:—(a) to operate a picture trip between Stud-road and Ringwood Railway Station on Saturday evenings, (b) to extend the route from Ringwood Railway Station and the Old Coach Road (which is now operated as mail, passenger, route), via Warrantdyte-road and Wonga-road, and also via Oban-road to the North Ringwood Store and Post Office, (c) to delete the return trip between Ringwood and Warrantdyte, via the Old Coach Road and Warrantdyte-road, and to return to Ringwood via Wonga-road.

Thursday, 27th July, 1944, at 10.15 a.m.

ANSETT, R. M.; (a) to substitute 30-seater vehicle on A.714, (b) to substitute 30-seater vehicle on A.512, (c) to substitute 30-seater vehicle on A.717, (d) to substitute 30-seater vehicle on A.718.

MURRAY VALLEY COACHES PTY. LTD.; (a) to substitute 26-seater vehicle on A.4, (b) to substitute 22-seater vehicle on A.62, (c) to substitute 28-seater vehicle on A.420, (d) to substitute 26-seater vehicle on A.369.

FLOOD, T. R.; (a) to substitute 27-seater vehicle on A.397, (b) to substitute 14-seater vehicle on A.281.

KNIBB, H. G.; 1 commercial passenger vehicle with seating capacity for 19 persons, as an additional vehicle on licensed route.

FLETCHER'S MOTOR SERVICE PTY. LTD.; 1 commercial passenger vehicle with seating capacity for 28 persons, as an additional vehicle on licensed route.

Thursday, 27th July, 1944, at 2.15 p.m.

HUDSON, G. W.; to substitute vehicle with seating capacity 16-20 persons (to be purchased) on A.568.

MCGRATH, J. P.; (a) to substitute vehicle with seating capacity for 17 persons on A.446, (b) 1 commercial passenger vehicle with seating capacity for 12 persons as a substitute vehicle for the vehicle referred to in clause (a).

BURCHALL, T. F.; 2 commercial passenger vehicles with seating capacity for 7 and 25 persons respectively, as substitute vehicles for licensed vehicles.

NOTICE is hereby given that the applications made by the persons named below for licences to operate the commercial passenger or goods vehicles on the route or routes or in the manner set out opposite their names will be heard at a time and place to be communicated to the parties.

LITTLE, B. J. & L.; 1 commercial passenger vehicle with seating capacity for 24 persons, as a stage omnibus between Sale and Seaspray.

LARRIN, W. F.; application for renewal of licence D.2465 (expired 31st May, 1943) lodged in the following terms:—"Pigs, lambs, grain of all descriptions, to primary producers and general goods of all classes from Upper Gundowring to Albury via Wodonga."

MARYSVILLE TOURS PTY. LTD.; application for renewal of licences B.57, B.58, and B.59 (expired 27th June, 1944) allowing operations on specified round tours in the Marysville district.

MONTE, T. L.; 1 commercial passenger vehicle with seating capacity for 27 persons—(a) for the carriage of school children between Girgarre and Rushworth, (b) as a substitute vehicle for licensed vehicles A.518 and A.979 on the route between Bendigo and Shepparton.

NOTICE is hereby given that the applications made by the persons named below for renewal of licences to operate the commercial goods vehicles in the manner described hereunder, the numbers of which are set out in each case, will be heard at a time and place to be communicated to the parties.

Name and Address; Application Lodged in Following Terms; Licence No.; Expiry Date.

BRIEN, A. H., Birregurra; petroleum products, and goods used or produced on own property within a radius of 20 miles of Birregurra Post Office and to Geelong any goods produced or used on own property; from Geelong to Birregurra petroleum products, and within 16-mile radius of Fairholme; D.1082; 22nd June, 1944.

BUTCHER, E. D., East Geelong; road-making materials for the Country Roads Board in Geelong, and operations with sprayer for Country Roads Board anywhere in Victoria; D.1569; 1st June, 1944.

GALES, F. G., Lake Bolac; general merchandise, primary products, live stock, furniture, wood, building material, and all flax products to and from local flax mill, within the Lake Bolac area; D.1028; 22nd June, 1944.

HEWETT, J., PTY. LTD., Mentone; road-making plant and materials within the State of Victoria; D.1634; 22nd June, 1944.

KELLER, E., West Geelong; between the City of Melbourne and the City of Geelong—pelts and loose skins only; D.3425; 25th June, 1944.

LINCOLN, W. E., East Geelong; in course of trade for buildings, metal, screenings, ashes, sand, cement, bricks and materials for the course of road construction, and my employment is with the Country Roads Board at periods, within the Geelong, Melbourne, and Ballarat districts; D.1572; 1st June, 1944.

MAHONEY, M. J., Coragulac; road-making material, all produce, potatoes, onions, carrots, hay and chaff, within the Colac district; D.1564; 1st June, 1944.

MANFIELD, E. W., Goroke; mail bags, parcels, and goods ex rail and stores from Goroke to Frances, S.A., via Boorookpi, Minimay, and Neurapur; D.1029; 22nd June, 1944.

MARR, C. W. J., Timboon; milk, wood, own live stock, and general goods, from Timboon to Warrnambool, Koroit, and Terang; D.3264; 1st June, 1944.

MATTHEWS, G., Orbost; cream, wool, and general goods, two passengers from Orbost to Bonang, Bendoc, and Delegate; D.253; 12th June, 1944.

MCLAREN, I., West Geelong; day work for the Country Roads Board in any area where Country Roads Board is working; D.1608; 21st June, 1944.

PATTEN, C. T., Winchelsea; maintenance for aerodromes at Laverton and Point Cook, and road making; D.1645; 16th June, 1944.

PETERS, V. J., Tyrendarra; (a) general goods 20 miles Tyrendarra, (b) between Fort Fairy and Tyrendarra—general goods, (c) within 50 miles Tyrendarra—posts, telegraph poles, and live stock, (d) from Warrnambool direct only to primary producers whose premises are situate within 5 miles of Tyrendarra aforesaid—general goods; D.1032; 22nd June, 1944.

PILCHER, W. A., Toolamba; fruit, tomatoes, firewood, general, in Shepparton, Tatura, Murchison districts mainly; D.705; 24th June, 1944.

SANDY'S TRANSPORT SERVICE, Swift's Creek; (a) for hire or reward between Bairnsdale and any place on or reached from the Omeo Highway up to a point ten (10) miles north of Swift's Creek but subject to the condition that all goods carried shall be either from consignors or to consignees who reside or carry on business more than 6 miles north of Ensay South, (b) for hire or reward or in the course of trade—live stock as follows and not otherwise:—From or to Bairnsdale or Bruthen direct only to or from any place within the Shire of Omeo and generally within the Shire of Omeo; D.1578; 14th June, 1944.

SCHULTZ, J. T., Miga Lake; (a) within a radius of 20 miles of Miga Lake—general goods, (b) from and to properties at Miga Lake and Gerang owned by the holder of this licence to and from Horsham—any goods being the property of the licence holder, (c) to and from Miga Lake from and to Horsham on one return trip weekly—general goods up to one ton in weight; D.1596; 24th June, 1944.

SKEGGS, W. H., Nhill; all materials used in road making, repairs, and maintenance, all carting within the Shire of Lowan; D.1565; 1st June, 1944.

THOMAS, W. J., Frankston; road contractor—Group 2; D.598; 31st June, 1944.
 WAIT, E. E., Orbst; (a) general goods 20 miles Orbst, (b) gravel, sand, screening used in the construction or maintenance of roads in the Orbst shire; D.1567; 1st June, 1944.
 WHITEACRE, R. H. J., Rushworth; road-making material within the shires of, Waranga and Rodney; D.1576; 1st June, 1944.
 WHITE, H. C., Orford; wool, wood, grain, live stock, sawn timber, wattle bark, chaff, pollard, bran, hay and straw, general goods from Orford to Warrnambool, Hamilton, Portland, Port Fairy and Koroit, Penshurst and Heywood; D.3271; 12th June, 1944.

Notice of any objection should be forwarded to reach the Secretary to the Board not later than Monday, the 10th July, 1944.

E. V. FIELD,
Acting Secretary.

Exhibition, Buildings, Rathdown-street, Carlton, 4th July, 1944.

MELBOURNE AND METROPOLITAN BOARD OF WORKS.
 NOTICE TO THE OWNERS OF TENEMENTS IN THE UNDERMENTIONED STREETS, AND THE PRIVATE STREETS, LANES, COURTS, AND ALLEYS OPENING THERETO.

THE main pipe in the said streets being laid down, the owners of all tenements situated as under are hereby required, on or before 7th August, 1944, to cause a proper pipe and stopcocks to be laid, so as to supply water within such tenements from the main pipe.

CHAS. J. W. BRIGGS,
Secretary.

27th June, 1944.

STREET AND POSITION.

Heidelberg.

Erskine-road, from Greensborough-road westwards 41 chains.
 Torbay-street, from Greensborough-road south-westwards 42 chains.

Moorabbin.

Cochrane's-road, from Chesterville-road eastwards 21½ chains.

Sandringham.

McCarthy-street, from Margarita-street to The Avenue.

CONTRACTS ACCEPTED.—(Series 1942-43.)
 PRINTING PAPER, ETC.

Gazette No. 371, 23rd December, 1942, Schedule No. I, Printing Paper, &c., Item 155—Payment to contractor of extra charges, £6 0s. 4d., is approved.

CONTRACTS ACCEPTED.—(Series 1943-44.)
 GENERAL STORES.

Gazette No. 129, 6th July, 1943, Schedule No. 62, Painter's Sundries, &c.—For the rates shown opposite Items 72 and 73, substitute 30s. 1d. and 31s. 8d. respectively from and inclusive of 19th June, 1944.

H. E. JOHNSON, Secretary to the Tender Board. 3.7.44.

CONTRACTS ACCEPTED.—(Series 1944-45.)
 PUBLIC WORKS.

13. (4) Ararat, Mental Hospital, repairs to roofs and sewerage system, £543 5s.—R. J. Cooper.

14. (4) Ballarat, State School No. 2022, repairs, painting, &c., £724.—Stansfield and Smith Pty. Ltd.

15. (9) Carlton; Education Department Furniture Depot, supply of wooden art desks, £225.—F. Fallshaw and Sons Pty. Ltd.

16. (4) Derrinallum, State School No. 2050, new school building in timber, £1,434 14s.—H. R. Leach.

17. (3) Derrinallum, erection of timber residence, &c., for Inspector of Land Settlement, £1,350.—Russell and Hems-worth.

18. (2) Fairfield, Infectious Diseases Hospital, Exotic Block, sewerage reticulation, £3,184 15s. 6d.—J. F. and S. Watson Pty. Ltd.

19. (1) Kew, Mental Hospital, supply and installation of electric mixer at Children's Cottages kitchen, £376.—Toledo-Berkel Pty Ltd.

20. (1) Kew, Mental Hospital, overhaul and repair of four (4) billiard tables, £130.—Alcock, Thomson, and Taylor Pty. Ltd.

21. (5) Melbourne, Discharged Servicemen's Employment Board, new partitions, fittings, renovations, &c., £375 15s. 6d.—W. & D. Pitts and Son.

22. (2) Melbourne, Emily McPherson College of Domestic Economy, removal of pavilion classroom from Williamstown North, repair and re-erection, £260.—G. Wood.

23. (3) Melbourne, Public Offices, repairs, renovations, new partitions, &c., State Rivers and Water Supply Commission, £298 12s.—W. H. Langdon and Sons.

24. (1) Melbourne, Taxation Office, alterations and additions to two book lifts, £527 8s.—Johns and Waygood Ltd.

25. (1) Melbourne, Technical College, Aeronautical School, new 6-in. underground drainage system, £430 17s. 4d.—J. F. and S. Watson Pty. Ltd.

26. (5) Mont Park, Gresswell Sanatorium, new brick store-room, £1,147 2s. 6d.—G. A. Hurse.

27. (1) Mont Park, Mental Hospital, supply and delivery of six insulated food trolleys, £465 10s.—M. F. Ahearn and Co.

28. (2) Mont Park, Mental Hospital, supply and installation of utensil racks, £280.—Butchers' Service Engineering Co.

29. (2) Mont Park, Mental Hospital, alteration to brick wall, boiler house, Chronic Block, £157.—I. A. E. Bolger Pty. Ltd.

30. (2) Murrayville, Police Station, repairs, painting, &c., £135 10s.—C. A. Baker.

31. (16) Oakleigh, Technical School, erection of brick school and workshops, £39,748 10s.—F. T. Jeffrey.

32. (4) Port Melbourne, State School No. 2932, extension of partitions and heating facilities, £234.—R. Hallett.

33. (3) Rosebud, State School No. 2027, brick additions (iron roof), £1,140.—W. S. Wood.

34. (3) Royal Park, Mental Hospital, replacement of fencing, £625.—J. F. E. Wills.

35. (2) Silvan South, State School No. 4259, additional classroom, &c., £980.—W. S. Wood.

36. (2) Tawonga South, State School No. 4614, new school and out-offices, £998 10s.—G. E. Rowell.

37. (1) Turrumberry North, State School No. 1738, repairs and internal renovations, £138 14s.—R. House.

38. (2) Warrnambool, Mental Hospital, septic tanks and drainage, £735 15s.—H. G. Feary.

39. (1) West Melbourne, Government Cool Stores, installation of two (2) brine concentration pumps, £140.—A. J. Ferris.

40. Extras on Contract, Serial No. 935/1943-44, £12 10s.

41. Extras on Contract, Serial No. 992/1943-44, £263.

42. Extras on Contract, Serial No. 1256/1942-43, £69 5s. 6d.

43. Extras on Contract, Serial No. 790/1943-44, £146.

44. Extras on Contract, Serial No. 1124/1942-43, £28 9s. 6d.

45. Extras on Contract, Serial No. 702/1943-44, £29 5s. 6d.

46. Extras on Contract, Serial No. 647/1943-44, £26 8s.

47. Extras on Contract, Serial No. 534/1942-43, £42 5s.

J. H. LIENHOP, Commissioner of Public Works. 3.7.44.

ORDERS IN COUNCIL.—(Series 1943-44.)

STATE RIVERS AND WATER SUPPLY COMMISSION.

Stores Suspense Account—

1341. One "White" W.A. 26 Truck Chassis, complete with cab and fitted with special heavy-duty "Fowler" tandem axle assembly, £2,450.—Neal's Motors Pty. Ltd.

Approved by the Governor in Council, 30th May, 1944.—C. W. KINSMAN, Clerk of the Executive Council.

STATE ELECTRICITY COMMISSION.

1342. For the supply of steel wire, strand, and wire rope for transmission and distribution lines for a period of twelve months, to Specification No. 43-44/49.—The Australian Wire Rope Works Pty. Ltd.

Approved by the Governor in Council, 13th June, 1944.—C. W. KINSMAN, Clerk of the Executive Council.

1343. For the supply of black coal for Newport Power Station, to Requisition No. 1587.—Melbourne Steamship Co. Ltd.

1344. For the erection of nine wooden houses at Yallourn, to Specification No. 43-44/68.—Marr and Beards.

1345. For the supply of 25,000 kw. turbo-generator spares for Yallourn Power Station, to Quotation No. 2698.—Australian General Electric Pty. Ltd.

1346. For the supply of two only trailer pumps for Yallourn Power Station, to Requisition No. C.1810.—Department of Home Security.

1347. For the supply of sensitized paper and linen, to Specification No. 43-44/72.—Max Wurcker (1930) Pty. Ltd.

Approved by the Governor in Council, 20th June, 1944.—C. W. KINSMAN, Clerk of the Executive Council.

1348. For the purchase by the Commission of land at East Malvern, being the whole of the land comprised in certificate of title, volume 5591, folio 1118011.—Percy Whitzell.

1349. For the supply of black coal for Newport Power Station, to Requisition No. 1638, Melbourne Steamship Co. Ltd.

1350. For the supply of black coal for Newport Power Station, to Requisition Nos. 1636 and 1639.—Interstate Steamships Pty. Ltd.

1351. For the supply of 40 tons of transformer steel sheet for manufacture of transformers, to Requisition No. ES.687.—Division of Import Procurement.

1352. For the supply of 2,000 feet of trailing cable for Yallourn bush fire replacements, to Quotation No. 3050.—Australian General Electric Pty. Ltd.

1353. For the supply of 600 yards of trailing cable for Yallourn bush fire replacements, to Quotation No. 3049.—W. T. Henley's Telegraph Works Co. Ltd.

1354. For the supply of 600 yards of trailing cable for Yallourn bush fire replacements, to Quotation No. 3048.—Lawrence and Hanson Electrical Pty. Ltd.

1355. For the supply of two (2) only "Twenty-two" tractors, with rotary hoe attachment, to Quotation No. 3442.—E. Hassett and Sons.

1356. For the supply of steel beams, fishplates, and base plates, to Quotation No. 3342.—Australian Iron and Steel Ltd.

1357. For the supply of spare windings for 66 kV. voltage regulators, to Requisition No. 3404.—Australian General Electric Pty. Ltd.

1358. For the supply of 3,000 feet of trailing cable for Yallourn bush fire replacements, to Quotation No. 3051.—W. G. Watson and Co. Pty. Ltd.

1359. For the supply of 2,000 feet of trailing cable for Yallourn bush fire replacements, to Quotation No. 3052.—Noyes Bros. (Melb.) Ltd.

1360. For the supply of two only Eimco-Finlay Mine Car Loaders and spare parts for tunnel excavation at Kiewa.—Allied Works Council.

1361. For the supply of structural steelwork for distribution store, Richmond Works, to Quotation No. 3444.—Chas. Ruwolt Pty. Ltd.

Approved by the Governor in Council, 27th June, 1944.—
C. W. KINSMAN, Clerk of the Executive Council.

ORDERS IN COUNCIL.—(Series 1944-45.)

DEPARTMENT OF PUBLIC WORKS.

48. Clearing blocked sewer pipes, &c., at Mental Hospital, Royal Park, £178 13s.—R. Hallett.

Approved by the Governor in Council, 4th July, 1944.—
C. W. KINSMAN, Clerk of the Executive Council.

DEPARTMENT OF PUBLIC INSTRUCTION.

49. Twelve bevels, &c., for Swinburne Technical College, £108 11s.—Walker's Hardware Stores Pty. Ltd., Melbourne.

50. Twelve chisels, register 1 inch (sorby), &c., for Swinburne Technical College, £103 2s.—Messrs. T. M. Davies and Co., Melbourne.

Approved by the Governor in Council, 4th July, 1944.—
C. W. KINSMAN, Clerk of the Executive Council.

APPRENTICESHIP ACT 1928 (No. 3636).

At the Executive Council Chamber, Melbourne, the fourth day of July, 1944.

PRESENT:

His Excellency the Governor of Victoria.
Mr. Oldham | Mr. Tuckett.

APPOINTMENT OF MEMBERS OF APPRENTICESHIP COMMISSION OF VICTORIA.

IN pursuance of the provisions of the *Apprenticeship Act 1928*, His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth by this Order appoint the under-mentioned persons as the five members of the Apprenticeship Commission of Victoria under the said Act, each for the term of three years from the first day of July, 1944, that is to say:—

OLIVER EMANUEL NILSSON, B.Sc., Inspector of Technical Schools—as the President of the Commission, at a salary of £150 per annum.

MARSHALL THOMAS WILTON EADY, and JOHN WILLIAM LECKIE—as representing employers.

ALBERT WILLIAM HENDERSON, and ALEXANDER WILLIAM CHALK—as representing employees.

And the Honorable Thomas Tuke Hollway, His Majesty's Minister of Labour for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

EDUCATION ACT 1928.

At the Executive Council Chamber, Melbourne, the fourth day of July, 1944.

PRESENT:

His Excellency the Governor of Victoria.
Mr. Oldham | Mr. Tuckett.

REGULATION XV. (B).—NOMINATION OF TEACHERS FOR UNIVERSITY COURSES—AMENDED.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the powers conferred under section 68 of the *Education Act 1928* and of all other powers thereto enabling, doth hereby amend Regulation XV. (B).—Nomination of Teachers for University Courses—in the manner following, that is to say:—

After clause 1 there shall be inserted the following clause:—

1A. The Minister may, on the recommendation of the Director, nominate annually qualified teachers in the service of the Education Department to undertake free courses in Physical Education at the University of Melbourne and in Music at the Conservatorium of Music, University of Melbourne; and the nominations in Physical Education and in Music shall be in addition to those mentioned in clause 1 above.

Amend clause 2 by inserting after the word "University" the words—

"or at the Conservatorium of Music".

Amend clause 7 by inserting after the words "University of Melbourne" the words—

"under clause 1 above".

Amend the Schedule to the Regulation by inserting after the words "at the University of Melbourne" the words—

"or at the Conservatorium of Music, University of Melbourne".

In-paragraph (1) of clause 4 of the Schedule after the word "female" delete the word "and" and substitute the words—

"who after the termination of the nominated course and after having resumed full-time teaching duties".

and to the end of the clause add the following words:—

"And provided further that, if the student is a female who either before the termination of the nominated course or after the termination thereof but before resuming full-time teaching duties resigns or retires in order to marry, the sum other than the amount of any advances payable by such student to the Minister under this clause shall, if the Minister so directs, be reduced by an amount equal to one-seventh part of such sum".

And the Honorable Thomas Tuke Hollway, His Majesty's Minister of Public Instruction for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

GAS REGULATION ACT 1933.

At the Executive Council Chamber, Melbourne, the fourth day of July, 1944.

PRESENT:

His Excellency the Governor of Victoria.
Mr. Oldham. | Mr. Tuckett.

REGULATIONS.

WHEREAS by a Proclamation dated the twenty-fourth day of July, 1942, His Excellency the Governor of the State of Victoria, with the advice of the Executive Council of the said State, declared that on and after the date of the publication in the *Government Gazette* of the Proclamation the provisions of section 33 of the *Gas Regulation Act 1933* should have effect: And whereas such Proclamation was published in the *Government Gazette* of the twenty-fifth day of July, 1942: And whereas it is provided in the said section that so long as any such Proclamation remains unrevoked the Governor in Council may make such regulations as he thinks fit for or with respect to matters set forth in

the said section: Now therefore His Excellency the Governor of the said State, with the advice of the Executive Council aforesaid, doth hereby make the following Regulations under and pursuant to the said section and all other powers thereto enabling him:—

1. These Regulations may be cited as the "Gas Regulation (Emergency Powers) Regulations (No. 9)" and shall, unless sooner revoked, continue in force for a period of six months from the first day of July, 1944.

2. The Gas Regulation (Emergency Powers) Regulations (No. 8), made by the Governor in Council on the eleventh day of October, 1943, and published in the *Government Gazette* of the thirteenth day of October, 1943, are hereby amended as follows:—

In clause three, for the words "four hundred and fifty" there shall be substituted the words "four hundred and twenty-five."

And the Honorable Herbert John Thornhill Hyland, His Majesty's Chief Secretary for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

DEPARTMENT OF LANDS AND SURVEY.

At the Executive Council Chamber, Melbourne, the fourth day of July, 1944.

PRESENT:

His Excellency the Governor of Victoria.
Mr. Oldham | Mr. Tuckett.

LAND TEMPORARILY RESERVED FROM SALE.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby, in pursuance of the provisions of the *Land Act* 1928, reserve, temporarily, and also except from occupation for mining purposes under any miner's right, the land hereinafter described:—

TRARALGON.—Site for Police purposes—2 roods 24 perches, Township of Traralgon, Parish of Traralgon, County of Buln Buln, being allotment 6, section 2: Commencing at the north-western angle of allotment 5; bounded thence by that allotment bearing south 650 links; by Seymour-street bearing west 100 links; by allotment 7 bearing north 650 links; and thence by Kay-street bearing east 100 links to the point of commencement.—(T.1151⁰) (Rs.5507).

UNUSED AND UNMADE ROADS CLOSED.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby direct that, in pursuance of the provisions of section 304 of the *Land Act* 1928 (No. 3700), the unused and unmade roads referred to hereunder be closed, viz.:—

Parish of Benalla, County of Moira, being the road hereinafter described: Commencing at the south-eastern angle of allotment 19A, section P; bounded thence by a line bearing S. 20 deg. 30 min. E. 107 5/10 links; by allotment 21 bearing N. 88 deg. 55 min. W. 2,172 links; by a line bearing N. 19 deg. 4 min. E. 105 1/10 links; and thence by allotment 19A bearing S. 88 deg. 55 min. E. 2,100 links to the point of commencement.—(B.392²) (H.016499).

Parish of Nillumbik, County of Evelyn, being the road hereinafter described: Commencing at the north-western angle of allotment 2B, section 20; bounded thence by that allotment bearing S. 0 deg. 18 min. E. 254 9/10 links; by a line bearing N. 70 deg. 36 min. W. 106 2/10 links; by allotment 1 bearing N. 6 deg. 18 min. W. 198 5/10 links; and thence by a line bearing N. 76 deg. 58 min. E. 102 5/10 links to the point of commencement.—(N.69⁴) (Misc.2074).

And the Honorable Albert Eli Lind, His Majesty's Commissioner of Crown Lands and Survey for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

Water Acts.

STATE RIVERS AND WATER SUPPLY COMMISSION.

At the Executive Council Chamber, Melbourne, the fourth day of July, 1944.

PRESENT.

His Excellency the Governor of Victoria.
Mr. Oldham | Mr. Tuckett.

MURRAY VALLEY IRRIGATION AND WATER SUPPLY DISTRICT.—DISTRICT EXTENDED.—QUANTITY OF WATER ASSIGNED TO DISTRICT AMENDED.

UNDER the powers conferred by the Water Acts and all other powers enabling him in that behalf, His Excellency the Governor of the State of Victoria, with the advice of the Executive Council of the said State, on the recommendation of the State Rivers and Water Supply Commission, doth hereby declare, order, and direct as follows:—

Firstly, that the Murray Valley Irrigation and Water Supply District be extended by adding to the same the lands set out and described in the Schedule hereto, and as on and from the first day of July, 1944, the said district shall be deemed to be so extended.

SCHEDULE.

Commencing at the south-western angle of allotment 12, section B, Parish of Yarroweyah, County of Moira; thence southerly by the eastern boundary of a road to a point in line with the northern boundary of allotment 3, section A; thence westerly by the southern boundary of a road to the western boundary of the Parish of Yarroweyah; thence southerly by that boundary to a point in line with the northern boundary of the land described in certificate of title, volume 4867, folio 973390, section D, Parish of Strathmerton; thence westerly by a line and the last-mentioned boundary to the western boundary of allotment 11; thence northerly by the eastern boundary of a road to the south-western angle of allotment 32, section B, all in the Parish of Strathmerton; thence easterly by the northern boundary of a road to the south-western angle of allotment 5, section B, Parish of Yarroweyah; thence northerly by the eastern boundary of a road to the south-western angle of allotment 27, section C; thence easterly by the northern boundary of a road to the south-eastern angle of allotment 34B, section C; thence generally north-easterly by a line, the southern boundaries of allotments 6 and 7, section 17, Township of Koonoomoo, and by a line to the north-western angle of allotment 5, section 13, of said township; thence generally south-easterly by the north-eastern boundary of a 2-chain road to a point in line with the southern boundary of allotment 15, section B; thence westerly by a line, the southern boundaries of allotments 15 and 12, and by a line connecting those boundaries to the point of commencement.

The lands described in the foregoing Schedule are shown on a plan approved by the Governor in Council, and deposited in the office of the State Rivers and Water Supply Commission, Melbourne.—(Corres. 44/8279.)

Secondly, that as on and from the first day of July, 1944, the quantity of water assigned to the said Murray Valley Irrigation and Water Supply District shall be increased from 57,600 acre-feet per annum to 62,500 acre-feet per annum.

And the Honorable John Gladstone Black McDonald, His Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

APPROACHING LAND SALES.

SALES of Crown lands, in fee-simple, will be held at the under-mentioned places and dates, viz.:—

	No. of Gazette.
Bendigo.—Friday, 7th July, 1944	102
Daylesford.—Monday, 10th July, 1944	102
Geelong.—Thursday, 20th July, 1944	104
Tallangatta.—Thursday, 20th July, 1944	90

Lands and Survey Office, Melbourne.

PROPOSED REVOCATION OF TEMPORARY
RESERVATIONS OF LANDS BY ORDERS IN COUNCIL.

IN pursuance of the provisions of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to revoke the Orders in Council hereunder referred to, viz.:—

The following Notices were published 1° on the 21st June, 1944, pursuant to Orders of the 20th June, 1944.

ARARAT.—The Order in Council of the 4th August, 1941, temporarily reserving 10 acres 1 rood 34 perches of land in the Town of Ararat as a site for Hospital purposes.—(A.148⁽⁵⁾) (Rs.3808).

WINDERMERE.—The Order in Council of the 3rd November, 1884, temporarily reserving as a site for affording access to water, and withholding from sale, leasing, and licensing 1 acre of land, being part of section 14, Parish of Windermere.—(W.145⁽²⁾) (Rs.5488).

COMMONS ABOUT TO BE DIMINISHED.

IN pursuance of the provisions contained in Division 10 of Part I. of the *Land Act 1928* (No. 3709), notice is hereby given that it is the intention of the Governor in Council to diminish the commons hereinafter mentioned, viz.:—

The following Notice was published 1° on the 5th July, 1944, pursuant to Order of the 4th July, 1944.

The Branchholme Town Common, proclaimed as such by Orders of the 26th November, 1860 (see *Government Gazette*, 27th November, 1860, page 2238), the 15th October, 1868, and the 15th June, 1875, by the excision therefrom of the area remaining within the Parish of Yulecart.—(Rs.414.)

The Teesdale Town Common, proclaimed as such by Order of the 22nd March, 1933, by the excision therefrom of the area hereinafter described:—6 acres 2 roods 10 perches, Town of Teesdale, Parishes of Burtwarrah and Carrah, County of Grant, being allotments 41A and 48B.—(J.22908) (Rs.4286).

A. E. LIND,
Commissioner of Crown Lands and Survey.

PUBLIC HEARING BY A PERSON APPOINTED UNDER
THE 34TH SECTION OF THE LAND ACT 1928.

NOTICE is hereby given that at the time and place mentioned in the Schedule hereunder, applications for leases and licences under the Land Acts, objections to such applications, objections to proposed proclamations, alterations, additions, diminutions, revocations, or unions of commons, and reasons against forfeiture of any leases or licences under the Land Acts deemed liable to forfeiture, will be publicly heard by the person whose name is set opposite such place in such Schedule, being a person appointed by me, the responsible Minister of the Crown administering the Land Acts, to hear the same and report thereon in writing to me.

A. E. LIND,
Commissioner of Crown Lands and Survey.
Department of Lands and Survey,
Melbourne, 3rd July, 1944.

SCHEDULE.

TALLANGATTA, Thursday, 20th July, 1944, at Eleven a.m.—
C. A. Gourlay, Land Officer.

HEARING OF REASONS AGAINST THE FORFEITURE
OF CERTAIN LICENCES AND LEASES BY A PERSON
APPOINTED UNDER 34TH SECTION OF THE LAND ACT
1928.

NOTICE is hereby given that reasons against the forfeiture of the licences and leases in the Schedule hereto, which are deemed liable to forfeiture under the provisions of the Land Acts, will be publicly heard by the person appointed by me, the responsible Minister of the Crown administering the said Acts, to hear the same and report thereon in writing to me, when the persons in the said Schedule mentioned as holders of such licences and leases will be allowed to show cause against the same at the place and on the date mentioned in the Schedule hereto.

A. E. LIND,
Commissioner of Crown Lands and Survey.
Department of Lands and Survey,
Melbourne, 3rd July, 1944.

SCHEDULE.

TALLANGATTA, 20th July, 1944, C. A. Gourlay—
1217/46, C. V. Webb, 559a. 2r. 3p., Bungil East; 221/8,
G. A. Cheshire, 639a. 3r. 27p., Koetong; 59/44, S. J. E.
Williamson, 556a. 2r. 16p., Bolga.

COMMITTEES OF MANAGEMENT OF RESERVES.

APPOINTMENTS.

WHEREAS by section 184 of the *Land Act 1928* it is provided that it shall be lawful for the Governor in Council or the Board of Land and Works to appoint and remove any number of persons, not less than three, or any municipal council, or the governing body of any corporation, to be a Committee of Management of any specified Crown land reserved either temporarily or permanently for any of the purposes set out in section 14 of the *Land Act 1928*, and not conveyed to or vested in trustees: Now therefore the Board of Land and Works doth hereby appoint the under-mentioned persons to be members of the Committee of Management of the reserves named:—

“GEELONG WEST PUBLIC GARDENS.”

The Council of the City of Geelong West as a Committee of Management of the land temporarily reserved by Order in Council dated the 13th June, 1944, as a site for Public Gardens in the Parish of Corio, City of Geelong West, and known as the “Geelong West Public Gardens.”—(Corres. Rs.5506.)

“MITCHELL PARK,” PYRAMID HILL.

Frederick William Branley, Vincent Michael Kelly, Robert Augustus Gregory, William Edward Young, and Richard Gladstone Jones as a Committee of Management for a period of three years of the land temporarily reserved by Order in Council dated the 8th October, 1940, as a site for Showgrounds and Public Recreation at Pyramid Hill, in the Parish of Mincha West, and known as “Mitchell Park.”—(Corres. Rs.5076.)

“COONOOR EAST RECREATION RESERVE” AND “MEMORIAL
RESERVE,” AT COONOOR BRIDGE.

John Williams, Richard Reed, Robert Henry Postlethwaite, John Sturrock, and James E. Scarce as a Committee of Management for a period of three years of the land temporarily reserved by Orders in Council dated the 25th October, 1927, and 6th September, 1934, for Public Recreation in the Parish of Coonoor East, known as the “Coonoor East Recreation Reserve”; also of the land temporarily reserved by Order in Council dated the 25th July, 1922, as a site for Recreation purposes in the Township of Coonoor, known as the “Memorial Reserve,” at Coonoor Bridge.—(Corres. Rs.3562 and Rs.2803.)

“MOUNT DUNEED RECREATION RESERVE.”

James Rainford, Patrick Feehan, L. C. Payne, Alfred Gilbert White, J. E. Russell, John Jackson, and Albert James Forster as a Committee of Management for a period of three years of the land permanently reserved by Order in Council dated the 8th February, 1886, as a site for Public Recreation in the Parish of Duneed, and known as “Mount Duneed Recreation Reserve.”—(Corres. Rs.947.)

“DELEGATE RIVER PUBLIC HALL RESERVE.”

Henry Coulson Commons as a member of the Committee of Management for the period ending 5th April, 1947, of the land temporarily reserved by Order in Council dated the 19th October, 1937, as a site for a Public Hall in the Parish of Cabanandra, and known as the “Delegate River Public Hall Reserve.”—(Corres. Rs.4732.)

“DONALD SWIMMING POOL RESERVE.”

Edwin Beckham as a member of the Committee of Management for the period ending 3rd November, 1945, of the land temporarily reserved by Order in Council dated the 16th October, 1939, as a site for Public Recreation in the Town of Donald, in addition to and adjoining the site temporarily reserved therefor by Order in Council dated the 23rd December, 1874, and known as the “Donald Swimming Pool Reserve.”—(Corres. Rs.3088A.)

“ELDORADO CENTENNIAL PARK” AND “MONUMENT HILL”
RESERVES.

Robert Charles Allen, Stephen Moore, William Edward Hall, John Colin Angus, Joseph Henry Trezise, William Reid Knuckey, and James William Milne as a Committee of Management for a period of three years of the lands temporarily reserved by Orders in Council dated the 8th April, 1889, 22nd December, 1891, and 14th August, 1939, as sites for a Public Park in the Parishes of Byawatha and Tarrawingee, and known as the “Eldorado Centennial Park” and “Monument Hill” Reserves.—(Corres. Rs.1926 and Rs.4972.)

"WARRION RECREATION RESERVE."

Gordon Barton Cumming, Allan McKenzie, Frank Kerr, Edwin William Chant, and Malcolm McIntosh as a Committee of Management for a period of three years of the land temporarily reserved by Order in Council dated the 11th February, 1913, as a site for Public Recreation in the Parish of Warrion, and known as the "Warrion Recreation Reserve."—(Corres. Rs.1978.)

"ARUNDEL (LAANG) MECHANICS' INSTITUTE AND FREE LIBRARY RESERVE."

Charles Vaughan, William Lackie, Frank Ernest Rae Charlton, Donovan Harold Dyson, and William James Harkness as a Committee of Management for a period of three years of the land temporarily reserved by Order in Council dated the 2nd March, 1892, as a site for a Mechanics' Institute and Free Library, at Arundel, in the Parish of Laang, and known as the "Arundel (Laang) Mechanics' Institute and Free Library Reserve."—(Corres. Rs.5187.)

In witness whereof the common seal of the Board of Land and Works was hereunto affixed, this twenty-eighth day of June, One thousand nine hundred and forty-four, in the presence of—

(SEAL) A. E. LIND, President,
W. McILROY, Member.

TENDERS.

TENDERS will be received at this office until **TEN A.M.** on the days and for the purposes under-mentioned.

Particulars may be learnt at this office, and also at the offices named in each instance.

The Board of Land and Works will not necessarily accept the lowest or any tender.

13th July, 1944.

Bannockburn.—Repairs, painting, Police Station. Particulars at Inspector of Works Office, Geelong; Police Station, Bannockburn. Deposit, £2.

Buangor.—Repairs, painting, Police Station. Particulars at Inspector of Works Office, Stawell; Police Stations, Buangor, Ararat, Beaufort. Deposit, £4.

Fairfield.—Extension of Transformer House, Infectious Diseases Hospital. Preliminary deposit, £3. Final deposit, 2 per cent.

Geelong.—Repairs to outbuildings, Matthew Flinders Girls' School. Particulars at Inspector of Works Office, Geelong; Matthew Flinders Girls' School, Geelong. Deposit, £2.

Janefield.—New brick residence, Mental Hospital. Preliminary deposit, £15. Final deposit, 2 per cent.

Melbourne.—Repairs, painting, Police Headquarters, Russell-street. Deposit, £2.

Mont Park.—Provision of stainless steel sinks, Gresswell Sanatorium. Preliminary deposit, £2. Final deposit, 2 per cent.

Natya.—Repairs, painting, State School No. 4048. Particulars at Inspector of Works Office, Bendigo; Police Stations, Swan Hill, Kerang; State School, Natya. Deposit, £2.

North Fitzroy.—Renewal of water service, State School No. 1490. Preliminary deposit, £3. Final deposit, 2 per cent.

Omeo Valley.—New school, repairs out-offices, State School No. 3328. Particulars at Inspector of Works Office, Bairnsdale; Police Stations, Omeo, Tallangatta; State School, Omeo Valley. Preliminary deposit, £10. Final deposit, 2 per cent.

Royal Park.—Relining of jacketed pans with stainless steel, Children's Welfare Depot. Preliminary deposit, £4. Final deposit, 2 per cent.

Sunbury.—Alterations and repairs to fireplaces, Mental Hospital. Particulars at Police Stations, Sunbury, Woodend. Preliminary deposit, £2. Final deposit, 2 per cent.

Teddywaddy West.—Repairs, painting, State School No. 2865. Particulars at Inspector of Works Office, Bendigo; Police Stations, Wycheproof, Wedderburn; State School, Teddywaddy West. Preliminary deposit, £2. Final deposit, 2 per cent.

Williamstown.—Repairs, alterations, fanlights, Girls' School. Particulars at Girls' School, Williamstown. Deposit, £2.

20th July, 1944.

Bairnsdale.—Repairs, &c., painting, Technical School. Particulars at Inspector of Works Office, Bairnsdale; Police Stations, Moe, Sale. Preliminary deposit, £15. Final deposit, 2 per cent.

Coburg.—Renovations to Court Room, Court House. Deposit, £2.

Melbourne.—Renovations to Cell Block, City Watch House, Russell-street. Preliminary deposit, £4. Final deposit, 2 per cent.

Melbourne.—Renovations, Titles Office. Deposit, £2.
Melwood.—Fencing, attention out office, State School No. 4528. Particulars at Inspector of Works Office, Bairnsdale; Police Stations, Maffra, Sale; State School, Melwood. Deposit, £2.

Sale.—Repairs, Residence, Superintendent's Office and Single Men's Quarters, Police Station. Particulars at Inspector of Works Office, Bairnsdale; Police Stations, Maffra, Sale, Traralgon. Deposit, £2.

Tenders to be addressed to the Honorable the Commissioner of Public Works, and envelope containing tender marked "Tender for _____, due _____"

J. H. LIENHOP,
Commissioner of Public Works.

Melbourne, 4th July, 1944.

TENDERS FOR GRAZING.

(Section 121, Land Act 1928.)

For the period 1st August, 1944, to 30th September, 1945, renewable annually for a further period where stated.

Tender Forms and all particulars can be obtained on application to the Lands Department, Melbourne, or any of the Lands Offices in the country.

Tenders should be placed in the Lands Department Tender-box, State Treasury Buildings, Melbourne, C.2, at or before Noon on Wednesday, 26th July, 1944.

Before any tender is accepted the provisions of the National Security (Land Transfer) Regulations must be complied with.

TENDERS are invited and must be lodged at the Lands Department, Melbourne, at or before Noon on Wednesday, 26th July, 1944, for the right to depasture stock on the following unappropriated portions of lands subject to the Regulations approved by the Governor in Council and also the subjoined conditions.

CONDITIONS.

1. The period of occupation will be for fourteen (14) months from 1st August, 1944, to 30th September, 1945, renewable annually for a further period where stated.

2. The rent for fourteen months—for which the licence will be issued, and the licence fee of 7s. 6d.—must accompany the tender, otherwise the offer of the next highest tenderer who complies with this condition may be accepted.

3. The licensee shall pay shire rates and all other charges for the period of occupation.

4. Separate tenders must be lodged for each block.

5. Tenders to be addressed to the Secretary for Lands (Tender-box), Melbourne.

6. The highest or any tender not necessarily accepted.

7. Tenderers must give their full name, occupation, and ordinary postal address.

8. Where permission to fence has been granted, the outgoing tenant has the option to remove any existing fencing owned by him within one month, or he may arrange with the incoming tenant to pay for it in accordance with the provisions of section 124, Land Act 1928.

This does not apply to cases where the land was the subject of an Expired Grazing Area Lease. In all such cases, the ingoing tenant will be held responsible for the care and maintenance of any improvements.

A. E. LIND,
Commissioner of Crown Lands and Survey.

Department of Lands and Survey,
Melbourne, 4th July, 1944.

	Area, Acres.
Lot 1 (B.1008)— Township and Parish of Redcastle, County of Rodney, being the unoccupied Crown lands lying between Strange-street and Redcastle Creek from Sillery-street northerly to township boundary. Period of occupation, fourteen months from 1st August, 1944, to 30th September, 1945.—(Bendigo W.60004.)	8
Lot 2 (B.1009)— Township and Parish of Redcastle, County of Rodney, being the Crown lands situated in sections 9 and 10, in the south of the township. Period of occupation, fourteen months from 1st August, 1944, to the 30th September, 1945.—(Bendigo W.63250.)	5

	Area, Acres.
Lot 3 (B.1010)— Parish of Corack East, County of Kara Kara, being the Water Reserve, allotment 15A, section B. Period of occupation, fourteen months from the 1st August, 1944, to 30th September, 1945.—(St. Arnaud W.63898.)	50
Lot 4 (B.1011)— Parish of Moroka, County of Wonnangatta, being grazing block 59. Formerly licensed to Messrs. Gillo and Dunsmuir. Period of occupation, fourteen months from 1st August, 1944, renewable annually for four years from 1st October, 1945.—(Sale 104/121.)	24,000
Lot 5 (B.1012)— Parish of Nanowie, County of Weeah, being Crown land north of allotments 9 and 10, about 10 miles from Rainbow Railway Station. Period of occupation, fourteen months from 1st August, 1944, renewable annually for four years from 1st October, 1945.—(Mallee 08569/121.)	3,975

PRIVATE ADVERTISEMENTS.

Sewerage District Act.

PROPOSED MARYBOROUGH SEWERAGE AUTHORITY.

NOTICE is hereby given that the Council of the Borough of Maryborough has made application to the Honorable the Minister for Water Supply for the constitution of a Sewerage Authority, and the Proclamation of a Sewerage District at Maryborough, under the provisions of the Sewerage District Act, for the purpose of construction, maintenance, and continuance of sewerage works within that district.

A general plan and description of the proposed works has been submitted with the application, and copies of same may be seen at Town Hall, Maryborough.

Dated at Maryborough, the 14th day of June, 1944.

9748 A. A. LEES, Acting Town Clerk.

HOSPITALS AND CHARITIES ACT 1928 (No. 3699).

IT is hereby notified for general information that the Charities Board of Victoria has, under the provisions of section 54 of the above-mentioned Act, approved of the name of "Wonthaggi District Hospital" being changed to "Wonthaggi and District Hospital."

Dated at Melbourne, this twenty-seventh day of June, One thousand nine hundred and forty-four.

9817 C. J. McVILLY,
Secretary, The Charities Board of Victoria.

CITY OF OAKLEIGH.

NOTICE is hereby given that the Council of the City of Oakleigh proposes to borrow the sum of Four thousand pounds (£4,000) by the issue of debentures secured upon the credit of the municipality.

The rate of interest to be paid is Three pounds seven shillings and six pence (£3 7s. 6d.) per centum per annum.

The loan is to be repaid out of the municipal fund by forty (40) half-yearly instalments, each including portion of principal and interest on the balance remaining unpaid from time to time at the Commercial Banking Company of Sydney Limited, Melbourne, or the Council's bankers for the time being.

The purpose for which the loan is to be applied is—

The provision of a pleasure ground and place of public resort and recreation.

Plans, specifications, and estimate of the cost of such work, and a statement showing the expenditure of the money to be borrowed, are now open for inspection at the office of the Council daily during office hours.

After the expiration of one (1) month from the date of publication of this notice the Council intends to proceed to make a special order to borrow such money.

9833 J. A. PRICE, Town Clerk.

CITY OF OAKLEIGH.

BY-LAW No. 68.

A By-law of the City of Oakleigh, made under the provisions of the Local Government Acts, and numbered 68, for the purpose of further amending By-law No. 24 prescribing areas within the municipal district as residential areas and prohibiting or regulating within the whole or any part of such residential areas, the use of any land, or the erection (including adaptation for use) or the use of any building or land for the purposes of such classes of trades, industries, manufactures, businesses, or public amusements as are specified in the By-law.

IN pursuance of the powers conferred by the Local Government Acts, the Council of the Mayor, Councillors, and Citizens of the City of Oakleigh orders as follows:—

1. Notwithstanding anything contained in By-law No. 24, as amended by By-law No. 36, the area hereinafter defined shall be excluded from the operation of the provisions of By-law No. 24, i.e.:—

All that land having frontages of 294 ft. 2 in. or thereabouts to the north side of Dandenong-road, 332 feet or thereabouts to the east side of Atkinson-street, 264 ft. 9 in. or thereabouts to the south side of Dalgety-street, and 454 feet or thereabouts to the west side of Market-street, being Crown allotments 46 and 46A. Town of Oakleigh, Parish of Mulgrave, County of Bourke, and being more particularly described in certificate of title vol. 6040, fol. 1207999.

The resolution for making and passing this By-law was agreed to by the Council at a meeting held on the 6th day of March, 1944, and confirmed at a meeting held on the 3rd day of April, 1944.

In witness whereof the common seal of the Mayor, Councillors, and Citizens of the City of Oakleigh was hereunto affixed this 3rd day of April, 1944.

(SEAL) N. J. TIMMINGS, Mayor.
H. F. FENTON, Councillor.
J. A. PRICE, Town Clerk.

Approved by the Governor in Council, the 27th day of June, 1944.—C. W. KINSMAN, Clerk of the Executive Council.
9822

SHIRE OF BRAYBROOK.

POUND SALES.

NOTICE is given that the Council of the Shire of Braybrook has fixed Saturday, in lieu of Wednesday, as the day on which stock, impounded in Braybrook Pound, shall be sold.
9813 E. HARGREAVES, Shire Secretary.

ARTHUR GLOVER & SON.

NOTICE is hereby given that the partnership heretofore subsisting between Toussaint Charles Dewez, of "Tarella," Lansell-road, Toorak, Victoria, Gustave Leon Oscar Dewez, of "Wayfield," Harrison-street, Neutral Bay, New South Wales, and Arthur Glover (now deceased), carrying on business as skin and produce merchants at Melbourne, under the name of Arthur Glover and Son, has been dissolved by mutual consent, as from the 30th day of June, 1944. All outstanding amounts on behalf of the partnership will be paid or collected by T. Dewez and Co., of 120 King-street, Melbourne.

Dated this first day of July, 1944.

Witness—A. OVERGAARD.

T. C. DEWEZ.

Witness—NORMAN COOPER.

G. DEWEZ.

9816

NOTICE is hereby given that the partnership hitherto subsisting between William Joseph Parish, Herbert George Kinder, and Walter Williams, carrying on business as engineers under the business name of "The Parish Engineering Company," at 607 Glenhuntly-road, Caulfield, has been dissolved by mutual consent as from the 30th June, 1944. The said William Joseph Parish will continue to carry on the said business under the business name and at the address aforesaid, and will receive all moneys owing to and discharge all debts, owing by the late partnership.

Dated the 30th day of June, 1944.

W. J. PARISH.

H. G. KINDER.

W. WILLIAMS.

Malleson, Stewart, and Co., 46 Queen-street, Melbourne, solicitors for the said Herbert George Kinder and Walter Williams.

Mullett and Langford, 395 Collins-street, Melbourne, solicitors for the said William Joseph Parish.
9867

NOTICE is hereby given that the partnership heretofore subsisting between the undersigned, Robert Michael Cleary and Joseph Butler, carrying on business as carriers at 18 Walker-street, South Melbourne, under the firm name of "Cleary and Butler," has been dissolved by mutual consent as from the 30th day of June, 1944.

Dated at Melbourne the 30th day of June, 1944.

J. BUTLER.
R. M. CLEARY.

Cornwall, Stodart, and Co., solicitors, 47 Queen-street, Melbourne. 9821

NOTICE is hereby given that the partnership heretofore subsisting between us, the undersigned, Arthur John Brown, William Norrie, William George Tamms, and Leslie Richardson, carrying on business of sawmillers, at Tonimbuc, under the style or firm of "Tonimbuc Sawmilling Company," has been dissolved by mutual consent as from the fifteenth day of April, 1944, so far as concerns the said William George Tamms, who retires from the said firm. All debts due to and owing by the said late firm will be received and paid respectively by Arthur John Brown, William Norrie, and Leslie Richardson, who will continue to carry on the said business in partnership, under the style or firm of "Tonimbuc Sawmilling Company."

Dated this fourth day of July, 1944.

A. J. BROWN.
W. NORRIE.
L. RICHARDSON.

Witness to signatures of the said Arthur John Brown, William Norrie, and Leslie Richardson—E. THORN.

W. G. TAMMS.

Witness to signature of the said William George Tamms—C. STUART.

Rostron, Roy, and Pitt, solicitors, &c., 100 Queen-street, Melbourne. 9838

NOTICE is hereby given that the partnership heretofore subsisting between Lillias Madeline Hall, Violet Evelyn Hall, and John Herbert Worsley, carrying on business as farmers and graziers at Tragowel, in Victoria, under the style or firm of "Hall and Worsley," have admitted Francis Henry Worsley, of Tragowel, to the partnership as from the 1st day of July, 1944.

The said Lillias Madeline Hall, Violet Evelyn Hall, John Herbert Worsley will, in conjunction with Francis Henry Worsley, of Tragowel, the incoming partner, continue to carry on the said business under the said firm name.

Dated the 30th June, 1944.

LILLIAS M. HALL.
V. E. HALL.
J. H. WORSLEY.
F. H. WORSLEY.

Witness—F. T. SUTHERLAND, J.P. 9851

NOTICE is hereby given that the partnership heretofore subsisting between the undersigned, Maurice Ravdell and Theodor Dunaev, under the style or firm name of "Milton Park," and carried on by them at Lindenow, has been dissolved as from the thirtieth day of June, 1944.

The business will be carried on by the said Maurice Ravdell under the style or firm name of "Milton Park," and the said Maurice Ravdell will receive and discharge all debts.

Dated the thirtieth day of June, 1944.

THEODOR DUNAEV.
M. RAVDELL.

Messrs. E. Edgar Davies and Co., 11 Bank-place, Melbourne, solicitors for the said Maurice Ravdell.

Messrs. Parkinson and Wettenhall, 419 Collins-street, Melbourne, solicitors for the said Theodor Dunaev. 9853

No. of Company, 18373. Form No. 40.

Companies Act 1938.

THE RIVER WOOL SCOURING COMPANY PROPRIETARY LIMITED.

COPY RESOLUTION OR AGREEMENT, PURSUANT TO SECTION 118.

AT a General Meeting of the members of The River Wool Scouring Co. Proprietary Limited, duly convened and held at The Wool Exchange, King-street, Melbourne, on the 30th day of June, 1944, the following Special Resolution was duly passed:—

That The River Wool Scouring Co. Proprietary Limited be liquidated voluntarily, and that Mr. Joseph James Ward Gandy, chartered accountant (Aust.) be and is hereby appointed liquidator.

Dated this 30th day of June, 1944.

A. V. GLOVER, Director.

This is a members voluntary winding up. It is intended that the business shall be carried on as a partnership under the firm name of The River Wool Scouring Company. 9837

In the matter of the Companies Act 1938.

NOTICE is hereby given that on 29th June, 1944, at a duly convened General Meeting of H. A. Phillips and Son Pty. Ltd., the registered office of which is at 232 Flinders-lane, Melbourne, the following Special Resolution was duly passed:—

That the company, H. A. Phillips and Son Pty. Ltd., be wound up voluntarily, and that Horace Arthur Phillips, of 232 Flinders-lane, Melbourne, be appointed liquidator for the purpose of such winding up."

Dated the thirtieth day of June, 1944.

H. A. PHILLIPS, Director.

J. A. Redmond and Co., solicitors, 358 Collins-street, Melbourne. 9843

The Companies Act 1938.—In the matter of CITIZEN'S LOAN AND FINANCE COMPANY PROPRIETARY LIMITED (In Liquidation).—Notice of Final Meeting.

NOTICE is hereby given that, pursuant to section 236 of the Companies Act 1938, a General Meeting of the members of the above-named company will be held at the liquidator's office, R. L. Leane, 64 Elizabeth-street, Melbourne, on Monday, the 7th of August, 1944, at a quarter past Two p.m., for the purpose of having an account laid before them showing the manner in which the winding up has been conducted and the property of the company disposed of, and of hearing any explanation that may be given by the liquidator.

Dated the 27th day of June, 1944.

9865. ROBERT L. LEANE, Liquidator.

Victorian Companies Act 1938.—In the matter of MARCUS CLARK (VICTORIA) LIMITED (In Voluntary Liquidation).

A FIRST and final return of capital to preference shareholders is about to be made in the above matter. Creditors are required to prove their claims on or before 29th July, 1944, otherwise the return will be made without regard to such claims.

Dated this 5th day of July, 1944.

A. McK. HISLOP, Liquidator.

Care of Cleveland, Son, and Hislop, 20 Queen-street, Melbourne, C.I. 9860

In the Supreme Court (No. 5088 of 1944).—In the matter of the Companies Act 1938, and in the matter of a claim by ALFRED PERCIVAL WALKER (trading as New York Junk Co.) as Petitioner against STANDARD FINE METALS PTY. LTD. (in voluntary liquidation) as Respondent.

NOTICE is hereby given that a petition for the winding up of the above-named company by the Supreme Court was, on the 27th day of June, 1944, presented to the said Court by the said petitioner, and that the said petition is directed to be heard before the Supreme Court sitting in the Practice Court, at Law Courts, Melbourne, on the 18th day of July, 1944, at the hour of half-past Ten in the forenoon; and any creditor or contributory of the said company desirous to support or oppose the making of an Order on the said petition may appear at the time of hearing by himself or his counsel for that purpose; and a copy of the petition will be furnished to any creditor or contributory of the said company requiring the same by the undersigned on payment of the regulated charge for the same.

J. J. GREEN, of the firm of O'Donohue, Brew, and Green, of 109 Swanston-street, Melbourne, solicitors for the petitioner.

NOTE.—Any person who intends to appear on the hearing of the said petition must serve or send by post to the above-named notice, in writing, of his intention to do so. This notice must state the name and address of the person or, if a firm, the name and address of the firm, and must be signed by the person or firm or his or their solicitor (if any) and must be served or, if posted, must be sent by post in sufficient time to reach the abovenamed not later than Four o'clock in the afternoon of the 14th day of July, 1944. 9811

NOTICE TO CREDITORS AND CLAIMANTS.—RE ALEXANDER KERR JOHNSTON, DECEASED.

NOTICE is hereby given that all persons having claims against the estate of Alexander Kerr Johnston, late of Glenaroua, labourer, deceased (who died on the 27th day of February, 1944, and probate of whose will was granted to Allan Nicholson Northey, of Seymour, clergyman), are required to send, in writing, particulars of such claims to the said executor, care of the undernamed, on or before the 14th day of September, 1944, after which date he will distribute such assets to or among the persons entitled thereto, having regard only to the claims of which he shall then have had notice.

WILFRID J. OSBORNE, of Station-street, Seymour, solicitor for the executor. 9819

PURSUANT to the *Trustee Act 1928*, all persons having claims against the estate of Walter Thomas Marsh, late of 1 Lake-street, Glenhuntly, gentleman, deceased (who died on the 24th day of May, 1944, and probate of whose will and codicil was granted by the Supreme Court of Victoria on the 28th day of June, 1944, to Frederick James Marsh, at present a Roman Catholic chaplain in the Australian Defence Forces, Bonegilla, the proving executor named in the said will and codicil), are hereby required to send particulars of such claims to the said Frederick James Marsh, care of John I. Sullivan, solicitor, 221 Balaclava-road, Caulfield, on or before the 8th September, 1944, after the expiration of which time the said Frederick James Marsh, will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to claims of which he shall have had notice.

JOHN I. SULLIVAN, 221 Balaclava-road, Caulfield, solicitor. 9874

THE PERPETUAL EXECUTORS AND TRUSTEES ASSOCIATION OF AUSTRALIA LIMITED, whose registered office is situate at Nos. 100-104 Queen-street, Melbourne, in the State of Victoria, the executor of the will of Arthur Morton Begg, formerly of The Strand, Newport, but late of Truganina, in the said State, farmer, deceased (who died on the 26th day of March, 1944), requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said association, on or before the 9th day of September, 1944, particulars, in writing, of such claims, after which date the said association intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which it shall have had notice.

Dated the 3rd day of July, 1944.

BOOTHBY & BOOTHBY, 408 Collins-street, Melbourne, and at Korumburra, proctors for the said association. 9875

RE WILLIAM HIRAM GOSDEN HOLDEN, formerly of 12 York-street, North Richmond, then of 221 Station-street, Fairfield, then of 37 Grange-road, Alphington, and late of 202 Station-street, Fairfield, bootmaker, DECEASED.

PURSUANT to the provisions in that behalf contained in the *Trustee Act 1928*, notice is hereby given that all persons having claims in respect of the property of the above-named deceased (who died on the eighteenth day of February, One thousand nine hundred and forty-four, and probate of whose will and codicil was granted by the Supreme Court of Victoria, in its probate jurisdiction, on the ninth day of June, 1944, to Alexander James Edward Holden, of 18 Grange-road, Alphington, despatch clerk, Samuel Martin Holden, of 202 Station-street, Fairfield, electrician, and John Willmot Bennetts, of 13 Hartpurpy-avenue, St. Kilda, secretary, the executors named in the said will), are hereby required to send particulars, in writing, of such claims to the said executors, at the address of the undersigned, their solicitors, on or before the sixteenth day of August, 1944, after which date the said executors will proceed to convey or distribute the said property, or any part thereof, to or among the persons entitled thereto, having regard only to the claims, whether formal or not, of which they shall then have had notice. And notice is further given that the said executors shall not, as respects the property so conveyed or distributed, be liable to any person of whose claim it shall not then have had notice.

Dated this 29th day of June, 1944.

COY & ENGLAND, of 352 Collins-street, Melbourne, proctors for the executors. 9878

NOTICE TO CREDITORS.—GEORGE ARNOLD RUNDLE, DECEASED.

PURSUANT to the provisions of the *Trustee Act 1928*, notice is hereby given that all persons having any claim against the estate of George Arnold Rundle, late of 349 Collins-street, Melbourne, and Sassafra, in the State of Victoria, solicitor, deceased (who died on the 30th day of September, 1943, and probate of whose will was granted to Louise Ernestine Rundle, of Sassafra, widow), are hereby required to send particulars of such claims, in writing, to the said Louise Ernestine Rundle, in care of the undersigned solicitors, on or before the 7th day of September, 1944. And notice is hereby given that after that date the said Louise Ernestine Rundle will proceed to distribute the assets of the said deceased which shall have come to her hands or possession amongst the persons entitled thereto, having regard only to the claims of which she shall then have had notice; and she will not be liable for the assets, or any part thereof, so distributed to any person of whose claim she shall not then have had notice.

Dated this 5th day of July, 1944.

G. A. RUNDLE & CO., solicitors, 349 Collins-street, Melbourne. 9870

PATRICK JOSEPH WALSH, late of Stawell, farmer (who died on the 26th February, 1944).

CREDITORS, next of kin, and all other persons having claims against the estate of the abovenamed deceased are required by The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, the executor of the will of the said deceased, to send particulars thereof to the said executor, on or before the 10th day of August, 1944, after which date the said executor will distribute the assets, having regard only to the claims of which the said executor then has notice.

THEO. G. GRANO, solicitor, Stawell. 9812

ADA MARGARET REEVES, late of 19 Kent-grove, Caulfield, spinster (who died 23rd March, 1944).

CREDITORS, next of kin, and all other persons having claims against the estate of the deceased are required by the administrator of her estate, National Trustees, Executors, and Agency Company of Australasia Limited, to send particulars to it, at its registered office, 95 Queen-street, Melbourne, on or before the 15th day of September, 1944, after which date the said company will distribute the assets, having regard only to the claims of which the said company has then had notice. 9873

Trustee Act 1928.

NOTICE TO CLAIMANTS.

PURSUANT to the *Trustee Act 1928*, creditors, next of kin, and all other persons having claims in respect of the estate of any deceased person named below are required to send particulars to the legal personal representative or representatives at the address stated, on or before the date stated, after which date the representative or representatives will distribute the assets, having regard only to the claims of which notice has then been received:—

Annie Louise Jacobs, late of 131 Eglinton-street, Moonee Ponds, spinster, died 9th May, 1944.—Claims to the administratrix, Emily Faulkner, of 131 Eglinton-street, Moonee Ponds, married woman, care of James Hall and Sons, solicitors, 17 Queen-street, Melbourne, by 6th September, 1944. 9863

Frank Shortland, late of 10 Owen-street, Mordialloc, billiard-room proprietor, died 18th October, 1943.—Claims to the executor, John Edwin Tomlins, of Main-street, Mordialloc, confectioner, care of Price and Chamberlin, solicitors, 443 Chancery-lane, Melbourne, by 7th September, 1944. 9871

Olive Mary Saltmarsh, late of Glenelg, in the State of South Australia, spinster, deceased, died 3rd September, 1943.—Claims to the administrator, the Public Trustee of the State of South Australia, care of the under-mentioned solicitors, by 6th September, 1944.—E. P. Johnson and Davies, solicitors, 339 Collins-street, Melbourne. 9877

James Patrick Hutchinson, late of 317 Lydiard-street north, Ballarat, retired master baker, deceased.—Claims to the executors, Robert Hutchinson and Hannah Margaret Euphemia Whiting, care of the undersigned, by 6th September, 1944.—R. H. Ramsay, Lydiard-street, Ballarat, solicitor. 9834

Sydney Longland, late of 19 Chapman-street, North Melbourne, in the State of Victoria, retired salesman, deceased, died 24th April, 1944.—Claims to the administrator (with the will annexed), The Equity Trustees, Executors, and Agency Company Limited, at its registered office, 472 Bourke-street, Melbourne, in the said State, by 14th September, 1944.—T. A. Kennedy, LL.B., solicitor, 443 Bourke-street, Melbourne. 9876

Isabella Douglas, late of Forest-street, Wendouree, widow, deceased, intestate, died 16th January, 1942.—Claims to the administrator, The Ballarat Trustees, Executors, and Agency Company Limited, of 101 Lydiard-street north, Ballarat, by 13th September, 1944. 9835

Ainslie Mills, late of "Uardry," Hay, New South Wales, pastoralist, deceased, died 25th April, 1944.—Claims to the executors, George Malcolm Maslin, of Burrongong, Urana, New South Wales, pastoralist, John Blyth Bell, of Mundatta, Barnawartha, Victoria, pastoralist, and Colin York Syme, of 103 William-street, Melbourne, solicitor, all care of the undersigned solicitors, by the 13th September, 1944. Hedderwick, Fookes, and Alston, 103 William-street, Melbourne, solicitors for the executors. 9844

James Francis Scott, late of 265 Lygon-street, Carlton, pharmaceutical chemist, died 31st day of May, 1944.—Claims to the executors, Peter Leo Scott, of 231 Johnston-street, Abbotsford, pharmaceutical chemist, and William Kevin Scott, of 141 Ramsden-street, Clifton Hill, soldier, care of J. P. Hennessy, solicitor, 186 Elgin-street, Carlton, by 6th day of September, 1944. 9847

NOTICE TO CREDITORS.—MARGARET WATERS,
DECEASED.

NOTICE is hereby given that The Equity Trustees, Executors, and Agency Company Limited, having its registered office at 472 Bourke-street, Melbourne, in the State of Victoria, the executor of the will and codicil of Margaret Waters, formerly of 125 Queen-street, Melbourne aforesaid, but late of Bayswater, in the said State, married woman, deceased (who died on the 12th day of April, 1944), requires all creditors and others interested to send to it, at its said address, on or before the eleventh day of September, 1944, particulars, in writing, of their claims against the estate of the said deceased, after which date the said company intends to convey or distribute the said estate to or amongst the persons entitled thereto, having regard only to the claims of which the said company shall then have notice.

Dated this fourth day of July, 1944.

GAVAN DUFFY & KING, solicitors, 95 Queen-street, Melbourne. 9839

NOTICE TO CLAIMANTS.—SARAH COOKE, DECEASED.

JAMES COOKE, of 13 Wimbledon-avenue, Elwood, retired public servant, having made application to the Registrar of Probates for a grant of representation of the estate of Sarah Cooke, late of 13 Wimbledon-avenue, Elwood aforesaid, married woman, deceased (who died on the tenth day of April, 1944), requires all creditors and others interested to send to him, care of the undersigned solicitor, on or before the fifteenth day of September, 1944, particulars of their claims against the estate of the said deceased, after which date the said James Cooke intends to convey or distribute the said estate to or amongst the persons entitled thereto, having regard only to the claims of which he shall then have notice.

Dated the fourth day of July, 1944.

JOHN F. CARROLL, solicitor, 95 Queen-street, Melbourne. 9840

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all creditors, next of kin, and others having claims against the property or estate of Louise Lavinia La Roche, late of 1 Thorn-street, Camberwell, married woman (who died on 4th December, 1943, and letters of administration of whose estate were granted by the Supreme Court of Victoria to Louis Edward La Roche, of 1 Thorn-street, Camberwell aforesaid), are hereby required to forward particulars, in writing, of their claims to the said administrator, in care of the undersigned solicitors, on or before 7th September, 1944, after which date the said administrator will convey or distribute such property or estate to or amongst the persons entitled, having regard only to those claims of which he shall then have had notice.

Dated 3rd July, 1944.

W. H. FLOOD & PERMEZEL, 379 Collins-street, Melbourne, solicitors for the said executor. 9841

CREDITORS, next of kin, and all others having claims against the estate of the under-mentioned person are required to send particulars thereof to the executors, care of the undersigned, on or before the 9th day of September, 1944, otherwise they may be excluded when the assets are being distributed.

Name.—Elizabeth Gordon, deceased.

Residence.—Late of Parring-road, Balwyn.

Description.—Married woman.

Date of death.—3rd May, 1944.

W. H. FLOOD & PERMEZEL, 379 Collins-street, Melbourne, proctors for the executors. 9842

NOTICE TO CREDITORS AND OTHERS.—RE BETTY
JOY HAMILL, DECEASED.

PURSUANT to the *Trustee Act 1928*, notice is hereby given that Albert Samuel Louis Hamill, of 49 Bastings-street, Northcote, in the State of Victoria, rubberworker, the administrator of the estate of Betty Joy Hamill, late of Greenvale, in the said State, spinster, deceased, intestate (who died on the eighteenth day of December, 1943), intends to convey or distribute the estate of the said deceased to or among the persons entitled thereto, and require all persons and creditors interested to send to the said Albert Samuel Louis Hamill, care of the undersigned, on or before the sixth day of September, 1944, particulars, in writing, of their claims against the said estate, after which date the said Albert Samuel Louis Hamill may convey or distribute the said estate to or among the persons entitled thereto, having regard only to the claims, whether formal or not, of which he shall then have had notice.

H. S. W. LAWSON & CO., of 314 Collins-street, Melbourne, solicitors. 9845

NOTICE TO CLAIMANTS.—RE ANNIE HATT, DECEASED.

THE EQUITY TRUSTEES, EXECUTORS, AND AGENCY COMPANY LIMITED, whose registered office is situate at 472 Bourke-street, Melbourne, in the State of Victoria, the executor of the will of Annie Hatt, late of No. 5 Court-street, Box Hill, in the said State, spinster, deceased (who died on the 3rd day of February, 1944), requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said company, on or before the 6th day of September, 1944, particulars, in writing, of such claims, after which date the said company intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which it shall have had notice.

H. S. W. LAWSON & CO., 314 Collins-street, Melbourne, solicitors for the said company. 9846

NOTICE TO CREDITORS AND CLAIMANTS.—RE EMILY
SHATTOCK, DECEASED.

NOTICE is hereby given that all persons having claims against the estate of Emily Shattock, late of Northwood, widow, deceased (who died on the 21st March, 1944, and probate of whose will was granted to Percy Nelson and Ernest Edward Shattock, both of Northwood, graziers), are required to send, in writing, particulars of such claims to the said executors, care of the undersigned, on or before the 14th day of September, 1944, after which date they will distribute such assets to or among the persons entitled thereto, having regard only to the claims of which they shall then have had notice.

WILFRID J. OSBORNE, of Station-street, Seymour, solicitor for the executors. 9818

PURSUANT to the *Trustee Act 1928*, all persons having claims against the estate of John Thomas Holloway, formerly of Manningham-road, Heidelberg, but late of 186 Elizabeth-street, Richmond, retired cooper, deceased (who died on the twenty-sixth day of April, 1944, and probate of whose will was granted by the Supreme Court of Victoria on the twenty-ninth day of June, 1944, to John McDonald Martin, of 37 Queen-street, Melbourne, solicitor, the executor appointed by the said will), are hereby required to send particulars, in writing, of such claims to the said John McDonald Martin, care of the under-mentioned solicitors, on or before the sixth day of September, 1944, after which date the said executor will distribute the assets, having regard only to the claims of which notice has been then received.

Dated the first day of July, 1944.

MARTIN & MARTIN, solicitors, 37 Queen-street, Melbourne. 9866

ALL persons having claims against the estate of Charlotte Elizabeth Clendinnen, late of 28 Kooyongkoot-road, Hawthorn, Victoria, widow, deceased (who died on 12th March, 1944, and probate of whose will was, on 13th June, 1944, granted by the Supreme Court of Victoria to Leslie John Clendinnen, of 387 Glenferrie-road, Malvern, Victoria, radiologist, and Frederick William Jeffrey Clendinnen, of 28 Kooyongkoot-road, Hawthorn, Victoria, chemist, the executors appointed thereby), are hereby required to send particulars, in writing, of such claims to the said executors, to care of Malleon, Stewart, and Co., at the address below, on or before 7th September, 1944, after which date the said executors will proceed to convey or distribute the said estate to or among the persons entitled thereto, having regard only to the claims of which they shall then have had notice; and will not be liable for the assets, or any part thereof, so distributed, to any person of whose claim they shall not then have had notice.

MALLESON, STEWART, & CO., solicitors, 46 Queen-street, Melbourne. 9868

ALL persons having claims against the estate of Frederick John Clendinnen, late of 203 Williams-road, Hawksburn, Victoria, medical practitioner, deceased (who died on 6th November, 1913, and probate of whose will was, on 26th June, 1944, granted by the Supreme Court of Victoria to Leslie John Clendinnen, of 387 Glenferrie-road, Malvern, Victoria, radiologist, and Frederick William Jeffrey Clendinnen, of 28 Kooyongkoot-road, Hawthorn, Victoria, chemist, the executors appointed thereby), are hereby required to send particulars, in writing, of such claims to the said executors, to care of Malleon, Stewart, and Co., at the address below, on or before 7th September, 1944, after which date the said executors will proceed to convey or distribute the said estate to or among the persons entitled thereto, having regard only to the claims of which they shall then have had notice; and will not be liable for the assets, or any part thereof, so distributed, to any person of whose claim they shall not then have had notice.

MALLESON, STEWART, & CO., solicitors, 46 Queen-street, Melbourne. 9869

FRANCIS PETER GRIFFIN, DECEASED, INTESTATE.

NATIONAL TRUSTEES, EXECUTORS, AND AGENCY COMPANY OF AUSTRALASIA LIMITED, whose registered office is situated at 95 Queen-street, Melbourne, in Victoria, (the applicant for letters of administration of the estate of Francis Peter Griffin, late of "Werribee Point," Bacchus Marsh, in Victoria, farmer, deceased, intestate, who died on the 31st day of May, 1944), requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said National Trustees, Executors, and Agency Company of Australasia Limited, on or before the 12th day of September, 1944, particulars, in writing, of such claims, after which date the said company intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which it shall have had notice.

Dated the 28th day of June, 1944.

PEARCE & WEBSTER, 191 Queen-street, Melbourne,
solicitors for the applicant. 9848

THE PERPETUAL EXECUTORS AND TRUSTEES ASSOCIATION OF AUSTRALIA LIMITED, whose registered office is situated at Nos. 100-104 Queen-street, Melbourne, in the State of Victoria, the executor of the will of Francis Sheffield Baker, late of 98 Railway-place, Williamstown, retired railway employee, deceased (who died on 30th July, 1943), requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said association, on or before the 7th day of September, 1944, particulars, in writing, of such claims, after which date the said association intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which it shall have had notice.

HENDERSON & BALL, solicitors, 430 Little Collins-street,
Melbourne. 9849

NOTICE TO CLAIMANTS.—RE HERBERT GEORGE MACKAY, DECEASED.

CREDITORS, next of kin, and all others having claims against the estate of the under-mentioned person are required to send in particulars thereof to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, in the State of Victoria, on or before the sixth day of September, 1944, otherwise they may be excluded when the assets are being distributed.

Name of Deceased.—Herbert George Mackay.

Usual Residence.—Chelmer Private Hospital, St. Kilda-road, Melbourne.

Occupation.—Retired bank inspector.

Date of Death of Deceased.—30th January, 1944.

Dated this twenty-seventh day of June, 1944.

MOULE, HAMILTON, & DERHAM, solicitors, 394 Collins-street, Melbourne. 9850

NOTICE TO CLAIMANTS.

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having any claims against the estate of George Watts, late of Rosedale, in the State of Victoria, farmer, deceased (probate of whose will has been granted to Robert Gordon Kingsley Yeats, of 3 Cullinane-street, Black Rock, in said State, draftsman), are hereby required to forward particulars, in writing, of such claims to the executor, care of the below-mentioned solicitors, on or before the 15th day of September, 1944, on which date the said executor will proceed to distribute the assets of the said deceased among the persons entitled thereto, having regard only to those claims of which they shall then have had notice, and will not be liable for the assets, or any part thereof, so distributed to any person whose claim they shall not then have had notice.

Dated 29th June, 1944.

BRUCE, FROST-SAMUELS & LITTLETON, Traralgon,
solicitors for the executor. 9852

CREDITORS, next of kin, and all other persons having claims against the estate of David Davies, late of Snake Valley, Carngham, in the State of Victoria, farmer, deceased, intestate, are required by the administrator, The Ballarat Trustees, Executors, and Agency Company Limited, of Lydiard-street north, Ballarat, to send particulars to it on or before the 7th September, 1944, after which date it will distribute the assets, having regard only to the claims of which it then has notice. 9836

NOTICE TO CREDITORS.—RE ADELAIDE PHOEBE HOLST, DECEASED.

THE BALLARAT TRUSTEES, EXECUTORS, AND AGENCY COMPANY LIMITED, whose registered office is at 101 Lydiard-street north, Ballarat, in the State of Victoria, the executor to which probate of the will of Adelaide Phoebe Holst, late of 8A Cochran-avenue, Camberwell, in the said State, widow, deceased (who died on the nineteenth day of March, 1944), was granted by the Supreme Court of the said State, requires creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said company on or before the ninth day of September, 1944, particulars, in writing, of such claims, after which date the said company intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which it shall then have had notice.

Dated the twenty-ninth day of June, 1944.

K. McL. EMMERSON, 352 Collins-street, Melbourne, solicitor for the executor. 9861

NOTICE TO CREDITORS.—RE WILLIE INGHAM, DECEASED.

LILIAN INGHAM, of 12 Garden-street, Hawthorn, widow, the executor to whom probate of the will of Willie Ingham, late of 12 Garden-street, Hawthorn, in the State of Victoria, manager, deceased (who died on the twentieth day of February, 1944), was granted by the Supreme Court of the said State, requires creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said executor, at the address of the undersigned, her solicitors, on or before the sixth day of September, 1944, particulars, in writing, of such claims, after which date the said executor intends to convey or distribute such property or estate to or amongst the persons entitled thereto, having regard only to the claims of which she shall then have had notice.

Dated this fifth day of July, 1944.

UPTON, ETELSON, & OWEN, solicitors, 395 Collins-street, Melbourne. 9855

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of William Charles Thomas, formerly of 65 Gladstone-street, Bendigo, in the State of Victoria, but late of "Linton Court," Denmark Hill-road, Hawthorn, in the said State, accountant, deceased (who died on the 28th day of April, 1944, and probate of whose will was granted by the Supreme Court of the said State, in its probate jurisdiction, on the 21st day of June, 1944, to Mary Jane Thomas, formerly of 65 Gladstone-street aforesaid, but now of "Linton Court," Denmark Hill-road, Hawthorn aforesaid, widow), are hereby required to send particulars, in writing, of such claims to her, at the under-mentioned address, on or before the 8th day of September, 1944, after which date she will proceed to distribute the assets of the said William Charles Thomas, deceased, which shall have come to her hands, amongst the persons entitled thereto, having regard only to the claims of which she shall then have had notice. And notice is hereby further given that she will not be liable for the assets so distributed, or any part thereof, to any person of whose claim she shall not have had notice as aforesaid.

Dated this 28th day of June, 1944.

GORDON GUMMOW, solicitor, 395 Collins-street, Melbourne. 9862

NOTICE TO CREDITORS.—RE THOMAS LEWIS SHERRINGTON, DECEASED.

EDNA MARION SHERRINGTON, of 324 Wattle-tree-road, East Malvern, spinster, and John Henry Sherrington, of 9 Chaleyce-street, Burwood, soldier, the executors to whom probate of the will of Thomas Lewis Sherrington, late of 324 Wattle-tree-road, East Malvern, in the State of Victoria, gentleman, deceased (who died on the eleventh day of March, 1944), was granted by the Supreme Court of the said State, requires creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said executors, at the address of the undersigned, their solicitors, on or before the sixth day of September, 1944, particulars, in writing, of such claims, after which date the said executors intend to convey or distribute such property or estate to or amongst the persons entitled thereto, having regard only to the claims of which they shall then have had notice.

Dated this fifth day of July, 1944.

CLARKE & NESS, solicitors, 395 Collins-street, Melbourne. 9859

THE PERPETUAL EXECUTORS AND TRUSTEES ASSOCIATION OF AUSTRALIA LIMITED, whose registered office is situate at Nos. 100-104 Queen-street, Melbourne, in the State of Victoria, having made application to the Registrar of Probates for a grant of letters of administration (with the will annexed) of the estate of Eve May Sophia Thomas, late of Beaconsfield-road, Briar Hill, widow (who died on the 6th March, 1944), requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said association, on or before the 15th day of September, 1944, particulars, in writing, of such claims, after which date the said association intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which it shall have had notice.

HENDERSON & BALL, 430 Little Collins-street, Melbourne, solicitors. 9864

PURSUANT to the *Trustee Act 1928*, all persons having claims against the property or estate of Marie Takvor Karagheusian, late of 125A Collins-street, Melbourne, dress-maker, deceased (who died on the twenty-eighth day of November, 1943, and probate of whose will was granted to Guy Kenelm Stevenson, of 331 Collins-street, Melbourne, chartered accountant, one of the executors named therein, by the Supreme Court of Victoria on the twenty-fourth day of March, 1944), are hereby required to send in particulars, in writing, of such claims to the said Guy Kenelm Stevenson, on or before the sixth day of September, 1944, after which date the said Guy Kenelm Stevenson will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which he shall have had notice.

Dated this third day of July, 1944.

BLAKE & RIGGALL, 120 William-street, Melbourne, solicitors for the said executor. 9857

WILLIAM NORMAN HAMPTON ADAMS (usually known as William Norman Adams), formerly of 8 Somers-street, Ripponlea, late of "Tajola," 23 Charnwood-road, St. Kilda, civil servant, DECEASED (who died 10th March, 1944).

CREDITORS, next of kin, and all other persons having claims against the estate of the deceased are required by the executor of the will, Harley Hampton Styles, of 340 Collins-street, Melbourne, auctioneer, to send particulars to him, care of the undersigned, on or before 7th September, 1944, after which date he will distribute the assets, having regard only to the claims of which he then has notice.

OSWALD BURT & CO., solicitors, 396 Collins-street, Melbourne. 9858

EDITH MARY THOMPSON, late of Ripplebrook, widow, DECEASED, intestate.

JOSEPH PRESTON, of Ripplebrook, farmer, the administrator to whom letters of administration of the estate of above-named deceased (who died on the 15th day of January, 1944), have been granted by the Supreme Court, requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to him, care of the undersigned solicitors, on or before 30th September, 1944, particulars, in writing, of such claims, after which date the said Joseph Preston intends to convey or distribute the said property or estate to or amongst persons entitled thereto, having regard only to the claims of which he shall have had notice.

GRAY & FRIEND, solicitors, 64 Queen-street, Warragul. 9872

MINING NOTICES.

IRONBARK SOUTH GOLD MINING COMPANY NO LIABILITY.

A CALL (the 56th) of Three pence per share has been made on the capital of the company (making the shares paid to Seventeen shillings and six pence each), due and payable at the company's office, 379 Collins-street, Melbourne, on Wednesday, 12th July, 1944.

H. L. STEWART

9854 (J. G. Stanfield and Stewart), Manager.

CURNOW'S TIN MINES NO LIABILITY.

NOTICE is hereby given that a Call (the 30th), of Three pence per share has been made on all the contributing shares of the company (making the shares paid up to Fourteen shillings and nine pence per share), due and payable on Wednesday, the 12th July, 1944, at the registered office of the company, 422 Little Collins-street, Melbourne.

By order of the Board,

9856

E. ARNOLD, Manager.

CENTRAL DEBORAH GOLD MINING COMPANY NO LIABILITY.

NOTICE—All shares in the above-named company (included in Nos. 1 to 60,000), on which the 35th Call of Six pence per share remains unpaid are forfeited, and will be sold by public auction at the Stock Exchange, Bendigo, on Friday, 14th July, 1944, at Four o'clock p.m., unless sooner redeemed, as prescribed by the *Companies Act 1938*.

By order of the Board,

J. J. STANISTREET

9832

(McColl, Rankin, and Stanistreet), Manager.

IMPOUNDINGS.

BALLARAT—Impounded in the Ballarat Shire Pound.

1 light-red steer, indistinct brand on rump

If not claimed and expenses paid, to be sold on 19th July, 1944.

H. WILSON,

9826—4/

Poundkeeper.

BETHANGA—Impounded at Bethanga.

1 dark Jersey heifer, V bottom off ear, slit top and bottom near ear

1 black Jersey heifer, V bottom off ear, slit top and bottom near ear

1 yellow Jersey heifer, V bottom off ear, slit top and bottom near ear

1 brown Jersey heifer, V bottom off ear, slit top and bottom near ear

1 dark and white Jersey heifer, V off ear, M and slit near ear

If not claimed and expenses paid, to be sold on 19th July, 1944.

H. J. MICHELL,

9810—9/4

Poundkeeper.

BROADMEADOWS—Impounded at Campbellfield.

1 bay gelding, 15 hands, black points, off ear split

1 grey mare, 15 hands, delivery sort, faint brand near shoulder

If not claimed and expenses paid, to be sold on 20th July, 1944.

A. OLIVER,

9823—4/8

Poundkeeper.

COBURG—Impounded at Coburg.

1 bay gelding, delivery type, white star and stripe, white saddle marks, white hind socks, split ear, shod, no visible brand

If not claimed and expenses paid, to be sold on 19th July, 1944.

E. S. McNABB,

9881—5/4

Poundkeeper.

HEALESVILLE—Impounded in Healesville Pound.

1 brown draught gelding, aged, hind fetlocks white, small star.

If not claimed and expenses paid, to be sold on 21st July, 1944.

H. F. CHANDLER,

9879—4/8

Poundkeeper.

HEIDELBERG.—Impounded at Heidelberg.
 1 grey gelding, no visible brand
 If not claimed and expenses paid, to be sold on 19th July, 1944.
 R. J. ADDICOTT,
 Poundkeeper.
 9880—4/

KERANG.—Impounded at Kerang.
 1 heavy draught brown gelding, hind feet white, white stripe on face, like L. on left shoulder
 1 medium draught chestnut mare, like unbroken, white stripe on face, white on hind feet, left hind foot deformed, no visible brand
 If not claimed and expenses paid, to be sold on 21st July, 1944.
 F. NANCARROW,
 Poundkeeper.
 9827—6/8

LAKE BENETOOK.—Impounded in the Lake Benetook Pound (Mildura).
 1 bay draught gelding, blazed face, front feet white, no visible brand
 1 woolly wether sheep
 If not claimed and expenses paid, to be sold on 20th July, 1944.
 S. C. JESSOP,
 Poundkeeper.
 9882—6/

MAFFRA.—Impounded by J. A. Mitchelmore.
 1 black cow, VE off rump
 1 Jersey heifer, three notches on back off ear, notch on front off ear, notch back near ear, like blotch C off rump
 If not claimed and expenses paid, to be sold on 21st July, 1944.
 C. H. CAMERON,
 Poundkeeper.
 9824—5/4

MOOROOPNA.—Impounded at Mooroopna, on 30th June, 1944.
 1 grey mare, light sort, aged, shod
 If not claimed and expenses paid, to be sold on 20th July, 1944.
 T. J. CHALKER,
 Poundkeeper.
 9825—4/8

MORNINGTON.—Impounded at Mornington.
 1 red store cow, notch out of off ear
 If not claimed and expenses paid, to be sold on 22nd July, 1944.
 ALF. FIELD,
 Poundkeeper.
 9828—4/

SALE.—Impounded in Sale Pound.
 1 fawn Jersey heifer, top off near ear, chip off ear, no visible brand
 1 red bull, piece out of top near ear, no visible brand
 1 brindle heifer, piece out of off ear, no visible brand
 1 red poll, piece out of near ear, no visible brand
 1 yellow and white heifer, piece out of near ear, no visible brand
 1 brown and white heifer, square point out near ear, piece top near ear, no visible brand
 1 light colour Jersey heifer, piece out of both ears, no visible brand
 1 light colour Jersey heifer, like F in circle on rump
 1 baldy cow, like R off ear, no visible brand
 1 baldy cow, like R off ear, no visible brand
 1 broken black Jersey cow, piece hanging off ear
 1 broken black Jersey cow, nip out both ears
 If not claimed and expenses paid, to be sold on 7th July, 1944.
 G. CLARK,
 Poundkeeper.
 9815—14/
 No. 111.—6876/44.—2

TALLANGATTA.—Impounded at Tallangatta, on 1st July, 1944.
 1 red cow, 7 on both ears, like OO between bars off rump
 If not claimed and expenses paid, to be sold on 15th July, 1944.
 THOS. J. KIRK,
 Poundkeeper.
 9830—4/8

TATURA.—Impounded at Tatura.
 1 light-bay gelding, 3 years, blaze face, hind feet and near front foot white, no visible brand
 If not claimed and expenses paid, to be sold on 20th July, 1944.
 A. DOHERTY,
 Poundkeeper.
 9820—4/8

YARRAWONGA.—Impounded at Yarrowonga.
 2 Border Leicester ewes, no visible brand
 1 Merino crossbred wether, branded 7 and bar over R
 If not claimed and expenses paid, to be sold on 20th July, 1944.
 F. N. E. JENKINS,
 Poundkeeper.
 9820—4/8

YINNAR.—Impounded by Shire Ranger, on 22nd June, 1944, from Morwell-Yinnar road.
 8 Ayrshire heifers, V out top both ears
 1 brown Jersey heifer, V out top both ears
 If not claimed and expenses paid, to be sold on 18th July, 1944.
 Impounded at Yinnar, on 29th June, 1944, by T. Quigley, from his property at Yinnar.
 1 crossbred ewe, full mouth, top off off ear
 1 two-tooth crossbred ram, no visible brand
 1 ram lamb, long tail, no visible brand
 If not claimed and expenses paid, to be sold on 21st July, 1944.
 F. C. KEOGH,
 Poundkeeper.
 9814, 9831—10/

STATE ACTS, 1940.

COPIES of the following Acts of Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller, at the price set opposite to each:—

No.	Price.
	s. d.
4721. Freezing Works (Overdraft Guarantee)	0 6
4722. Public Works Loan and Application	0 6
4723. Grain Elevators (Financial)	0 6
4724. Railways (Sick Leave)	0 6
4725. Melbourne Harbor Trust (Tolls)	0 6
4726. Statute Law Revision	0 6
4727. Dairy Produce	0 6
4728. Mildura Irrigation and Water Trusts	0 6
4729. Fisheries	0 6
4730. Consolidated Revenue	0 6
4731. Consolidated Revenue	0 6
4732. Survey Co-ordination	1 0
4733. National Security (Emergency Powers) Continuation	0 0
4734. Melbourne Harbor Trust (Chairman)	0 6
4735. Conewarre Land	0 6
4736. Farm Produce Agents	0 6
4737. Farmers Protection	0 9
4738. Local Government (Rates)	0 6
4739. Boilers Inspection (Air and Gas Receivers)	0 6
4740. Water (Rates and Charges)	0 8
4741. Margarine	0 9
4742. Consolidated Revenue	0 6
4743. Melbourne Orphanage	0 6
4744. Superannuation (Life Assurance Policies)	0 6
4745. Consolidated Revenue	0 6
4746. Local Government (Chelsea Street Construction)	1 0
4747. Ordinary Life Insurance	0 9
4748. Police Offences (Raffles)	0 6
4749. Factories and Shops (Butchers' Shops)	0 6
4750. Marketing of Primary Products	0 6

STATE ACTS, 1940—continued.

No.	Price.
	s. d.
4751. Public Service	1 0
4752. Country Roads Board Fund	0 6
4753. Transport Regulation (Compensation)	0 6
4754. State Forests Loan Application	0 6
4755. Public Trustee	0 6
4756. Administration and Probate (War Service)	0 6
4757. Financial Emergency (Grants and Funds)	0 6
4758. Income Tax (Rates)	0 6
4759. Land Tax	0 6
4760. Melbourne (Widening of Streets)	0 6
4761. Water	0 9
4762. Workers' Compensation	0 6
4763. Public Works Loan and Application	0 6
4764. Hawthorn Returned Sailors and Soldiers Trust	0 6
4765. Stamps (Increased Duty Continuance)	0 6
4766. Administration and Probate Duties	0 6
4767. Public Service (Commonwealth Elections)	0 6
4768. Education (Patriotic Ceremonies)	0 6
4769. Police Offences (Dog Racing)	0 6
4770. State Electricity Commission (Trading)	0 6
4771. Water Supply Loans Application	0 6
4772. Unemployment Relief Tax (Rates)	0 6
4773. Industrial Life Assurance	0 6
4774. Fitzroy Land	0 6
4775. Superannuation	0 6
4776. Police Offences	0 6
4777. Stock Foods	0 6
4778. Cemeteries (Spring Vale Necropolis)	0 6
4779. Fire Brigade (Financial)	0 6
4780. Consolidated Revenue	0 6
4781. Bendigo Land	0 6
4782. Drought Relief	0 6
4783. Income Tax (Assessment)	0 6
4784. Factories and Shops (Bread)	0 6
4785. Pawnbrokers	0 6
4786. Soil Conservation	0 6
4787. Nurses	0 6
4788. Financial Emergency	0 6
4789. Railway Loan and Application	0 9
4790. Companies (Special Investigations)	0 6
4791. Carriages	0 6
4792. Local Government	0 6
4793. Supreme Court (Officers)	0 6
4794. Farmers Protection (Amendment)	0 6
4795. State Relief Committee	0 6
4796. Local Government (Building Regulations)	1 0
4797. Appropriation of Revenue.	3 3

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STATE ACTS, 1941—continued.

No.	Price.
	s. d.
4812. National Security (Emergency Powers) Continuation	0 6
4813. Transfer of Land	0 6
4814. Workers' Compensation (Amendment)	0 6
4815. Evidence	0 6
4816. Motor Car (Third-Party Insurance) Amendment	0 6
4817. Police Offences (Betting)	0 6
4818. The Churches of Christ in Victoria Property	1 0
4819. Transport Regulation (Amendment)	0 6
4820. Consolidated Revenue	0 6
4821. Lunacy	0 6
4822. Lal Lal Racecourse Railway (Dismantling)	0 6
4823. Revocation of Crown Reservations	0 6
4824. Miners' Phthisis (Treasury Allowances) Amendment	0 6
4825. Land Tax	0 6
4826. Income Tax (Rates)	0 6
4827. Stamps (Increased Duty Continuance)	0 6
4828. Administration and Probate Duties	0 6
4829. Surplus Revenue	0 6
4830. Mulgrave Land	0 6
4831. Neerim South to Toorong River Railway	0 6
4832. Country Roads Board Fund	0 9
4833. Unemployment Relief Tax (Rates)	0 6
4834. Road Traffic (Amendment)	0 6
4835. State Forests Loan Application	0 6
4836. Factories and Shops (Garages)	0 6
4837. Water	0
4838. Water Supply Loans and Application	0
4839. Marriage	0 6
4840. Statute Law Revision	0 6
4841. Goods (Amendment)	0 6
4842. Consolidated Revenue	0 6
4843. Kew and Heidelberg Lands (Amendment)	0 6
4844. Crown Reservations (Excisions)	0 6
4845. Public Works Loan and Application	0 6
4846. Hospitals and Charities	0 6
4847. Stamps (Amendment)	0 6
4848. Powers of Attorney (War Service)	0 6
4849. Voting by Post (Armed Services)	0 6
4850. Education	0 6
4851. Local Government (Frankston Street Construction)	0 6
4852. Melbourne (Subways)	0 6
4853. Financial Emergency (Grants and Funds)	0 6
4854. Motor Car (Fees)	0 6
4855. Railway Loan Application (No. 2)	0 6
4856. Dog	0 6
4857. War-time (Company) Tax Collection	0 6
4858. Registration of Births Deaths and Marriages	0 6
4859. State Forests (Timber Salvage) Loan and Application (Amendment)	0 6
4860. Motor Car (Regulations)	0 6
4861. Kerang and Koondrook Tramway (Liability)	0 6
4862. Maintenance (Widowed Mothers)	0 6
4863. Local Government (Septic Tanks)	0 6
4864. Church of England (Ballarat East) Land	0 6
4865. Public Charitable Trusts	0 6
4866. University (Funds) Amendment	0 6
4867. Health	0 9
4868. Income Tax (Assessment)	0 6
4869. Local Government	1 3
4870. Transport Regulation (Sunday Carriage)	0 6
4871. Liquid Fuel	0 6
4872. Money Lenders	0 6
4873. Land	0 9
4874. Factories and Shops	1 0
4875. State Development	0 9
4876. Imprisonment of Fraudulent Debtors (Amendment)	0 6
4877. Farmers Protection	1 0
4878. Coal Mines Regulation	2 6
4879. Appropriation of Revenue	3 3

H. E. DAW,
Government Printer.

STATE ACTS, 1941.

COPIES of the following Acts of Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller, at the price set opposite to each:—

No.	Price.
	s. d.
4798. Consolidated Revenue	0 6
4799. Railway Loan Application	0 6
4800. University (Funds)	0 6
4801. Nowingi to Millewa South Railway (Partial Dismantling)	0 6
4802. Mildura Irrigation and Water Trusts (Land)	0 6
4803. Local Government (Secrecy of the Ballot)	0 6
4804. Medical (Pharmaceutical Chemists)	0 6
4805. Melbourne Lands Exchange	0 6
4806. Melbourne and Metropolitan Tramways (Inscribed Stock)	0 6
4807. Consolidated Revenue	0 6
4808. Consolidated Revenue	0 6
4809. Farmers Debts Adjustment (Board)	0 6
4810. Police Offences (Fire Alarms)	0 6
4811. Freezing Works (Overcraft Guarantee)	0 6

STATE ACTS, 1942.

COPIES of the following Acts of Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller, at the price set opposite to each:—

No.	Description	Price.	
		s.	d.
4880.	Consolidated Revenue	0	6
4881.	Consolidated Revenue	0	6
4882.	Hospitals and Charities	0	6
4883.	Sewerage Rates	0	6
4884.	Sheep Dipping	0	6
4885.	The Limbless Soldiers Trust	1	0
4886.	Consolidated Revenue	0	6
4887.	National Security (Emergency Powers) Continuation	0	6
4888.	Income Tax (War-time Collection)	0	6
4889.	Freezing Works (Overdraft Guarantee)	0	6
4890.	Consolidated Revenue	0	6
4891.	Melbourne Markets	0	6
4892.	Student Teachers (War Service)	0	6
4893.	Cattle and Swine Compensation	0	6
4894.	Drysdale United Service Home	0	6
4895.	Public Trustee	0	6
4896.	The Constitution Act Amendment	0	6
4897.	Entertainments Tax (War-time Suspension)	0	6
4898.	Melbourne and Metropolitan Tramways (Reserve Funds)	0	6
4899.	Milk and Dairy Supervision	0	6
4900.	Melbourne and Metropolitan Board of Works (Contributions)	0	0
4901.	Execution of Trusts	0	6
4902.	Melbourne and Metropolitan Board of Works (Rates)	0	6
4903.	Adoption of Children	0	6
4904.	Consolidated Revenue	0	6
4905.	Land Tax (Exemptions)	0	6
4906.	Land Tax	0	6
4907.	Stamps (Increased Duty Continuance)	0	6
4908.	Country Roads Board Fund	0	6
4909.	Financial Emergency (Grants and Funds)	0	6
4910.	Water Supply Loans Application	0	6
4911.	Administration and Probate Duties	0	6
4912.	Railway Loan Application	0	6
4913.	Public Account Advances (Amendment)	0	6
4914.	Farmers Protection (Amendment)	0	6
4915.	Water	0	6
4916.	Patriotic Funds	0	6
4917.	St. Vincent's Hospital Land	0	6
4918.	Survival of Actions	0	6
4919.	Mines	0	6
4920.	South Melbourne (Birrell-place) Land	0	6
4921.	Local Government (Loans and Debentures)	0	6
4922.	Local Government (Building Regulations) Amendment	0	6
4923.	Miners' Phthisis (Treasury Allowances) Amendment	0	6
4924.	Legal Profession Practice	0	6
4925.	Motor Car (Amendment)	0	6
4926.	Local Government (Street Construction)	1	0
4927.	Victorian Inland Meat Authority	1	0
4928.	Railway Construction Trusts Liabilities	0	6
4929.	Surplus Revenue	0	6
4930.	Railways (Long Service)	0	6
4931.	Grain Elevators	0	6
4932.	Coal Mine Workers Pensions	1	3
4933.	State Forests Loan Application	0	6
4934.	Health (Patent Medicines)	0	9
4935.	Metropolitan Gas Company's	0	6
4936.	Yannathan and Triholm Railway (Dismantling)	0	6
4937.	Soil Conservation	0	6
4938.	Forests	0	6
4939.	Land Surveyors	0	9
4940.	Administration and Probate (Amendment)	0	0
4941.	Appropriation of Revenue	3	3
4942.	Dietitians Registration	1	0

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STATE ACTS, 1943.

COPIES of the following Acts of Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller, at the price set opposite to each:—

No.	Description	Price.	
		s.	d.
4943.	Consolidated Revenue	0	6
4944.	Consolidated Revenue	0	6
4945.	State Development	0	6
4946.	Grain Elevators	0	6
4947.	Consolidated Revenue	0	6
4948.	Lunacy	0	6
4949.	National Security (Emergency Powers) Continuation	0	6
4950.	Commonwealth Powers	0	6
4951.	Consolidated Revenue	0	6
4952.	Factories and Shops (Chairmen of Wages Boards)	0	6
4953.	Country Roads (Forest Roads and Stock Routes)	0	6
4954.	State Schools (Bush Fire Relief)	0	6
4955.	Consolidated Revenue	0	6
4956.	Coal Mines Regulation	0	6
4957.	Petrol Pumps (Licence Fees)	0	6
4958.	Superannuation (Contributions)	0	6
4959.	Coal Mine Workers Pensions	0	6
4960.	Forests (Exchange of Lands)	0	6
4961.	Local Government (Valuations)	0	6
4962.	Railway Construction (Extensions)	0	6
4963.	Mental Hygiene (Mode of Citation)	0	6
4964.	Administration and Probate Duties	0	6
4965.	Sewerage Districts	0	6
4966.	Stamps (Increased Duty Continuance)	0	6
4967.	Land Tax	0	6
4968.	Surplus Revenue	0	6
4969.	Financial Emergency (Grants and Funds)	0	6
4970.	Partially Blinded Soldiers Fund	0	6
4971.	Melbourne and Metropolitan Board of Works (Contributions)	0	6
4972.	Milk Pasteurization	1	0
4973.	Country Roads Board Fund	0	6
4974.	Workers' Compensation	0	6
4975.	Public Works Loan and Application	0	6
4976.	Factories and Shops (Saturday Half-holiday)	0	6
4977.	Springvale Necropolis Land	0	6
4978.	South Melbourne to Melbourne Tramway Construction	0	6
4979.	Water Supply Loans Application	0	6
4980.	Forests	0	6
4981.	State Forests Loan Application	0	6
4982.	Administration and Probate (War Service)	0	6
4983.	Water	0	9
4984.	Farmers Protection (Amendment)	0	6
4985.	Stamps	0	6
4986.	Railway Loan Application	0	6
4987.	Farmers Debts Adjustment	0	6
4988.	Ministry of Health	1	0
4989.	Discharged Servicemen's Preference	1	0
4990.	Instruments (Insurance Contracts)	0	6
4991.	Melbourne (Widening of Streets)	0	6
4992.	Mines (Petroleum)	0	6
4993.	Education	0	6
4994.	Land Settlement (Acquisition)	0	6
4995.	Land Settlement Loan and Application	0	6
4996.	Housing	1	0
4997.	Milk and Dairy Supervision	1	0
4998.	Appropriation of Revenue	3	9

H. E. DAW,
Government Printer.

THE "VICTORIA GOVERNMENT GAZETTE."

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VICTORIA GOVERNMENT GAZETTE.

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No. 112]

THURSDAY, JULY 6.

[1944

Factories and Shops Acts.

DETERMINATION OF THE DRESS, SHIRT, AND UNDERCLOTHING 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 appointed to determine the lowest prices or rates of payment for wholly or partly preparing or manufacturing, either inside or outside a factory—

- (a) articles of women's, girls' and children's outer clothing or wearing apparel (except indiarubber waterproof garments), such as costumes, dresses, skirts, tea-gowns, wrappers, blouses, jackets, mantles, capes, opera cloaks, and cloaks of every description, also for the making of females' stitched neckwear of woven material;
- (b) shirts, shirt-fronts, pyjamas, underpants, collars and cuffs of every description;
- (c) articles of women's and girls' underclothing, except stays and corsets, also nightgowns, pinafores, aprons, and infants' gowns and underclothing, and all classes of pillowslips—

but not including any persons subject to the jurisdiction of the Knitting Trade Board, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a) WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males Employed at Women's Order Dressmaking, Women's Order Tailoring, and Women's Ready-made Dressmaking and Women's Ready-made Tailoring.			Males Employed at Underclothing and Whitework, Collars, Shirts, and Pyjamas.			Females.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.
1st six months	£ s. d. 0 17 0	s. d. 1 0	£ s. d. 0 18 0	£ s. d. 0 17 0	s. d. 1 0	£ s. d. 0 18 0	£ s. d. 1 0 0
2nd "	1 0 6	1 0	1 1 6	1 0 6	1 0	1 1 6	1 4 6
3rd "	1 6 0	1 6	1 7 6	1 6 0	1 6	1 7 6	1 9 6
4th "	1 9 6	1 6	1 11 0	1 9 6	1 6	1 11 0	1 14 6
5th "	1 14 0	1 6	1 15 6	1 14 0	1 6	1 15 6	1 19 6
6th "	2 2 0	2 0	2 4 0	2 2 0	2 0	2 4 0	2 4 6
7th "	2 15 0	3 0	2 18 0	2 15 0	3 0	2 18 0	2 12 0
8th "	3 7 6	3 6	3 11 0	3 7 6	3 6	3 11 0	2 19 6
9th "	3 15 6	4 0	3 19 6	..	..	..	..
10th "	4 5 6	4 6	4 10 0	..	..	..	..

And thereafter the minimum weekly wage or piecework price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Experience.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.			Male Juveniles Employed at Seam Pressing. (Definition Clause 4.)		
	Per Week.	Weekly Rate.	Special Loading.*	Total Weekly Wage.		
	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	1 19 6	1 5 6	1 6	1 7 0	1 7 0	1 7 0
2nd " "	2 4 6	1 5 6	1 6	1 7 0	1 7 0	1 7 0
3rd " "	2 12 0	1 13 6	1 6	1 15 0	1 15 0	1 15 0
4th " "	2 19 6	1 13 6	1 6	1 15 0	1 15 0	1 15 0
5th " " .. .. .	.. .. .	2 11 0	2 6	2 13 6	2 13 6	2 13 6
6th " " .. .. .	.. .. .	2 11 0	2 6	2 13 6	2 13 6	2 13 6
7th " " .. .. .	.. .. .	3 15 6	4 0	3 19 6	3 19 6	3 19 6
8th " " .. .. .	.. .. .	3 15 6	4 0	3 19 6	3 19 6	3 19 6
9th " " .. .. .	.. .. .	4 12 6	4 6	4 17 0	4 17 0	4 17 0
10th " " .. .. .	.. .. .	4 12 6	4 6	4 17 0	4 17 0	4 17 0

And thereafter the minimum weekly wage or piecework price.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who at the 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

3. OTHER PERSONS (EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS).

Group (1).—Women's order dressmaking and women's order tailoring, including making and/or altering all order outer garments for women:—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
JOURNEYMEN.						
(a) Cutters employed marking in or cutting out garments ..	6 12 0	5 0	6 17 0	..	..	..
(b) Heads of tables in charge of four or more persons employed as table hands	6 4 6	5 0	6 9 6	..	..	..
(c) Tailors employed making, and/or machining, and/or altering any part of a garment	6 2 0	5 0	6 7 0	..	..	..
(d) Machinists employed machining any part of a garment ..	6 2 0	5 0	6 7 0	..	..	..
(e) Pressers-off employed pressing off any part of a garment ..	6 2 0	5 0	6 7 0	..	..	..
(f) All others	4 19 0	5 0	5 4 0	..	..	..
JOURNEYWOMEN.						
(g) Cutters employed marking in or cutting out such costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials .. .. .	..	..	..	6 5 0	5 0	6 10 0
(h) All other cutters employed marking in or cutting out any material of wearing apparel other than such costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials .. .. .	..	..	..	3 16 9	3 0	3 19 9
(i) Fitters-on employed trying on to a customer unfinished or finished garments .. .. .	..	..	..	..	..	3 15 0
(j) Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. .. .. .	..	..	..	6 2 0	5 0	6 7 0
(k) Pressers employed pressing off any part of a garment other than the garment the worker is making, and using an iron weighing 8 lb. or less .. .. .	..	..	..	..	..	3 15 0
(l) Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs .. .. .	..	..	..	..	..	3 15 0
(m) Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs .. .. .	..	..	..	..	..	3 15 0
(n) Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel .. .. .	..	..	..	..	..	3 15 0
(o) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters .. .. .	..	..	..	..	..	3 15 0
(p) All others .. .. .	..	..	..	..	..	3 15 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Group (2).—Women's ready-made dressmaking and ready-made tailoring, including making, and/or altering any part of a costume, dress, skirt, teagown, wrapper, blouse, jacket, mantle, cape, front, collar, collarette, cuff, opera cloak, and cloaks of all descriptions :—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEYMEN.						
(a) Cutters employed marking in or cutting out garments ..	£ 6 5 0	s. d. 5 0	£ 6 10 0	..	..	..
(b) Tailors employed making any part of a garment ..	6 2 0	5 0	6 7 0	..	..	..
(c) Machinist employed machining any part of a garment ..	6 2 0	5 0	6 7 0	..	..	..
(d) Pressers-off, employed pressing off any part of a garment ..	6 2 0	5 0	6 7 0	..	..	..
(e) Under-pressers of coats of all descriptions employed under-pressing coats other than coats which the worker is making	5 7 0	5 0	5 12 0	..	..	..
(f) All other under-pressers or seam pressers employed under-pressing or seam-pressing, on all garments other than coats, and other than garments which the worker is making	5 5 6	5 0	5 10 6	..	..	..
(g) Brushers and folders employed matching garments, and/or sorting garments, and/or measuring garments, and/or despatching garments, and/or brushing garments, and/or folding garments	5 5 6	5 0	5 10 6	..	..	..
(h) All others	4 19 0	5 0	5 4 0	..	..	..
JOURNEYWOMEN.						
(i) Cutters employed marking in or cutting out such costume coats, overcoats, topcoats, cloaks as are made of tweed, twill, worsted, and similar materials .. .. .	..	..	..	6 5 0	5 0	6 10 0
(j) All other cutters employed marking or cutting out any articles of wearing apparel other than such costume coats, overcoats, topcoats, cloaks as are made of tweed, twill, worsted, and similar materials .. .. .	..	..	..	..	..	3 15 0
(k) Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. .. .. .	..	..	..	6 2 0	5 0	6 7 0
(l) Pressers employed pressing off any part of a garment (other than the garment the worker is making), and using an iron weighing 8 lb. or less .. .. .	..	..	..	..	..	3 15 0
(m) Table hands, finishers, or machinists employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs .. .. .	..	..	..	..	..	3 15 0
(ma) Females employed on manufacturing (i.e., machinists and table hands) all kinds of topcoats for adults made of material exceeding in weight 20 oz. to the lineal yard .. .. .	..	..	..	..	..	3 19 6
(n) Table hands, finishers, or machinists employed making and/or machining and/or altering any part of blouses, skirts, wrappers, collars, collarettes, or cuffs .. .. .	..	..	..	..	..	3 15 0
(o) Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel .. .. .	..	..	..	..	..	3 15 0
(p) Hand sewers of buttons, or hooks and eyes, or press studs, or tickets, or thread cutters .. .. .	..	..	..	..	..	3 15 0
(q) All others .. .. .	..	..	..	..	..	3 15 0

Group (3).—Underclothing and whitework, including the making of all articles of women's and girls' underclothing, nightgowns, pinafore-aprons, infants' dresses and gowns, and underclothing, and dresses for children not exceeding eight years of age, pillow-slips, pillow-shams :—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEYMEN.						
(a) Cutters employed marking in or cutting out any article of any description	£ 6 2 0	s. d. 5 0	£ 6 7 0	..	..	..
(b) All others	4 19 0	5 0	5 4 0	..	..	..
JOURNEYWOMEN.						
(c) Cutters employed marking in or cutting out any article of any description	3 15 0
(d) Table hands or finishers	3 15 0
(e) Machinists employed machining any part of articles or underclothing of all descriptions, or any part of dresses of all descriptions for children not exceeding eight years of age	3 15 0
(f) Machinists employed machining any part of articles of whitework other than underclothing	3 15 0
(g) Pressers or ironers employed on any class of pressing or ironing with an iron not exceeding 8 lb. in weight	3 15 0
(h) Pressers or ironers employed on any class of pressing or ironing with a hand iron exceeding 8 lb. in weight	5 7 0	5 0	5 12 0
(i) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, and thread cutters	3 15 0
(j) All others	3 15 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Group (4).—Collars, shirts, and pyjamas, including the making of collars, cuffs, shirts, shirt fronts, pyjamas, and underpants (except knitted goods):—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
JOURNEYMEN.						
(a) Cutters employed marking in or cutting out garments ..	6 0 0	5 0	6 5 0	..	..	..
(b) All others ..	4 19 0	5 0	5 4 0	..	..	..
JOURNEYWOMEN.						
(c) Cutters employed marking in or cutting out garments ..	..	..	..	..	..	3 15 0
(d) Machinists, turners, finishers, or table hands, folders, pressers, ironers, starchers, or washers ..	..	..	..	..	..	3 15 0
(e) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters ..	..	..	..	..	..	3 15 0
(f) All others ..	..	..	..	..	..	3 15 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

DEFINITIONS, AND CLASSIFICATION OF EMPLOYEES.

4. A journeyman is a male person other than an apprentice or improver or juvenile worker.

A journeywoman is a female person other than an apprentice or improver

- (i) Who has served the term of experience prescribed by this Determination; or
- (ii) Who has attained the age of 21 years; or
- (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piece-work.

A juvenile worker is a male person under the age of 21 years, other than an apprentice or improver, employed as a seam or under-presser in women's order dressmaking and women's order tailoring, and women's ready-made dressmaking and women's ready-made tailoring.

Order work shall include any of the following classes of work :—

- (a) Bespoke work.
- (b) Garments cut to an individual measure.
- (c) Garments that are fitted on.
- (d) Garments cut to chart measure.

"BOARD OF REFERENCE" shall mean a body comprising the Chairman of the Dress, Shirt, and Underclothing Wages Board, together with one representative of employers and one representative of employees, such representatives to be appointed by the Dress, Shirt, and Underclothing Wages Board.

HOURS OF EMPLOYMENT.

5. Forty-four hours shall constitute a week's work within the following hours :—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m. the work may begin at 7.30 a.m.

OVERTIME.

6. (a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows :—

(i) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked all work done on Saturdays shall be paid for at the rate of time and a half, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(ii) Pieceworkers shall be paid (in addition to the ordinary piecework prices for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked for all work done on Saturdays pieceworkers shall be paid (in addition to the ordinary piecework prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

MIDDAY MEAL.

7. (a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than thirty minutes be fixed.

(b) No work shall be performed during such meal time.

TASK SYSTEM.

8. No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

- (a) Until after the termination of six months from the 16th March, 1942, the minimum task in operation in any workshop or factory on the date on which this Determination becomes operative shall be the minimum task for the minimum wage after the date of operation of this Determination, and shall not during the said period of six months, be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method of working is introduced.
- (b) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—
 - (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
- (d) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged, for the whole week.
- (f) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

HOLIDAYS.

9. (a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any piece-worker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piece-work prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

ANNUAL LEAVE

10. (a) Except as hereinafter provided employers shall in each year give their employees continuously employed as defined a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive and shall pay full wages for ordinary working days included in that period. Piece and bonus workers receiving such holiday shall be paid time rates.

(b) Employees entitled to such holiday and required to work during that period shall be given a week's holiday on full pay at some other time during the year, or if dismissed from employment before receiving such holiday shall be paid an extra week's wages on dismissal.

(c) "Continuously employed" for the purpose of this clause means employed (except as to breaks arising from slackening of work) for the three months immediately preceding the 25th day of each December. Any such employee dismissed during the four weeks immediately preceding the 25th day of December shall for the purposes of this clause be deemed to be employed up to that date and shall be paid one week's wages for such annual holiday.

(d) Any dispute as to the right of an employee to such holiday shall be referred to the Board of Reference. The decisions of the Board on such disputes shall be final.

TERMS OF ENGAGEMENT.

11. (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or piece-worker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(i) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and piece-workers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspector of the employees.

(ii) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (iii) of this clause, be stood off for part of a day without being paid for a whole day.

- (iii) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.
Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.
Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.
- (iv) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.
- (c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.
- (d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown or stoppage.
- (e) *Terminating Employment in Relation to a Holiday.*—
- (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.
Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.
- (ii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (i) hereof be deemed to be a group of holidays.
- (iii) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.
An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause (10) hereof.
- (f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

PART-TIME EMPLOYEES.

11A. Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be journeywomen within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piece work or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/44th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the 1st day of May, 1944, shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time worker.
- (g) The provisions of this Determination as regards annual leave and holidays shall apply to such part-time employees, but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

OUTSIDE WORKERS.

12. (a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

- (c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—
- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided, and
- (iv) will not as a result of the issue thereof be the holder of current outside workers' licences relating to more than one employer.
- (d) The Secretary for Labour may at any time in his discretion cancel such licence—
- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (e) hereof.

- (e) The conditions of any such licence shall be that the outside worker during the currency of such licence—
- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside workers' licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
 - (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
 - (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
 - (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
 - (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
 - (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
 - (vii) shall not work on any work covered by this Determination more than 44 hours in any one week.
- (f) An employer by whom work is given to an outside worker shall—
- (i) not cause or permit him to do any part of such work in any workshop or factory;
 - (ii) pay him the piecework prices prescribed by this Determination;
 - (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
 - (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
 - (v) obtain the signature of the outside worker to each entry in such book.
- (g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour and (2) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.
- (h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.
- (i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.
- (j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

MISCELLANEOUS PROVISIONS.

13. (a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, workshop, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—
- (i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;
 - (ii) shall be kept correctly entered up in ink; and
 - (iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.
- (2) The employer shall provide in each factory, workshop, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.
- (b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.
- (2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.
- (c) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.
- (d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.
- (e) *Authorized Person May Enter Factory.*—
- (i) Any person or persons duly authorized, in writing, by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring or has occurred.
 - (ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time sheet or records of any employee including outside workers. The work and duties of the employee shall be interfered with as little as possible by the authorized person or persons.
 - (iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.
- (f) *Union Official Visiting Employer's Establishment.*—The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time the factory or workshop during the midday meal time for the purpose of—
- (i) Collecting members' contributions;
 - (ii) Posting Union notices and interviewing employees on Union matters relating to this industry and/or this Determination.
- Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.
- For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.
- (g) *Dining Accommodation.*—(i) If any employer of more than five employees in any factory or workshop fails to provide to the satisfaction of the Board of Reference accommodation and facilities in this clause set out he shall, subject to the following proviso, pay to each and every such employee an additional amount equivalent to 2½ per cent of the amount of wages prescribed by this Determination. Provided that where an employer, for good cause, has failed within the time hereinbefore specified to provide the said accommodation and facilities the Board of Reference may, for a period of twelve months, or for a period corresponding to the unexpired term of the lease to the employer of the factory or workshop wherein such employees are employed, exempt the employer so failing from the requirement that he shall pay during that period the said additional amount.
- (ii) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.
 - (iii) Hot water shall be provided free of charge, to be available to employees immediately meal time or rest period commences.
 - (iv) The employer shall provide the necessary labour to keep such room clean.

PIECEWORK.

14. (a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, the employer, in conjunction with the employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices or juveniles.

(b) All pieceworkers, who are available and ready and willing to work during the ordinary working hours but for whom work is not provided by the employer shall be paid in each week:—In the case of males not less than the "all others" rate; and in the case of journeywomen not less than the amount prescribed for "all others"; and in the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

(i) Where there are fewer than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.

(ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative, in conference with two employees so chosen, shall fix the prices.

(d) In the event of a dispute with reference to piecework prices the matter shall be referred to the Board of Reference.

(e) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(f) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework prices.

PERIODICAL ADJUSTMENT OF RATES, ETC.

15. (a) Until the beginning of the first pay period to commence in November, 1944, the amounts of wages rates payable shall be those prescribed in Clauses 2 and 3. Pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board determines that for work done during each future half-year beginning with the first pay period to commence in a November, or a May, the amounts of the wages rates prescribed in Clauses 2 and 3, shall be automatically increased or decreased by the same amounts and at the same time as the original rates set out hereunder which rates 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 purpose of this Determination the expression "Commonwealth Statistician's 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.

(b) The index number for the six capitals (weighted average) is to be applied.

(c) The index number for the six months ending March or September next preceding the half-year for which the adjustment is made is to be ascertained.

(d) The amount of addition or deduction assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.

(e) That assigned amount shall for work done during such half-year be added to or deducted from the originally prescribed amounts of the rates in accordance with that table, and in respect of all wages prescribed at a rate of £4 9s. or more per week the sum of 2s. shall be added to the result.

(f) The division called original in the following table is that for the amount of the basic wage upon which the rates are to be deemed to have been originally prescribed:—

TABLE.

Original Index Number Division, 1081-1092 (88s.).

Index Number Division for Deductions.	Amounts of Additions or Deductions per Week.		Index Number Division for Additions.
	Rates of £4 9s. or More.	Rates Less than £4 9s. of Adult Females.	
	£ s. d.	£ s. d.	
1081-1092	Nil	Nil	1081-1092
1068-1080	0 1 0	0 0 6	1093-1104
1056-1067	0 2 0	0 1 0	1105-1117
994-1006	0 7 0	0 3 6	
957-969	0 10 0	0 5 0	
945-956	0 11 0	0 5 6	
933-944	0 12 0	0 6 0	
920-932	0 13 0	0 6 6	
908-919	0 14 0	0 7 0	
896-907	0 15 0	0 7 6	
833-895	0 16 0	0 8 0	
871-882	0 17 0	0 8 6	
859-870	0 18 0	0 9 0	
846-858	0 19 0	0 9 6	
834-845	1 0 0	0 10 0	
821-833	1 1 0	0 10 6	
809-820	1 2 0	0 11 0	
797-808	1 3 0	0 11 6	
784-796	1 4 0	0 12 0	
772-783	1 5 0	0 12 6	
760-771	1 6 0	0 13 0	

The index number divisions in this table are based upon the equating of index number 1000 with 81s., and any extension of the table must be similarly constituted.

(g) The amounts of the weekly rates for apprentices, improvers, and juveniles shall be adjusted proportionately to the rate of £4 9s., calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded, and shall conform to these payable from time to time under the terms of the appropriate award of the Commonwealth Arbitration Court.

(h) In all cases where for the same class of work the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner as the rates for journeymen or adult males.

(i) Piece-work prices shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in their respective classes.

The adjustment shall be made on the rates provided in the Federal Award, which are as follow, viz. :—

*APPRENTICES OR IMPROVERS.										
Experience.	Males Employed at Women's Order Dressmaking, Women's Order Tailoring, and Women's Ready-made Dressmaking, and Women's Ready-made Tailoring.		Males Employed at Underclothing and White-work, Collars, Shirts, and Pyjamas.		Females.		Females Commencing at the Trade Between the Ages of 18 and 21 Years.		Male Juveniles Employed at Seam Pressing. Definition Clause (4).	
	Adjustable Weekly Wages.	Constant Loading.	Adjustable Weekly Wages.	Constant Loading.	Weekly Wages.	Weekly Wages.	Adjustable Weekly Wages.	Constant Loading.		
	£ s. d.	s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.	s. d.	s. d.	
1st six months ..	0 15 6	0 6	0 15 6	0 6	1 0 0	2 0 0	1 3 6	0 6	0 6	
2nd ..	0 19 0	0 6	0 19 0	0 6	1 5 0	2 5 0	1 3 6	0 6	0 6	
3rd ..	1 3 6	1 0	1 3 6	1 0	1 10 0	2 12 6	1 11 0	1 0	1 0	
4th ..	1 7 0	1 0	1 7 0	1 0	1 15 0	3 0 0	1 11 0	1 0	1 0	
5th ..	1 11 0	1 6	1 11 0	1 6	2 0 0	..	2 7 0	1 6	1 6	
6th ..	1 18 6	1 6	1 18 6	1 6	2 5 0	..	2 7 0	1 6	1 6	
7th ..	2 10 6	1 6	2 10 6	1 6	2 12 6	..	3 9 6	2 0	2 0	
8th ..	3 2 0	2 0	3 2 0	2 0	3 0 0	..	3 9 6	2 0	2 0	
9th ..	3 9 6	2 0	..	..	..	..	4 5 6	2 0	2 0
10th ..	3 19 0	2 0	..	..	..	..	4 5 6	2 0	2 0

And thereafter the minimum weekly wage or piecework price.

OTHER PERSONS (EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS).

Group (1).—*Women's order dressmaking and women's order tailoring, including making and/or altering all order outer garments for women :—

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
JOURNEYMEN.		
(a) Cutters employed marking in or cutting out garments ..	6 2 0	..
(b) Heads of tables in charge of four or more persons employed as table hands ..	5 14 6	..
(c) Tailors employed making, and/or machining, and/or altering any part of a garment ..	5 12 0	..
(d) Machinists employed machining any part of a garment ..	5 12 0	..
(e) Pressers-off employed pressing off any part of a garment ..	5 12 0	..
(f) All others ..	4 9 0	..
JOURNEYWOMEN.		
(g) Cutters employed marking in or cutting out costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials ..	..	5 15 0
(h) All other cutters employed marking in or cutting out any material of wearing apparel other than costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials ..	..	3 17 3
(i) Fitters-on employed trying on to a customer unfinished or finished garments ..	..	3 15 6
(j) Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. ..	..	5 12 0
(k) Pressers employed pressing off any part of a garment other than the garment the worker is making and using an iron weighing 8 lb. or less ..	..	3 15 6
(l) Table hands, finishers, or machinists, namely, journeymen employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs ..	..	3 15 6
(m) Table hands, finishers, or machinists, namely, journeymen employed making and/or machining and/or altering any part of blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs ..	..	3 15 6
(n) Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel ..	..	3 15 6
(o) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters ..	..	3 15 6
(p) All others ..	..	3 15 6

Group (2).—*Women's ready-made dressmaking and ready-made tailoring, including making, and/or altering any part of a costume dress, skirt, teagown, wrapper, blouse, jacket, mantle, cape, front, collar, collarette, cuff, opera cloak, and cloaks of all descriptions :—

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
JOURNEYMEN.		
(a) Cutters employed marking in or cutting out garments ..	5 15 0	..
(b) Tailors employed making any part of a garment ..	5 12 0	..
(c) Machinist employed machining any part of a garment ..	5 12 0	..
(d) Pressers-off employed pressing off any part of a garment ..	5 12 0	..
(e) Under-pressers of coats of all descriptions employed under-pressing coats other than coats which the worker is making ..	4 17 0	..
(f) All other under-pressers or seam pressers employed under-pressing or seam-pressing, on all garments other than coats, and other than garments which the worker is making ..	4 15 6	..
(g) Brushers and folders employed matching garments, and/or sorting garments, and/or measuring garments, and/or despatching garments, and/or brushing garments, and/or folding garments ..	4 15 6	..
(h) All others ..	4 9 0	..
JOURNEYWOMEN.		
(i) Cutters employed marking in or cutting out such costume coats, overcoats, topcoats, cloaks as are made of twill, tweed, worsted, and similar materials ..	..	5 15 0
(j) All other cutters employed marking or cutting out any articles of wearing apparel other than such costume coats, overcoats, topcoats, cloaks as are made of twill, tweed, worsted, and similar materials ..	..	3 15 6
(k) Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. ..	..	5 12 0
(l) Pressers employed pressing off any part of a garment (other than the garment the worker is making), and using an iron weighing 8 lb. or less ..	..	3 15 6
(m) Table hands, finishers, or machinists employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs ..	..	3 15 6
(na) Females employed on manufacturing (i.e., machinists and table hands) all kinds of topcoats for adults made of material exceeding in weight 20 oz. to the lineal yard ..	..	4 0 0
(n) Table hands, finishers, or machinists employed making and/or machining, and/or altering any part of blouses, skirts, wrappers, collars, collarettes, or cuffs ..	..	3 15 6
(o) Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel ..	..	3 15 6
(p) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters ..	..	3 15 6
(q) All others ..	..	3 15 6

See Clause 15 sub-clauses (a) to (f) inclusive, preceding.

See Clause 15 sub-clauses (a) to (i) inclusive, preceding.

Group (3).—*Underclothing and whitework, including the making of all articles of women's and girls' underclothing, nightgowns, pinafores, aprons, infants' dresses and gowns, and underclothing, and dresses for children not exceeding eight years of age, pillow-slips, pillow-shams :—

	Weekly Wages.	
	Males.	Females.
JOURNEYMEN.		
(a) Cutters employed marking in or cutting out any article of any description	£ 5 12 0	.. .. .
(b) All others	4 9 0	.. .. .
JOURNEYWOMEN.		
(c) Cutters employed marking in or cutting out any article of any description .. .. .	.. .. .	3 15 6
(d) Table hands or finishers .. .. .	.. .. .	3 15 6
(e) Machinists employed machining any part of articles of underclothing of all descriptions, or any part of dresses of all descriptions for children not exceeding eight years of age .. .. .	.. .. .	3 15 6
(f) Machinists employed machining any part of articles of whitework other than underclothing .. .. .	.. .. .	3 15 6
(g) Pressers or ironers employed on any class of pressing or ironing with an iron not exceeding 8 lb. in weight .. .. .	.. .. .	3 15 6
(h) Pressers or ironers employed on any class of pressing or ironing with a hand-iron exceeding 8 lb. in weight .. .. .	.. .. .	4 17 0
(i) Hand sewers of buttons, or hooks and eyes, or press studs, or tickets, and thread cutters .. .. .	.. .. .	3 15 6
(j) All others .. .. .	.. .. .	3 15 6
Group (4).—*Collars, shirts, and pyjamas, including the making of collars, cuffs, shirts, shirt fronts, pyjamas, and underpants (except knitted goods) :—		
JOURNEYMEN.		
(a) Cutters employed marking in or cutting out garments	£ 5 10 0	.. .. .
(b) All others	4 9 0	.. .. .
JOURNEYWOMEN.		
(c) Cutters employed marking in or cutting out garments .. .. .	.. .. .	3 15 6
(d) Machinists, turners, finishers, or table hands, folders, pressers, ironers, starchers, or washers .. .. .	.. .. .	3 15 6
(e) Hand sewers of buttons, or hooks and eyes, or press studs, or tickets, or thread cutters .. .. .	.. .. .	3 15 6
(f) All others .. .. .	.. .. .	3 15 6

See Clause 15, sub-clauses (a) to (f) inclusive, preceding.

See Clause 15, sub-clauses (a) to (f) inclusive, preceding.

ADDITION TO NEEDS BASIC WAGE CONSTITUENT FOR MALES AND TO WAGE FOR ADULT FEMALES.

- 16. (a) The weekly wage rates of all adult male employees shall be increased by the constant amount of 5s.
- (b) The weekly wage rates of adult females employed under Group (1) item (h) shall be increased by the constant amount of 2s. 9d.
- (c) The rates for adult male pieceworkers shall be increased in the same proportion.

SPECIAL LOADING.

- 17. (a) In addition to the amounts otherwise prescribed by this Determination, the further additions hereinafter specified shall also be made to all wage rates or to payments due from time to time to employees pursuant to this Determination.
 - (i) To all weekly wage rates or earnings herein prescribed or payable hereunder at the sum of £4 9s. or more for male employees and journeywomen employed in the following classifications, Group (1), items (g) and (j), Group (2), items (i) and (k), Group (3), item (h), there shall be added a special loading of 5s. per week.
 - (ii) To the weekly wage rates or earnings of adult females employed under Group (1), item (h), there shall be added a special loading of 3s. per week.
 - (iii) To all weekly wage rates or earnings prescribed or payable hereunder for apprentices or improvers pursuant to Clause 2 of the Determination, there shall be added special loadings as follows :—

Experience—	s. d.
Males—	
1st six months	1 0
2nd	1 0
3rd	1 6
4th	1 6
5th	1 6
6th	2 0
7th	3 0
8th	3 6
9th	4 0
10th	4 6
Male Juveniles—	
1st year	1 6
2nd	1 6
3rd	2 6
4th	4 0
5th	4 6

(b) The further additions prescribed in sub-clause (1) hereof shall not be subject to periodical adjustment under clause 15 of this Determination nor shall they be deemed to be portion of the wage for the purpose of computing piecework prices or task work, or overtime, holiday or other penalty rates.

NOTE.—The rates set out in clauses 2 and 3 include the above additional amounts prescribed by clauses 16 and 17.

P. A. RANDES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 30th June, 1944.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, JULY 6.

[1944

Factories and Shops Acts.

DETERMINATION OF THE CLOTHING 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 appointed to determine the Lowest Price or Rate which may be paid to any person for wholly or partly preparing or manufacturing, either inside or outside a factory or workroom, the following articles of Men's and Boys' Clothing or Wearing Apparel, namely, Coats (including Overcoats and Cloaks of every description), Vests, Trousers, Jackets, and Knickerbockers, except india-rubber waterproof garments, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES OR IMPROVERS.

(a) Wages.

Males.

Experience.	Tailors.			Employed at Order Tailoring (other than Tailors).			Employed at Ready-made Clothing.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
1st 6 months	0 12 6	0 6	0 13 0	0 17 0	1 0	0 18 0	0 17 0	1 0	0 18 0
2nd	0 17 0	1 0	0 18 0	1 0 6	1 0	1 1 6	1 0 6	1 0	1 1 6
3rd	1 1 0	1 0	1 2 0	1 6 0	1 6	1 7 6	1 6 0	1 6	1 7 6
4th	1 6 0	1 6	1 7 6	1 9 6	1 6	1 11 0	1 9 6	1 6	1 11 0
5th	1 14 0	1 6	1 15 6	1 14 0	1 6	1 15 6	1 14 0	1 6	1 15 6
6th	2 2 0	2 0	2 4 0	2 2 0	2 0	2 4 0	2 2 0	2 0	2 4 0
7th	2 11 0	2 6	2 13 6	2 15 0	3 0	2 18 0	2 15 0	3 0	2 18 0
8th	2 19 0	3 0	3 2 0	3 7 6	3 6	3 11 0	3 7 6	3 6	3 11 0
9th	3 7 6	3 6	3 11 0	3 15 6	4 0	3 19 6	3 15 6	4 0	3 19 6
10th	3 15 6	4 0	3 19 6	4 5 6	4 6	4 10 0	4 5 6	4 6	4 10 0

And thereafter the minimum wage or piece-work price.

Females.

Employed at Order Tailoring.				Employed at Ready-made Clothing.			
Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.		Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.	
Experience.	Per Week.	Experience.	Per Week.	Experience.	Per Week.	Experience.	Per Week.
	£ s. d.		£ s. d.		£ s. d.		£ s. d.
1st 6 months	1 19 6	1st 6 months	1 0 0	1st 6 months	1 19 6	1st 6 months	1 0 0
2nd	2 4 6	2nd	1 4 6	2nd	2 4 6	2nd	1 4 6
3rd	2 12 0	3rd	1 9 6	3rd	2 12 0	3rd	1 9 6
4th	2 19 6	4th	1 14 6	4th	2 19 6	4th	1 14 6
		5th	1 19 6			5th	1 19 6
		6th	2 4 6			6th	2 4 6
		7th	2 12 0			7th	2 12 0
		8th	2 19 6			8th	2 19 6

And thereafter the minimum wage or piece-work price.

(i) The term to be served at the industry by male apprentices or improvers shall be not more than five years.

(ii) The term to be served at the industry by female apprentices or improvers shall be:—Coat hands and coat machinists, not more than four years; all others, not more than three years.

(iii) Sub-clause (ii) hereof shall apply only to apprentices under indenture on the 1st day of May, 1944. Thereafter the term to be served at the industry by female apprentices or improvers shall be not more than four years.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

(b) PROPORTION (in any Factory or place).

(a) Males.
Apprentices.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice to every journeyman tailor employed.	One apprentice to every four or fraction of four journeymen employed.	One apprentice to every three or fraction of three journeymen employed.

Improvers.

One improver to every 50 journeymen employed in any one section.

(b) Females.

One apprentice or improver to every journeywoman employed.

For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section. Notwithstanding anything contained in this sub-clause, for the purpose of fixing the proportion of apprentices or improvers the following classes of employees shall be grouped as indicated hereunder, viz. :—

- 1. Journeymen seam or under pressers } to be taken together.
- Journeymen pressers-off } to be taken together.
- 2. Order trousers table hands } to be taken together.
- Order trousers machinists } to be taken together.
- 3. Stock trousers table hands } to be taken together.
- Stock trousers machinists } to be taken together.
- 4. Order vest table hands } to be taken together.
- Order vest machinists } to be taken together.
- 5. Stock vest table hands } to be taken together.
- Stock vest machinists } to be taken together.

All apprentices shall be indentured in accordance with the proscribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served: Provided if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who, on 3rd February, 1933, was employed in the industry, and whose engagement or continued employment as an improver, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Any male employed in any group of the industry, or female employed at order tailoring as an improver who, on 3rd February, 1933, was under the age of eighteen years shall, within three months from such date become indentured to the section in which he or she is employed at the date upon which this Determination becomes operative. All time served at the industry by such person before entering into the said indentures shall be deemed part of the period of apprenticeship.

3. OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS).

(a) ORDER TAILORING. (Including making or altering all descriptions of male outer garments to an individual measure.)

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Cutters, namely, persons employed marking-in or cutting out garments	6 12 0	5 0	6 17 0	6 12 0	5 0	6 17 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands	6 4 6	5 0	6 9 6	..	..	3 15 0
Trimmers, namely, persons employed marking or cutting out linings or trimmings	6 2 0	5 0	6 7 0	6 2 0	5 0	6 7 0
Fitters-up, namely, persons employed fitting up garments	6 2 0	5 0	6 7 0	6 2 0	5 0	6 7 0
Tailors, namely, males employed making or altering any part of a garment	6 2 0	5 0	6 7 0	..	..	..
Machinists, namely, males employed machining any part of a garment	6 2 0	5 0	6 7 0	..	..	..
Pressers-off, namely, persons employed pressing off any part of a garment other than seam or underpressing of the garment which the worker is making	6 2 0	5 0	6 7 0	6 2 0	5 0	6 7 0
Under-pressers of coats of all descriptions, namely, persons employed underpressing coats other than coats which the worker is making	5 7 0	5 0	5 12 0	5 7 0	5 0	5 12 0
All other under-pressers, namely persons employed underpressing on all other garments than coats	5 5 6	5 0	5 10 6	5 5 6	5 0	5 10 6
Seam pressers, namely, persons employed pressing seams on all garments	5 5 6	5 0	5 10 6	5 5 6	5 0	5 10 6
Brushers or folders, namely, males employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	5 7 0	5 0	5 12 0	..	..	..
Females employed making, or machining, or altering by hand or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions	..	..	..	6 2 0	5 0	6 7 0
Coat table hands or coat machinists, namely, females employed making, or machining, or altering, any part of coats of all descriptions	..	..	..	..	..	3 15 0
Trousers table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of trousers, breeches, or other articles of legwear	..	..	..	..	..	3 15 0
Vest table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of vests	..	..	..	..	..	3 15 0
Hand sewers of buttons	..	..	..	..	..	3 15 0
Persons not otherwise provided for	4 19 0	5 0	5 4 0	..	..	3 15 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

(b) READY-MADE CLOTHING.

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
namely, persons employed folding, laying-up, or material, or cutting out garments	£ s. d. 6 5 0	s. d. 5 0	£ s. d. 6 10 0	£ s. d. 6 5 0	s. d. 5 0	£ s. d. 6 10 0
of tables, namely, persons in charge of four or more employed as table hands	6 4 6	5 0	6 9 8	..	..	3 15 0
namely, persons employed marking or cutting out or trimmings	6 2 0	5 0	6 7 0	6 2 0	5 0	6 7 0
up, namely, persons employed fitting-up garments	6 2 0	5 0	6 7 0	6 2 0	5 0	6 7 0
namely, males employed making or altering any part a garment	6 2 0	5 0	6 7 0	..	..	..
namely, males employed machining any part of a	6 2 0	5 0	6 7 0	..	..	..
off, namely, persons employed pressing-off any part of other than seam of under-pressing of the garment the worker is making	6 2 0	5 0	6 7 0	6 2 0	5 0	6 7 0
pressers of coats of all descriptions, namely, persons under-pressing coats other than coats which the is making	5 7 0	5 0	5 12 0	5 7 0	5 0	5 12 0
under-pressers, namely, persons employed under- on all garments (except coats) other than garments the worker is making	5 5 6	5 0	5 10 6	5 5 6	5 0	5 10 6
pressers, namely, persons employed pressing seams on all other than garments which the worker is making and folders, namely, persons employed matching or sorting garments, or measuring garments, or garments, or brushing garments, or folding	5 5 6	5 0	5 10 6	5 5 6	5 0	5 10 6
employed making, or machining, or altering by hand by machine any part of a dress coat, frock coat, dinner or body coats of all descriptions	..	..	..	6 2 0	5 0	6 7 0
employed on manufacturing (i.e., machinists and table on all kinds of overcoats for adults made of material in weight 20 oz. to the lineal yard	..	..	..	..	..	3 19 6
table hands or coat machinists, namely, females employed or machining, or altering any part of coats of all	..	..	..	..	..	3 15 0
machinists, namely, females employed machining, or any part of all descriptions of trousers, breeches, or articles of legwear	..	..	..	..	..	3 15 0
machinists, namely, females employed machining or any part of all descriptions of vests	..	..	..	..	..	3 15 0
table hands, namely, females employed making or any part of all descriptions of trousers, breeches, or articles of legwear	..	..	..	..	..	3 15 0
table hands, namely, females employed making or altering part of all descriptions of vests	..	..	..	..	..	3 15 0
sewers of buttons, or thread cutters, or ticket sewers .. not otherwise provided for	4 19 0	5 0	5 4 0	..	..	3 15 0

special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

4. DEFINITIONS, AND CLASSIFICATIONS OF EMPLOYEES.

A journeyman is a male person, other than an apprentice
 A journeywoman is a female person other than an improver

(i) Who has served the term of experience prescribed by this Determination; or
 (ii) Who has attained the age of twenty-one years; or
 (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged whether on weekly wages or piecework.

Order work shall include any of the following classes of work :—

- (a) Bespoke work.
- (b) Garments cut to an individual measure.
- (c) Garments that are fitted on.
- (d) Garments cut to chart measure.

After 3rd February, 1933, no person shall be employed in the industry, except as provided in the following classifications, viz. —

- (a) Journeyman.
- (b) Journeywoman.
- (c) Apprentice.
- (d) Male person who has attained the age of 18 years, but is under 21 years of age, employed as an improver at the date upon which this Determination comes into force.
- (e) Female person, employed at order tailoring, who has attained the age of 18 years, but is under 21 years of age, employed as an improver at the date upon which this Determination comes into force.
- (f) Female improver employed at ready made clothing.
- (g) Female improver who has attained the age of 18 years, but is without previous experience at the trade.

“BOARD OF REFERENCE” shall mean a body comprising the Chairman of the Clothing Wages Board, together with one of employers and one representative of employees, such representatives to be appointed by the Clothing Wages

5. HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours :—Time of beginning, 8 a.m.; time of ending, 6 p.m.— of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday observed.

6.

OVERTIME.**NOTE.—See Clause 18.**

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—

- (1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when overtime exceeds 40 minutes on week-days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid at the rate of time and a half and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

- (2) Pieceworkers shall be paid (in addition to the ordinary piecework prices) for work done in the excess time such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half day week is worked. In those factories or workshops where a five-day week is worked, for all work done on Saturdays pieceworkers shall be paid (in addition to the ordinary piecework prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

7.

MIDDAY MEAL.

(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal.

(b) No work shall be performed during such meal time.

8.

TASK SYSTEM.**NOTE.—See Clause 18.**

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. Any increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter, provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to changes in wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

- (a) Until after the termination of six months after the 16th March, 1942, the minimum task in operation in any factory or workshop on the date on which this Determination becomes operative shall be the minimum task for the minimum wage after the date of operation of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method of working is introduced.

- (b) The task rate in respect of all garments, or parts of garments, or other articles or parts of articles, shall be fixed in the manner following:—

(i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.

- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.

- (d) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be paid at per day at the weekly rate prescribed.

- (e) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by an employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.

- (f) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.

- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on the same wages where a task has been imposed. Where employees work in a combination or team, the additional wages shall be distributed amongst the employees on a percentage basis, according to the amount of their respective weekly wages.

9.

HOLIDAYS.**NOTE.—See Clause 18.**

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of wages. The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Boxing Day, and Boxing Day.

(b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage employees, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum wage prescribed by this Determination for the class of work performed.

(c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then the employee shall be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer, without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such day.

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any pieceworker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the ordinary piecework prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work.

10.

ANNUAL LEAVE.

(a) Except as hereinafter provided employers shall in each year give their employees continuously employed as full-time employees a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive and shall pay full wages for ordinary working days included in that period. Piece and bonus workers receiving such holiday shall be paid time and a half for such holiday.

(b) Employees entitled to such holiday and required to work during that period shall be given a week's holiday pay at some other time during the year, or if dismissed from employment before receiving such holiday shall be paid a week's wages on dismissal.

(c) "Continuously employed" for the purpose of this clause means employed (except as to breaks arising from slackening of work) for the three months immediately preceding the 25th day of each December. Any such employee dismissed during the four weeks immediately preceding the 25th day of December shall for the purposes of this clause be deemed to be employed up to that date and shall be paid one week's wages for such annual holiday.

(d) Any dispute as to the right of an employee to such holiday shall be referred to the Board of Reference. The decisions of the Board on such disputes shall be final.

11.

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or pieceworker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and pieceworkers (including outside workers) in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer, on any day during any week, shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

(3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees votes in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision, the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system, the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but, when such breakdown or stoppage occurs, the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days in which he or she is out of employment by reason of such breakdown or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—(i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 10 hereof.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed, the employee, to be entitled to the sums so fixed, must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

11A.

PART-TIME EMPLOYEES.

Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

(a) They shall be journeywomen within the meaning of the said Determination.

(b) They shall be employed for not less than 20 hours in any week.

(c) They shall not be employed both on time work and piece work or both on time work and task work in any week.

(d) If time workers, they shall be paid for each hour worked at the rate at least of 1/44th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination, as is proportionate to the time worked by them.

(e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.

(f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the 1st day of May, 1944, shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time employee.

(g) The provisions of the said Determination as regards annual leave and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.

(h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

12.

TEMPORARY WORK.

Any presser-off employed in any week as a temporary employee for less than thirty hours (exclusive of overtime), shall be paid as follows:—

(a) If on weekly wages—the ordinary time rate plus 33½ per cent.

(b) If on piecework—the ordinary piece-work price plus 33½ per cent.

13. OUTSIDE WORKERS.

- (a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.
- (b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.
- (c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—
- (i) is in necessitous circumstances;
 - (ii) cannot for some sufficient reason seek employment in a factory or workshop;
 - (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided, and
 - (iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.
- (d) The Secretary for Labour may at any time in his discretion cancel such licence—
- (i) at the request of the holder;
 - (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
 - (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (e) hereof.
- (e) The conditions of any such licence shall be that the outside worker during the currency of such licence—
- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
 - (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
 - (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
 - (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
 - (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
 - (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
 - (vii) shall not work on any work covered by this Determination more than 44 hours in any one week.
- (f) An employer by whom work is given to an outside worker shall—
- (i) not cause or permit him to do any part of such work in any workshop or factory;
 - (ii) pay him the piecework prices prescribed by this Determination;
 - (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
 - (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
 - (v) obtain the signature of the outside worker to each entry in such book.
- (g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.
- (h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.
- (i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.
- (j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

14.

MISCELLANEOUS PROVISIONS.

NOTE.—See Clause 13.

- (a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, workshop, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—
- (a) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;
 - (b) shall be kept correctly entered up in ink; and
 - (c) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.
- (2) The employer shall provide in each factory, workshop, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.
- (b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.
- (2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.
- (c) *Piece-work.*—No person shall be employed on piecework unless a piecework price is prescribed by this Determination, but when the employer imposes a task rate upon the employees for the weekly wage, the task conditions set out herein shall govern the fixation of the task.
- (d) *Waiting for Work—Pieceworkers.*—Pieceworkers who, with the consent or at the request of the employer, wait for work on or about the factory or workshop of the employer for a period in any one day exceeding half an hour, shall be paid for such waiting time a sum calculated on the basis of the minimum weekly wage in their respective classes.
- (e) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.
- (f) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.
- (g) *Authorized Person may Enter Factory.*—(i) Any person or persons duly authorized in writing by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory workshop or place where it is believed that a breach of this Determination is occurring or has occurred.
- (ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee including outside workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.
- (iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(h) *Union Official Visiting Employer's Establishment.*—(1) The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time his or her factory or workshop during the midday meal-time for the purpose of—

- (i) collecting members' contributions;
- (ii) posting union notices and interviewing employees on union matters relating to this industry and/or this Determination.

(2) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(3) For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

(i) *Dining Accommodation.*—(a) If any employer of more than five employees in any factory or workshop fails to provide to the satisfaction of the Board of Reference accommodation and facilities in this clause set out he shall, subject to the following proviso, pay to each and every such employee an additional amount equivalent to 2½ per cent of the amount of wages prescribed by this Determination. Provided that where an employer, for good cause, has failed within the time hereinbefore specified to provide the said accommodation and facilities the Board of Reference may, for a period of twelve months, or for a period corresponding to the unexpired term of the lease to the employer of the factory or workshop wherein such employees are employed, exempt the employer so failing from the requirement that he shall pay during that period the said additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge, to be available to employees immediately meal time or rest period commence.

(d) The employer shall provide the necessary labour to keep such room clean.

15.

PIECE-WORK PRICES.

NOTE.—See Clause 18.

The minimum prices to be paid for the classes of work hereinafter referred to when performed on piece-work by employees, and the conditions which shall govern and apply to all such piece-work performed by employees, shall be the prices and the conditions prescribed for the classes of work hereinafter set out, with the following exception:—

Each piece-work price prescribed shall be increased by eleven and three-quarters per centum of such price.

ORDER TAILORING.

Sac Coat.

Preamble.—Two pockets, with or without flaps, two inside jetted pockets, ticket pocket, in or outside, without flaps; fitting up; cuts in waist or elsewhere (one pair only); all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts; also lapels and collar; haircloth through shoulders padded by hand, not exceeding 10 inches in length; three plies of wadding on shoulder point; wadding in wings; one puff in each eye; all linings felled; inside collar sewn on by hand; with or without back seam; one row of stitching by machine on edge; vent at cuff; with buttons; sewing on label and hanger; hand-made buttonholes, buttons sewn on by hand.

	Males.		Females.	
	s.	d.	s.	d.
Standard starting price—by machine	35	1	21	2
When a worker does his or her own machining, add to the above price	1	11	1	4
When any of the undermentioned parts are done by hand on a machine coat, such part or parts shall be charged as an extra.				
One pair of cuts	0	6	0	4
Seaming on facings	1	11	1	4
Seaming side seams	1	0	0	8
Shoulder seams	1	0	0	8
Seaming sleeves in	1	0	0	8
Seaming back seam	1	11	1	4
Two outside pockets	3	10	2	8
Stitching edges, one row	2	10	2	0
Making sleeves and sleeve linings	1	0	0	8
Inside breast pocket	1	0	0	8
In or outside ticket pocket	0	6	0	4
Covering collar	0	6	0	4
Exclusive of stitching flaps or welts, when pockets are seamed in partly by hand and partly by machine, two-thirds of hand price to be added.				

EXTRAS.

Sac coat (not provided for in the preamble).
Unless machine is specially mentioned, such extras are by hand.
If any extra is done by machine, charge half hand price.

OVER SIZES—HAND OR MACHINE.

Double-breasted coat	3	10	2	8
If 48 inches or over from hole to button when finished (chest measurement)	3	10	2	8
If double-breasted lapel collar or single-breasted coat	1	11	1	4

POCKETS.

Flap pocket, mouth raised and stitched and stitched in facing	1	0	0	8
Flap or welts on, in, or outside patch pockets, each	1	0	0	8
Flaps not provided for, each	1	0	0	8
Outside breast pocket	2	10	2	0
Inside breast pocket	1	11	1	4
Ticket pocket, in or out, without flap	1	11	1	4
Each hole and button on pocket flap	0	6	0	4
Patch pocket, plain, without flap or welt, lined, unlined, each	2	10	2	0
Inside skirt pocket, welt or jetted, not exceeding 10 inches in width, each	1	11	1	4

See previous note (15) re increase of above prices.

	Malcs. s. d.	Females. s. d.
SLEEVES.		
Vent at hand, with stitching around	1 5	1 0
Cuffs formed without stitching around	1 0	0 8
Cuffs formed with stitching around	1 11	1 4
Each hole and button in sleeve hand	0 6	0 4
False cuffs	1 0	0 8
False cuffs, if filled up	1 11	1 4
Gauntlet or bishop cuffs	3 10	2 8
Half-gauntlet cuffs	2 5	1 8
Wristlet or elastic cuffs	3 10	2 8
Plain row or gold or silver tracing braid around cuffs, each	1 0	0 8
Curls of lace, if crimped by workmen, each	1 11	1 4
Gold or silver lace around cuff, each row	1 11	1 4
Canvas through cuffs	1 0	0 8
VENTS.		
Back vent, not exceeding 10 inches in length	1 11	1 4
Back vent, over 10 inches up to 13 inches	2 10	2 0
Back vent, over 13 inches	3 10	2 8
Vent, with morning coat tack, extra	0 6	0 4
Back seam, single taped	1 0	0 8
Back seam, double taped	1 11	1 4
Back seam, felled or stitched inside in any manner	1 0	0 8
Side vents, each	1 0	0 8
STITCHING EDGES AND SEAMS.		
Binding edges	4 9	3 4
Flat braiding on sac coats, same as morning coats		
Second row of stitching on edges, sac coat	3 10	2 8
Second row of stitching on all coats	3 10	2 8
Second row of stitching on all coats, if machined for the maker	Nil.	Nil.
Second row of stitching on all coats, if machined by the maker	0 6	0 4
Second row of stitching on bottom of all coats	1 11	1 4
Second row of stitching on bottom of all coats, if machined for the maker	Nil.	Nil.
Second row of stitching on bottom of all coats, if machined by the maker	0 6	0 4
Single-stitched and raised seams on sac coat	5 7	4 0
Double-stitched raised seams on sac coat	9 3	6 8
Single-stitched raised seams by machine	2 10	2 0
Double-stitched raised seams, machined by maker	4 3	3 0
Strapped seams, for every 3 inches or part thereof	0 4½	0 3
Binding edge, one side by hand, one side by machine	1 11	1 4
Edges of sac coat pricked by hand	5 7	4 0
Felled edges	3 10	2 8
<i>Unlined Sac Coats.</i>		
If unlined and hand finished inside, i.e., back of facing, bottom of coat, side seams and back seams felled, tacks covered by hand	1 11	1 4
If unlined, and binding finished inside, i.e., bottom of coat, back of facing, and seams bound	3 10	2 8
If lining at bottom of coat is not felled, but stitched and left open	0 6	0 4
WADDING AND PADDING.		
Double canvas through shoulders in all coats by hand	1 0	0 8
Double canvas through shoulders, sewn together by hand, and breast formed	1 11	1 4
Double canvas through shoulders, sewn together by machine, and breast formed	1 0	0 8
Shoulder or back pad, not exceeding six plies	1 0	0 8
Built shoulders, cloth, canvas, &c.	1 11	1 4
Yankee or formed shoulders, with puffs	4 9	3 4
Each extra pair of puffs in facing after first pair	0 6	0 4
Wings, by hand, per pair	1 0	0 8
Flannel seamed in with lining, by hand	1 0	0 8
Interlining body and back with flannel	1 0	0 8
HAIRCLOTH THROUGH SHOULDERS.		
If 4 inches below level of scye, with padding	1 0	0 8
If continued to waist with padding	1 11	1 4
If continued to full length of coat	3 10	2 8
BUTTON-HOLES AND BUTTONS.		
22 line or over or vest holes, per dozen	—	1 11
30 line or over or coat holes, per dozen	—	2 8
36 line or over or coat holes, per dozen	—	3 3
45 line or over or coat holes, per dozen	—	3 8
Covered buttons, per dozen	—	1 5
Eyelet holes, per dozen	—	1 0
Sewing on buttons, per dozen	—	0 8
SILK FACINGS.		
Full size, with material or domette underneath	5 7	5 7
Full size, without material or domette underneath	2 10	2 10
Small silk facing on turn, not exceeding 12 inches in length	1 11	1 11
BASTES.		
Skeleton baste—		
With single-basted seams and one sleeve	1 11	1 4
Single-basted seams, one sleeve and collar	2 5	1 8
Single-basted seams, two sleeves and collar	2 10	2 0
With lapped seams, and one sleeve	2 10	2 0
With lapped seams, one sleeve and collar	3 5	2 4
With lapped seams, two sleeves and collar	3 10	2 8
Full baste, including wadding, padding, facings, seams pressed open	5 7	4 0
Forward try-on, including basting in two sleeves and collar when foreparts are made up	1 11	1 4

See previous note (15) re increase of above prices.

	Males. s. d.	Females. s. d.
<i>Dress Lounge.</i>		
Preamble—To start with three pockets, the remainder to be the same as the preamble for sac coats.		
Standard starting price—By machine	33 8	33 8
For silk facings and other extras, see sac coat.		

<i>Norfolk Jacket.</i>		
Preamble—Same as fixed for sac coats.		
Standard starting price—By machine	35 1	21 2
Hand work, see sac coat.		

EXTRAS.		
Plaits, seamed and pressed over, single stitched, each	1 11	1 4
Plaits, seamed and pressed over, double stitched, each	2 10	2 0
Belt, single stitched	3 10	2 8
Belt, double stitched	5 7	4 0
Cartridge pockets, all round belt	2 10	2 0
Sleeves plaited or gathered into band at wrist, with two holes and buttons	3 10	2 8
If yoked back and front	3 10	2 8
If yoked at front only	1 11	1 4
If yoked at back only	1 11	1 4
If scalloped yokes at back and front	4 8	3 4
If scalloped yokes at back only	2 10	2 0
If scalloped yoke at front only	2 10	2 0
Basting plaits or belt in skeleton baste, each	0 6	0 4
Belt across back	1 11	1 4
For other extras, see sac coat.		

<i>Special Jackets.</i>		
Smoking, cricket, and boating jackets made of flannel, serge, Italian cloth, alpaca, russel cord, drill, silk, cotton, linen, duck, crash (white or coloured), or similar material—		
Preamble—Single-breasted, with five holes and buttons, two patch pockets, stitched edges, plain cuff, felled seams.		
Standard starting price—By machine	28 6	18 6
Corded edges	3 10	2 8
For other extras and hand work, see sac coat.		

<i>Chesterfield or Single-breasted Overcoat.</i>		
Preamble—Length not exceeding 45 inches; fitting up; three jotted pockets inside; two flap pockets outside; all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapels and collar; haircloth through shoulders, not exceeding 10 inches in length; padded by hand; three plies of wadding on shoulder point; one puff in each eye; all linings felled; under-arm seams; collar sewn on by hand; holes and buttons by hand; label and hanger.		
Standard starting price—By machine	40 9	25 6
When a worker does his or her own machining add to the above price	2 10	2 0
When any of the undermentioned parts are done by hand, on a machine-made coat, such part or parts shall be charged as an extra.		
One pair of cuts	0 6	0 3
Stitching on facings	2 10	2 0
Stitching side seams	1 11	1 4
Stitching shoulder seams	1 0	0 8
Stitching sleeves in	1 5	1 0
Stitching back seam	1 5	1 0
Two outside pockets	1 11	1 4
Stitching edges, one row	4 9	3 4
Stitching sleeves and sleeve linings	2 10	2 0
Inside breast pocket	1 0	0 8
In or outside ticket pocket	1 0	0 8
Stitching on outside collar	0 6	0 4

EXTRAS.

For chesterfields (if not provided for in the preamble).

When machine is specially mentioned, the following extras are by hand.

If any extras are done by machine, charge half hand price.

OVER SIZES.		
Over 52 inches or over from hole to button when finished (chest measurement)	3 10	2 8
Additional 3 inches or part thereof, over 45 inches in length	1 0	0 8
Stitching seams, whole coat, by hand	8 5	6 0
Stitching seams, whole coat, by machine	3 10	2 8
Stitching when pricked by hand	9 5	6 8
Stitching each extra row of stitching by hand	4 9	3 4
Stitching edges	5 7	4 0

BASTES.		
Single-basted		
single-basted seams and one sleeve	2 10	2 0
single-basted seams, one sleeve and collar	3 4	2 4
single-basted seams, two sleeves and collar	3 10	2 8
lapped seams and one sleeve	3 10	2 8
lapped seams, one sleeve and collar	4 3	3 0
lapped seams, two sleeves and collar	4 9	3 4

TABS AND BELTS.		
with hole and button, by hand	1 11	1 4
with hole and button, by machine	1 0	1 0
one hole, two buttons, by hand	4 9	3 4
one hole, two buttons, by machine	2 10	2 0
tab (swivel or otherwise), two holes and buttons, by hand	2 5	1 8
tab (swivel or otherwise), two holes and buttons, by machine	1 5	1 0

See previous note (15) re increase of above prices.

										Males. s. d.	Females. s. d.
LOOPS.											
By hand, each	..	..	..	..	..	..	..	..	..	1 0	0 8
By machine, each	..	..	..	..	..	..	..	..	..	0 4½	0 3
FLYS AND VENTS.											
Fly in front of coat, by hand	..	..	..	..	..	..	..	..	..	3 10	2 8
Fly in front of coat, by machine	..	..	..	..	..	..	..	..	..	1 11	1 4
Fly in back of coat, by hand	..	..	..	..	..	..	..	..	..	3 10	2 8
Fly in back of coat, by machine	..	..	..	..	..	..	..	..	..	1 11	1 4
Fly in front of cape	..	..	..	..	..	..	..	..	..	1 11	1 4
VENTS.											
Vents at side, under 6 inches, long, faced, or unfaced, each	..	..	..	..	..	..	..	..	..	1 0	0 8
Back vent, not exceeding 10 inches in length	..	..	..	..	..	..	..	..	..	1 11	1 4
Back vent, over 10 inches in length, up to 13 inches	..	..	..	..	..	..	..	..	..	2 10	2 0
Back vent, over 13 inches	..	..	..	..	..	..	..	..	..	3 10	2 8
Vent, with morning coat tack	..	..	..	..	..	..	..	..	..	0 6	0 4
Back seam, single taped	..	..	..	..	..	..	..	..	..	1 5	1 0
Back seam, double taped	..	..	..	..	..	..	..	..	..	2 5	1 8
Back seam, felled or stitched inside in any manner	..	..	..	..	..	..	..	..	..	1 5	1 0
SILK FACINGS.											
Full size, with material or domette underneath	..	..	..	..	..	..	..	..	..	7 6	5 4
Without material or domette underneath	..	..	..	..	..	..	..	..	..	3 10	2 8
Small silk facing on turn, not exceeding 12 inches	..	..	..	..	..	..	..	..	..	1 11	1 4
SEAMS.											
Strapped seams by machine	..	..	..	..	..	..	..	..	..	7 6	5 4
For other extras to seams, see extras on sac coat.											
For all other extras, see extras on other garments.											

Frock and Dress Coats.

Preamble.—Double-breasted, two plain pockets, and one inside breast pocket jetted; all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapel, and collar; haircloth through shoulders, padded by hand; three plies of wadding on shoulder; six rows of stitching in side body; collar sewn on by hand; one puff in each scye; all linings felled; holes and buttons; label and hanger.

Standard starting price—by machine	..	..	..	..	..	..	..	..	..	52 8	—
Dress coat with silk roll collar, to count as plain coat.											
When a worker does his or her own machining, add to the above price	..	..	..	..	..	..	..	..	..	2 10	—
When any one of the undermentioned parts is done by hand on a machine-made coat, such part or parts to be charged as an extra.											
One pair cuts	..	..	..	..	..	..	..	..	..	0 6	—
Under-arm seams	..	..	..	..	..	..	..	..	..	0 6	—
Waist seams	..	..	..	..	..	..	..	..	..	1 0	—
Lapel seams	..	..	..	..	..	..	..	..	..	1 0	—
Side seams	..	..	..	..	..	..	..	..	..	1 0	—
Shoulder seams	..	..	..	..	..	..	..	..	..	1 0	—
Plait pockets (two)	..	..	..	..	..	..	..	..	..	1 11	—
One inside breast pocket	..	..	..	..	..	..	..	..	..	1 0	—
Stitching edges	..	..	..	..	..	..	..	..	..	3 10	—
Making sleeves and sleeve linings	..	..	..	..	..	..	..	..	..	2 10	—
Seaming on outside collar	..	..	..	..	..	..	..	..	..	0 6	—
Joining coats	..	..	..	..	..	..	..	..	..	1 0	—
Seaming sleeves	..	..	..	..	..	..	..	..	..	1 0	—

EXTRAS.

Extras, frock and dress coats (if not provided for in the preamble).
If machine is not specially mentioned, all extras are by hand.

If any extra is by machine, charge half hand price.

Binding edges	..	..	..	..	..	..	..	..	..	5 7	—
Edges turned and felled or stoated	..	..	..	..	..	..	..	..	..	3 10	—
Braid laid flat on one side	..	..	..	..	..	..	..	..	..	5 7	—
Braid laid flat, double to waist	..	..	..	..	..	..	..	..	..	7 6	—
Braid laid flat, continued to full length	..	..	..	..	..	..	..	..	..	11 3	—
Braid laid flat, if back-stitched, extra	..	..	..	..	..	..	..	..	..	3 10	—
Galloon or binding, felled one side, and back-stitched the other	..	..	..	..	..	..	..	..	..	7 6	—
Cord on edge	..	..	..	..	..	..	..	..	..	5 7	—
Quilted back lining, in ¼ inch, half way down	..	..	..	..	..	..	..	..	..	3 10	—
Quilted sides in ¼ inch, half way down	..	..	..	..	..	..	..	..	..	3 10	—
Quilted sides in ½ inch, half way down	..	..	..	..	..	..	..	..	..	7 6	—
Quilted back linings in ¼ inch, half way down	..	..	..	..	..	..	..	..	..	7 6	—
Plain side edges, with three buttons	..	..	..	..	..	..	..	..	..	1 11	—
Plain side edges, with one button	..	..	..	..	..	..	..	..	..	1 0	—
Flaps in waist	..	..	..	..	..	..	..	..	..	2 10	—
Flannel seamed in with sleeve lining	..	..	..	..	..	..	..	..	..	1 0	—
Back and body interlined with flannel	..	..	..	..	..	..	..	..	..	1 11	—
Plaits, felled down from outside, per pair	..	..	..	..	..	..	..	..	..	1 0	—
Pockets across skirts, welt or jetted, each	..	..	..	..	..	..	..	..	..	1 11	—
Pocket across skirt, plain, under flap, per pair	..	..	..	..	..	..	..	..	..	1 11	—
Silk facings on front of breast, without domette	..	..	..	..	..	..	..	..	..	3 10	—
Silk facings on breast, with domette or other material underneath	..	..	..	..	..	..	..	..	..	4 9	—
Full silk facing, without domette or other material underneath	..	..	..	..	..	..	..	..	..	4 3	—
Full silk facing, with domette or other material underneath	..	..	..	..	..	..	..	..	..	5 7	—

See previous note (15) re increase of above prices.

	Males.		Females.	
	s.	d.	s.	d.
BASTES.				
Skeleton baste—				
Single-basted seams and one sleeve	2	10	..	—
With single-basted seams, one sleeve and collar	3	8	..	—
With single-basted seams, two sleeves and collar	3	10	..	—
With lapped seams and one sleeve	3	10	..	—
With lapped seams, one sleeve and collar	4	3	..	—
With lapped seams, two sleeves and collar	4	9	..	—
Full baste, including wadding, padding, facings, and seams pressed open	7	6	..	—
Forward try-on	2	10	..	—
For other extras, see sac coat.				
Frock Overcoat.				
By machine	52	8	..	—
Preamble—Frock overcoats to start same price as frock or dress coats, with all extras and additions for hand work to be the same.				
Morning Coat.				
Preamble—Two plait pockets and outside breast pocket jetted; all edges, pockets, and buttons to be stayod, pocket tacks by hand, canvas through fore-parts, lapel and collar, and haircloth through shoulders not exceeding 10 inches in length, padded by hand, three plies of wadding on shoulders, six rows of stitching inside body, collar sewn on by hand; one puff in each seye, all linings felled, holes and buttons by hand, label and hanger.				
Standard starting price, by machine	41	0	..	—
When a worker does his or her own machining, add to the above price	2	10	..	—
For all hand work, see frock and dress coats.				
EXTRAS.				
Extras, morning coat (if not provided for in the preamble). All extras are by hand, if machine is not specially mentioned. If any extra is done by machine, charge half hand price. For all extras on morning coat, see sac, frock, or dress coats.				
BASTES.				
With single-basted seams and one sleeve	2	10	..	—
With single-basted seams, one sleeve and collar	3	4	..	—
Single-basted seams, two sleeves and collar	3	10	..	—
With lapped seams and one sleeve	3	4	..	—
With lapped seams, one sleeve and collar	4	3	..	—
With lapped seams, two sleeves and collar	4	9	..	—
Forward try-on	1	11	..	—
Full baste to include wadding, padding, facings and seams pressed open	6	7	..	—
POCKETS, ETC.				
On shooting coats—				
Hare pocket	2	10	..	—
Bag	3	10	..	—
Gun pieces	1	11	..	—
Inverness Cape.				
Preamble—Two pockets, four holes in front and three in cape (unlined).				
Standard starting price, by machine	35	1	..	19 10
When a worker does his or her own machining, add to the above price	1	11	..	1 4
For all hand work, see chesterfields.				
EXTRAS.				
Extras, on inverness cape—				
If 52 inches or over from hole to button when finished (chest measurement)	3	10	..	2 8
If garment be lined	5	7	..	4 0
Each additional 3 inches or part thereof over 45 inches in length	1	0	..	0 8
SEAMS.				
Raised seams, whole coat, by hand	8	5	..	6 0
Raised seams, whole coat, by machine	4	3	..	3 0
EDGES.				
Binding edge by hand	5	7	..	4 0
Binding edge, one side by hand, one side by machine	3	10	..	2 8
Corded edges, by hand	7	6	..	5 4
Edges, when pricked by hand	9	5	..	6 8
Edges, extra row of stitching by hand	4	9	..	3 4
Felled edges	5	7	..	4 0
BASTES.				
Skeleton baste—				
With single-basted seams, one sleeve	2	10	..	2 0
With single-basted seams, one sleeve and collar	3	4	..	2 4
With single-basted seams, two sleeves and collar	3	10	..	2 3
With lapped seams, and one sleeve	3	10	..	2 8
With lapped seams, one sleeve and collar	4	3	..	3 0
With lapped seams, two sleeves and collar	4	9	..	3 4
Tab, with hole and button, by hand	1	11	..	1 4
Tab, with hole and button, by machine	1	0	..	0 8
Belt, one hole, two buttons, by hand	4	0	..	3 4
Belt, one hole, two buttons, by machine	2	10	..	2 0
Collar, tab (swivel or otherwise), two holes, and buttons, by hand	2	5	..	1 8
Collar, tab (swivel or otherwise), two holes, and buttons, by machine	1	11	..	1 4
Loops, by hand, each	1	0	..	0 8
Loops, by machine, each	0	4	..	0 3

See previous note (15) re increase of above prices.

	Males.	Females.
	s. d.	s. d.
FLYS AND VENTS.		
Fly in front of coat, by hand	3 10	2 8
Fly in back of coat, by hand	3 10	2 8
Fly in front of coat, by machine	1 11	1 4
Fly in back of coat, by machine	1 11	1 4
Fly front in cape	1 11	1 4
Vents at side, under 6 inches long, faced or unfaced, each	1 0	0 8

Cassocks.

Standard starting price—By hand and by machine, as follows:—

Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by hand	42 1	26 5
Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by machine	31 11	20 0
Cassocks made from other material, less than above price	3 10	2 8
Long cassocks of silk or thin cloth, by hand	43 1	26 5
Long cassocks of silk or thin cloth, by machine	34 8	21 6
Long cassocks made from other material, less than above price	3 10	2 8

EXTRAS.

Ten holes and buttons on long cassock	3 10	2 8
Belt, plaited	7 6	5 4
Belt, plaited, with cloth ends	8 5	6 0

Gowns.

	Males.		Females.	
	By Hand.	By Machine.	By Hand.	By Machine.
	s. d.	s. d.	s. d.	s. d.
Clergyman's gown, bishop's sleeves, silk	77 3	70 2	48 6	44 0
Clergyman's gown, bishop's sleeves, lustre or alpaca	70 2	63 2	44 0	39 8
Clergyman's gown, silk	73 8	66 8	46 3	41 10
Clergyman's gown, geneva, lustre, or alpaca	66 8	59 8	41 10	37 6
Barrister's gown, silk	73 8	66 8	46 3	41 10.
Barrister's gown, alpaca or similar material	66 8	59 8	41 10	37 6
Student's or precentor's gown, silk	56 2	49 2	35 3	30 10
Student's or precentor's gown, other material	52 8	45 7	33 0	28 8

LIVERIES.

Coachman's Frock.

Preamble.—Single breasted, six holes and buttons, flaps across waist with pockets under, inside breast pocket or ticket pocket, raw or bluff edges, cuffs with two holes and buttons in slit, side edges in plaits, wadding flesh basted in and lined throughout.
 Standard starting price—By machine, males, 44s. 11d.
 When a worker does his own machining, add to the above price, males, 2s. 10d.
 For hand work and extras, see frock and dress coats.

Groom's Frock.

Preamble.—Single breasted, with six holes and buttons, pockets, in plaits, side edges, inside breast pocket or ticket pocket, raw or bluff edges, cuffs with two holes, and buttons in slit, wadding, flesh basted in, lined throughout.
 Standard starting price—By machine, males, 44s. 11d.
 When a worker does his own machining, add to the above price, males, 2s. 10d.
 For hand work and extras, see frock and dress coats.

Footman's Coatee.

Preamble.—Double breasted with sewn on lapels, five holes and buttons on each side, plait pockets, side edges, and sword flaps with buttons, inside breast pocket, raw or bluff edges, cuts in gorge or front, cuff with slit with two holes and buttons, wadding flesh basted in, and lined throughout.
 Standard starting price—By machine, males, 47s. 9d.
 When a worker does his own machining, add to the above price, males, 2s. 10d.
 For hand work and extras, see frock and dress coats.

Footman's Dress Coatee.

Preamble.—Single breasted with stand collar, six corded notched holes and buttons in front, pointed flaps with pockets under, side edges in plaits, inside breast pocket, raw or bluff edges, cuffs with slit and two holes and buttons, wadding flesh basted in, lined throughout.
 Standard starting price—By machine, males, 47s. 9d.
 When a worker does his own machining, add to the above price, males, 2s. 10d.
 For hand work and extras, see frock and dress coats.

Coachman's Frock Greatcoat.

Preamble.—Double breasted with sewn on lapels, six holes and buttons on each side, flaps across waist with pockets underneath, inside breast pocket or ticket pocket, side edges, single stitched, raw or bluff edges, plain or round cuffs, lined throughout.
 Standard starting price—By machine, males, 50s. 7d.
 When a worker does his own machining, add to the above price, males, 2s. 10d.

EXTRAS.

	Males.
	s. d.
Extras on servant's greatcoat.	
Edges, double stitched, raw, extra	5 7
Seams raised and single stitched	5 7
Seams raised and double stitched	11 3
Seams raised and stitched, if prepared by the maker only	3 10
Single cape, sewn in with collar	1 5
Single cape, with band and holes and buttons	2 10
Single cape, lined, extra	2 1
Each additional real or sham cape	2 10.

See previous note (15) re increase of above prices.

	Males.
	<i>s. d.</i>
EXTRAS ON LIVERY COATS.	
Edges stoated and stitched	2 10
Edges piped with cloth, without flaps	4 3
Edges piped with cloth, with flaps	5 7
Gold, silver, or worsted lace on plain collar	2 1
Gold, silver, or worsted lace on collar with snips	2 10
Gold, silver, or worsted lace on plain cuffs	1 5
Gold, silver, or worsted lace on slash cuffs	4 11
Gold, silver, or worsted lace on flaps	2 1
Gold, silver all round, pointed or plain flaps	2 10
Lace holes on collar, each	1 5
Diamond hips	2 10
Slash cuffs	4 11
Imitation slash cuffs	2 1
Corded notch holes	0 4½
Notched holes worked with twist, each	0 9
Epaulettes, each	0 9
Shoulder knots, each	1 5
Pointed flaps, with buttons under, extra	0 9

BASTES.
 For bastes, see frock and dress coats.
 Any part done by hand, or extras to liveries, not specified, see frock, dress coats, and chesterfields.

Military Uniforms.

Military officer's khaki cloth jacket (Commonwealth pattern).

Preamble.—Two outside hellow pockets with flaps, hole and button; two out breast pockets with flaps and plaits, hole and button, ticket pockets in belt, shoulder straps, pointed cuffs with or without waist seam, belt with hooks and eyes, belt hooks, vent at band, one pair of cuffs, hanger and label.

Standard starting price, by machine—Males, 52s. 8d.; females, 33s.

For hand work, see sac coat.

Military officers' khaki drill jackets to be 3s. 5d. less than khaki cloth.

Eyeclet holes, 3s. 4d. per dozen.

British Warm.

British warm (Commonwealth pattern).

Preamble.—Double breasted, two outside pockets with flaps, one outside breast pocket, one inside breast pocket, shoulder straps, buttonhole cuff (two holes), vent at back, cuts under arm, collar tab, hanger, and label.

Standard starting price, by machine—Males, 49s. 2d.; females, 30s. 11d.

For hand work, see chesterfields.

Aviators' Coats.

Aviators' coats (Commonwealth pattern).

Preamble.—Double breasted, two outside pockets with flaps, one inside breast pocket, fly front, lapels seamed on, shoulder straps, vent at back, strap cuffs, hole and button, stand and fall collar with hooks and eyes, hooks at waist, cuts under arm, hanger, and label.

Standard starting price, by machine—Males, 49s. 2d.; females, 30s. 11d.

Military Officer's Greatcoat.

Military officer's greatcoat (Commonwealth pattern).

Preamble.—Double breasted, two outside patch pockets, one pocket inside, belt at back with three holes and buttons, gauntlet cuffs, sword vents with holes, stand and fall collar with hooks and eyes, plaited back, and vent, forepart of back half lined, all seams raw and otherwise, shoulder straps detachable, collar tab, label and hanger.

Standard starting price, by machine—Males, 63s. 2d.; females, 39s. 8d.

For hand work, see chesterfields.

	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>
EXTRAS.		
Try-on	3 10	2 10
Snobs thumbs, each	1 0	0 8
Saddle cloth	1 11	1 4
Dummy fly	1 0	0 8
Gorget patches, sewn on	3 10	2 8
Gorget patches, detachable	5 7	4 0
Naval shoulder straps, per pair	7 6	5 4

DEDUCTIONS.

Deductions for undersized coats, youths' and boys'.

Dress lounge, Norfolk jacket, special jackets, and sac coats.

Youths'—if 38 inches or less from hole to button when finished (chest measurement) 3 10 .. 2 8

Boys'—if 34 inches or less from hole to button when finished (chest measurement) 7 6 .. 5 4

Chesterfield or single-breasted overcoat and inverness.

Youths'—42 inches or less from hole to button when finished (chest measurement) 3 10 .. 2 8

Boys'—38 inches or less from hole to button when finished (chest measurement) 7 6 .. 5 4

Other deductions on coats (if same be comprised in the preamble).

If without hair cloth or substitute for hair cloth 1 5 .. 1 0

If preamble hair cloth be put on by machine 1 0 .. 0 8

If fitting-up be done for the maker of the coat 1 0 .. 0 8

Each inside breast pocket provided for by the preamble, but not in coat when finished 1 0 .. 0 8

Each inside or outside ticket pocket provided for by the preamble, but not in coat when finished 1 0 .. 0 8

If lapels be not padded by the maker of the coat 0 6 .. 0 4

If inside collar be not padded by the maker of the coat 0 6 .. 0 4

If buttonholes be not put in by the maker of the coat 1 0 .. 0 8

If front edge buttons be not put on by the maker of the coat 0 4½ .. 0 3

If label be not put on by the maker of the coat 0 3 .. 0 1½

If no cuts or darts in coat 0 4½ .. 0 3

If inside collar be put on by machine 0 6 .. 0 4

See previous note (15) re increase of above prices.

	Males.	Females.
	s. d.	s. d.
ALTERATIONS AND REPAIRS.		
Coats—		
Collar—		
Off	3 2½	2 0
Part off	2 1	1 4
Off and shortened	4 3	2 8
Recovering collar	4 3	2 8
New collar	8 5	5 4
Shoulders out	2 1	1 4
Shoulders part out	1 1½	0 8
Side seams out in body coat	4 3	4 3
Side seams, if part out in body coat	3 2	3 2
Plaits out, including pockets	6 4	4 0
Plaits out, no pockets	5 4½	3 4
Across skirts	5 4½	3 4
Shortened or lengthened body coats	2 1	2 1
Lengthened sac coat	3 2	2 0
Lengthened sac coat and facing	5 4½	3 4
Shortened coats	2 1	1 4
New skirts	12 8	7 11
Lapels off	10 6	6 7
Lapels part off	6 4	4 0
New lapels	19 0	11 11
Hollowing back seam	1 1½	0 8
Altering back seam through tack	2 1	1 4
Stumping back of body coat	4 3	4 3
Back right out and through plaits of body coat	14 9	14 9

SLEEVES.		
Right out	5 4½	3 4
Right out (machine)	4 3	2 8
Part out	2 8	1 8
Let out or taken in at top when out	1 1½	0 8
Let out or taken in at cuff	2 1	1 4
Shortened or lengthened, plain	2 1	1 4
Lengthened with hand facings	3 2½	2 0
Shortened or lengthened with button cuff	4 3	2 8
Relining body of coat	4 3	2 8

ALTERING SIDE SEAMS.		
Of sac, right through	4 3	2 8
Part out	3 2½	2 0
Of sac, if taped	6 4	4 0
Of sac, if taped, part out	4 3	2 8
Of chesterfield, right through	5 4½	3 4
Altering back seam of sac coat only	2 1	1 4
Hollowing back seam of sac coat only	1 1½	0 8
Altering back seam of chesterfield	3 2½	2 0
Hollowing back seam of chesterfield	1 6½	1 0
Front edges off—		
Without holes	6 4	4 0
With holes	8 5	5 4
With fly	12 8	7 11
Back right out of sac coat	8 5	5 4
Back right out of chesterfield	9 6½	5 11

ALTERATIONS AND REPAIRS.		
<i>Trousers and Vests.</i>		
Vests—		
Let out or take in side seams	2 1	1 2
Top of back and shoulder seams out	1 1½	0 7
Vest shortened from top or bottom	1 5	0 10½
No collar vest, made one hole and button, lower	2 1	1 2
Roll, step collar, or stand collar vest, made into no collar vest	4 3	2 1
New back and back lining	2 10	1 9
New forepart lining, if back or shoulder not altered	2 1	1 2
Ripping and re-cleaning vest for re-making	2 1	1 2

<i>Trousers.</i>		
Side seams out from pockets through bottom	3 2½	1 9
Side seams out from top and bottom, with pockets	6 4	3 6
Leg seam out from fork through bottom	3 2½	1 9
Seat seam, crutch, and part of leg seam out	3 2½	1 9
Seat seam only	1 1½	0 7
Seat seam, with crutch lining off and put on again	2 1	1 2
Trousers shortened or lengthened	2 1	1 2
Trousers lengthened and faced	3 2½	1 9
Trousers, more dress taken out of leg seam and front	2 1	1 2
Reseating trousers	3 2½	1 9
Large seat lining to cover seatings	1 1½	0 7
Ripping and cleaning trousers for re-making	4 3	2 1
Lowering the waist	4 3	2 1
Raising the waist	5 3½	2 11½

See previous note (15) re increase of above prices.

	Price— Men's. s. d.
PRESSING ORDER CLOTHING.	
Schedule of Prices—	
Frock and dress, including uniform frock and dress and livery	4 9
S.B. pagets or beauforts	2 4
D.B. pagets or beauforts and all oversizes	2 4
S.B. sac	1 9
D.B. sac, and all oversizes	1 9
Chesterfield	2 4
Usters and centennials	2 10
Covert coats	2 0½
Cassocks	3 5½
Capes	0 7½
S.B. unlined sacs	1 3
D.B. unlined sacs, and all oversizes	1 3
Silk chesters and sacs	1 3
Hollands, white coats, flannel, flannelette, and alpaca	1 3
Denim, dungaree, and canvas	0 9
Eton or stewards' jackets	1 6½
Military overcoats	2 4
Tunics	1 6½
Military jumpers	1 6½

VESTS.	
Vests, clerical, dress, white, marcella, white pique, white drill, or similar material	0 10½
Vest, cassock	1 1½
Vest, plain or with collar	0 7½
Stable vest, without sleeves	0 7½
Stable vest, with sleeves	0 9

TROUSERS.	
Plain trousers	1 1½
Full fall, including shaping	1 6½
Riding pants, military	1 5
Shaping riding pants, military	0 6
Other riding pants—	
Including shaping	2 11½
With leggings, including shaping	3 9
K.B. trousers	1 0
Drill, duck, canvas, dungaree, denim, white, and coloured moleskins	0 9
Military trousers	1 1½
Shaping trousers and pants	0 6
Trousers prepared by presser for fitting on	0 6
Trousers, strapped	2 0½
Cuff bottoms on trousers	0 1½

	Males. s. d.	Females. s. d.
EMPLOYEES DOING THEIR OWN MACHINING.		
Sac coat, dress lounge, norfolk jacket, special jackets	1 11	1 4
Chesterfield, or single-breasted overcoat	2 10	2 0
Frock and dress coats	2 10	—
Frock coats of all descriptions and greatcoats	2 10	—
Morning and paget coats	2 10	—
Capes	0 6	0 4
Plain vest, or with collar	—	0 8
Stable vest	—	1 0
Trousers and pants	—	0 8½
Trousers strapped	—	1 1
Whole falls	—	0 10½
K.B. trousers	—	0 9
Youths', one-quarter less than men's.		
Boys', one-third less than men's.		

SPECIAL NOTICE.

PRESSING OFF.

Should any garment be pressed off for a female, no deduction shall be made.

Should a female press off any garment, such shall be an extra, and she shall be paid the prices provided herein (see order pressing schedule).

Should any garment be pressed off for a male operative, the price set out in the schedule for pressing may be deducted.

All extras will not necessarily appear under the particular garment the operative may be making. Wherever the extra appears, the price provided for such extra shall be paid.

Should any extra be not specified in this Determination the operative shall be paid for such extra on the actual time worked, based on the weekly wage fixed in the Determination.

Garments specified in the Determination may change with the fashion. In such cases, if any item in the Determination for another garment is applicable, such shall operate.

VEST (ORDINARY).

Preamble—Fitting up, four pockets, welts, all edges, buttons, and pockets to be stayed; tacks by hand; canvas through foreparts; holes and buttons and back straps; all linings felled.

Standard starting price, by machine—females, 7s. 11d.

Garment to be pressed off for female.

If female presses off the vest, such will be an extra as provided for in the schedule for pressing off garments.

When the maker does her own machining, 8d. extra.

See previous note (15) re increase of above prices.

HAND WORK ON VESTS.

When any of the undermentioned parts are done by hand on a machine-made vest, such shall be extra as follows:—

		Females.
		<i>s. d.</i>
Seaming on facings	.. .. .	1 0
Stitching edges	.. .. .	1 4
Putting in pockets, each	.. .. .	0 8
Making back straps	.. .. .	0 8
Making back	.. .. .	0 8
Sewing in back	.. .. .	1 0
EXTRAS.		
Extra on vests—		
Pockets—		
By hand, outside	.. .. .	1 4
By machine, outside	.. .. .	0 8
Hand, inside, including hole and button	.. .. .	1 4
Machine, inside, including hole and button	.. .. .	0 8
Flaps, on pockets each flap	.. .. .	0 4
Edges—		
Bound by hand	.. .. .	2 8
Bound, one edge hand, one edge machine	.. .. .	1 4
Flat braiding, three stitching by hand	.. .. .	3 4
Corded edges, by hand	.. .. .	2 8
Tracing braid, each row	.. .. .	1 4
Piped edges, seamed by machine	.. .. .	1 4
Each row of stitching on edges, by hand	.. .. .	1 4
Felled edges	.. .. .	1 4
Pricked edges, each row	.. .. .	2 8
Fly in front of vest, by hand, lined or unlined	.. .. .	2 0
Fly in front of vest, by machine	.. .. .	1 4
Eyelet holes, per dozen	.. .. .	0 8
Eyelet holes, with open facing	.. .. .	1 4
Puffs in back	.. .. .	0 8
Vents in side	.. .. .	0 8
Sleeves, unlined and faced, felled, or covert seams—		
By hand	.. .. .	5 4
By machine	.. .. .	2 8
Interlining back with flannel	.. .. .	0 8
Skirts at waist	.. .. .	1 4
Seal skins or imitation skins, extra	.. .. .	2 8
Collars—		
Step collar, lined or unlined, in two pieces or otherwise on S.B. vest	.. .. .	1 1
All other collars on S.B. vest, lined or unlined	.. .. .	0 8
Collar on D.B. vest, lined or unlined	.. .. .	1 4
Cuts in vest	.. .. .	0 4
Bastes—		
Skeleton baste	.. .. .	0 8
Forward baste	.. .. .	0 8
Skeleton baste with facings and linings basted in	.. .. .	1 4
Basting on tabs and buttons	.. .. .	0 4
Over-size vests—		
Men's vests, 46 inches and over (chest measurement) from hole to button	.. .. .	0 8
Double-breasted vest, extra to single	.. .. .	1 4
DEDUCTIONS.		
Youths' vests, 36 inches and under (chest measurement) from hole to button, less than men's	.. .. .	0 8
Boy's vest, 32 inches and under (chest measurement) from hole to button, less than men's	.. .. .	2 0
If fitting up is not done by the maker	.. .. .	0 4

DRESS VEST.

Preamble—To pockets remainder same as preamble for ordinary vests.
Standard starting price—All machine, females, 9s. 3d.

EXTRAS.

Roll collar on dress vest	.. .. .	1 4
Hand work, extra and deductions, same as ordinary vest.	.. .. .

PLAIN CLERICAL VEST.

Preamble—With large or small breast; eight holes and buttons outside, and two buttons inside; one row of stitching or bound by machine.

Standard starting price—By machine, females, 9s. 3d.

Double-breasted, clerical vest 2s. extra.

Hand work, extras and deduction, same as ordinary vest.

TROUSERS.

Ordinary Trousers—

Preamble—Fitting up; two pockets, one strap and buckle; or three loops, button holes; buttons; leather or heel stays; all seams pressed, hand tacks throughout; waist bands; seat and catch linings felled; back linings if necessary.

Standard starting price—By machine, females, 7s. 11d.

Garment to be pressed off for female.

If female presses off or shrinks the trousers, such shall be extra, and she shall be paid the prices set out in the schedule for pressing off garments.

When the worker does her own machining, 9d. extra.

See previous note (15) re increase of above prices.

						Females.	
						<i>s. d.</i>	
<i>Oversizes.</i>							
Men's trousers, 43 inches to 48 inches, inclusive from hole to button, extra	0 8
Men's trousers, over 48 inches, from hole to button, extra	1 4

						Females.	
						<i>s. d.</i>	
<i>Deductions.</i>							
<i>Undersizes—</i>							
Youths' trousers, 30 inches and under, from hole to button, less than men's in each class	0 8
Boys' trousers, 27 inches and under, from hole to button, less than men's in each class	1 4
Fitting up	0 4
Leathers or heel stays	0 8
Button holes, per pair of trousers	0 7
Buttons, sewing, per pair	0 7
Evening dress trousers.							
Standard starting price, by machine—females, 9s. 3d.							
For hand work and extras, see ordinary trousers.							

BREECHES.

Preamble—Two pockets, with or without waist bands; if without bands, stitching around waist, crutch lining, not to exceed 3 inches, tops bound or turned in, back straps, slit at knee with four holes and buttons; leg and seat seams sewn by hand.

Standard starting price, by machine—females, 15s. 2d.

Garment to be pressed off and shrunk for female, without deduction.

If a female presses off or shrinks the breeches, such will be extra; and she shall be paid the prices set out in the schedule for pressing off garments.

When the maker does her own machining to breeches, extra 9d.

For items done by hand, see trousers.

						Females.	
						<i>s. d.</i>	
EXTRAS.							
<i>Extras on Breeches.</i>							
Continuations, by hand, with four holes and buttons or eyelet holes	5 4
Continuations, by machine, with four holes and buttons or eyelet holes	2 8
Sewing or felling down leg seams	1 4
Garter, with buckle, by hand, per pair	2 0
Garter, with buckle, by machine, per pair	1 4
Knees lined	0 8
Each hole and button in frog mouth	0 4
Cuts under knee in breeches, if taped right across, per pair	0 8
<i>Strapping.</i>							
Knee strapped, felled and stitched, or double stitched, by hand	4 0
Knees strapped, felled and stitched, or double stitched, by machine	2 0
Each row of diagonal stitching, per row, by hand	0 4
Seats strapped, not over 6 inches from centre, by hand	2 8
Ditto, by machine	1 4
Seat strapped to knee, half way up seat seam, by hand	5 4
Seat strapped to knee, half way up seat seam, by machine	2 8
Strapping from fork to calf, new trousers	5 4
Ditto, by machine	2 8
Trousers strapping to be paid same as breeches.							

RIDING PANTS.

Preamble—Two pockets, straps or loops, one eyelet hole, with strings.

Standard starting price, by machine—females, 9s. 3d.

Hand work, extras and deductions, same as ordinary trousers.

CYCLING OR ATHLETIC BREECHES AND ENICKERS, OR SIMILAR GARMENTS.

Preamble—With two pockets, top turned in or bound, buckle and strap or loops for belt, and brace buttons on top, four holes and buttons on each knee or garter, with hole and buttons or buckle.

Standard starting price—By machine, females, 9s. 3d.

Garment to be pressed off and shrunk for female.

If female presses off or shrinks the trousers, such shall be extra, and she shall be paid the prices set out in the schedule for pressing off garments.

When the maker does her own machining, extra 9d.

All other hand work, extras and deductions, as per breeches and trousers.

SHOOTING OR RIDING LEGGINGS.

Preamble—With eight holes and buttons, swelled edges.

Standard starting price, females—by hand, 9s. 3d.; by machine, 7s. 3d.

						Females.	
						<i>s. d.</i>	
EXTRAS.							
Tongues	1 4
Double stitched seams, by hand	1 4
Double stitched edges, by hand	1 4
Strap and buckle, at top, per pair	0 8
Leather for stirrup in front	1 4
Fly, by hand	2 8
Fly, by machine	1 4

SHORT GAITERS OR SEATS.

Preamble—With five holes and buttons, swelled edges.							
By hand	..	..	..	..	..	..	7 3
By machine	..	..	..	..	..	..	5 4
Double stitched seams and edges	..	..	..	..	..	..	1 4

See previous note (15) re increase of above prices.

		Females.
		<i>s. d.</i>
BASTING BREECHES.		
Skeleton baste		1 4
BASTING LEGGINGS.		
Basting one legging with fly and buttons, edges not turned in		0 8
		Per dozen.
		<i>s. d.</i>

READY-MADE CLOTHING.
PIECE-WORK PRICES FOR CUTTING—CUTTING WITH SHEARS.

<i>Men's.</i>		
Chesters—		
S.B., lined		6 4
S.B., unlined		7 1½
D.B., lined		7 1½
D.B., unlined		7 4½
Extras for capes on chesters		0 10½
Extras for yokes and plaits on chesters		0 10½
Where chesters are 36 inches and under in length, deduct		0 10½
S.B. sac suits (if separation in vests or coats, or both, for cutting pockets)		9 1
S.B. sac suits (without separation)		8 5½
Motor coats, S.B., washing material		6 4
Motor coats, D.B.		7 3
Motor cycle coats, washing material		5 2
S.B. sac coats lined		4 7½
COATS, SAC, S.B.		
Unlined, drill or duck (flax or linen)		5 2
Unlined, all other cotton material		4 4½
Alpaca or Sicilian		4 4½
Silk		4 0
Jumper, denim or dungarees		3 10½
Norfolk or sport		6 11
Football jackets		3 10½
COATS.		
Sac, D.B.		5 7
Frock coats of all descriptions		6 11
Beauforts or pagets		6 11
VESTS.		
S.B. plain		1 11
S.B., with collar		2 0½
D.B.		2 1
Stable, with back		2 7
Stable, with back and sleeves		3 1
Cloth edging on vest, extra		0 6
TROUSERS.		
Ordinary		2 1
Cotton Tweed—		
Less than 14 dozen, in line		2 1
If 14 dozen or more in line		1 11
Mole		1 11
Linen drill, canvas or duck		2 5½
Denim or dungaree		1 6½
Denim or dungaree, with double seats or knees		1 9½
Denim or dungaree, bib, and brace		2 1
Cotton washing materials		1 9½
K.B.		1 9½
Football, K.B.		1 3½
Bicycle, K.B.		2 1
Dress taken out of trousers		0 4½
Hip pocket cut in trousers		0 4½
Combination, denim or dungaree		3 10½
Youths'.		
DESCRIPTION.		
Chesters		5 2
Chesters, with capes or yokes and plaits		5 7
Suits, sac		6 11
Coats, sac, all material		3 9
Vests		1 5
Cloth edging on vests		0 4½
TROUSERS.		
Denim or dungaree		1 3½
Denim or dungaree, with double seats or knees		1 6½
Mole		1 8
Any other material		1 9½
Dress taken out of trousers		0 3
Hip pocket cut in trousers		0 3
Jackets, football		3 5½

See previous note (15) re increase of above prices.

Juveniles.

Description.	Sizes 00 to 12.		Sizes 13 and over.	
	Cotton Washing Material. Per dozen.	Other Material. Per dozen.	Cotton Washing Material. Per dozen.	Other Material. Per dozen.
SUITS.				
Fancy, 3 garments	s. d. 4 11	s. d. 5 2	s. d. 5 5	s. d. 5 7
Plain, 3 garments	5 2	5 5	5 7	5 10
Plain, 2 garments	3 7½	3 10½	4 0	4 3
Two garments, with belts, plaits, and yokes	4 3	4 6	4 9	4 11
Sailor, K.B.	3 4	3 5½	3 7½	3 9
Tunic, when right and left foreparts are cut separately	4 10½	5 0½	5 2	5 6½
Tunic, with pocket let in one forepart (foreparts cut together)	4 4½	4 7½	4 10½	5 0½
Tunic, without separation of foreparts	3 6	3 9	3 10½	4 1½
Trousers K.B.	1 0	1 0	1 1½	1 1½
Chesters	3 7½	3 10½	4 11	5 2
Capes, extra	0 6	0 6	0 6	0 6
Yokes and plaits, extra	0 6	0 6	0 6	0 6

SPECIAL CONDITIONS, STOCK CUTTERS.

DEDUCTIONS APPLYING TO ALL GARMENTS.

Machine.

If work cut for cutter by machine—One-fourth off.
 When cutter machines his own work—One-sixth off.
 When cutter machines his own work—
 With an electric cutter—One-fourth off.
 With any other machine—One-fifth off.

Hand-knife.

Stock work cut by hand-knife—One-sixth off.
 Mole work cut by hand-knife—5 per cent. off.

EXTRAS APPLYING TO ALL GARMENTS.

Special Work.
 Singles—Double rate.
 Two thick—One-half extra.
 Three thick—One-quarter extra.
 When a tape or measure is used in altering the size of garments, out as ready-made, extra on piecework prices—One-fifth extra.
 When single width material is laid up singly to check the shades—5 per cent. extra on piecework prices.

PIECEWORK PRICES FOR PRESSING READY-MADE CLOTHING.

DESCRIPTION—MEN'S AND YOUTHS'.

DESCRIPTION—MEN'S AND YOUTHS'.	Men's.	Youths'.
	Per dozen.	Per dozen.
	s. d.	s. d.
SACS, LINED.		
Worsteds, serge, vicuna, sergette, and faced cloths	11 9	7 8
D.B. tweed, and all over-sizes	10 5	—
S.B. tweed, ordinary sizes (3 to 7)	8 0	6 7
Sacs, unlined—		
Pilot or D.B. worsted, serge, vicuna, sergette and faced cloths, and all over-sizes	8 0	6 7
S.B. worsted, serge, vicuna, faced cloth and sergette	8 0	6 7
Tweed	6 7	4 0
Silk	6 7	4 0
Holland, white flannel, alpaca	8 0	6 7
Denim or dungaree	4 0	3 4
Canvas, flannelette	6 7	4 11
D.B. OVERCOATS.		
Lined	15 6	10 9
Unlined	14 3	9 10
S.B. OVERCOATS.		
Lined	14 3	9 10
Unlined	12 8	8 11
Silk overcoats	14 3	9 10
Motor coats, washing	12 8	9 7
Shrinking, 1d. per yard.		
VESTS.		
Worsted, serge, sergette, vicunas, faced cloth, white silk, fancy, D.B., and oversizes	3 6	3 1
Tweed and linen, and flax material	2 5½	2 0
Stable, with sleeves	8 2	—
Stable, without sleeves	4 6	—
Canvas, flannelette	2 1	1 10
TROUSERS.		
Worsted, serge, sergette, vicunas, faced cloth, and riding	5 0	3 6
Full falls	6 1	—
Riding pants and strapped	8 0	—
Riding pants, with leggings	12 9	—
K.B.	4 6	2 5½
White drill and silk, linen or flax materials	5 0	3 9
Dungaree and denim, or cotton washing materials	2 5½	1 11
Canvas, flannelette	3 3	2 3
Tweed, all classes	4 6	3 4

See previous note (15) re increase of above prices.

Juveniles.

	Worsted, Serge, Twill, Sergeette, Corkscrew, and Faced Cloth.		Other Material.	
	Sizes 00 to 8. Per dozen.	Sizes 9 to 13. Per dozen.	Sizes 00 to 8. Per dozen.	Sizes 9 to 13. Per dozen.
JACKETS, K.B.				
Without collar	s. d. 3 1	s. d. 3 6	s. d. 2 5½	s. d. 3 1
With step collar	5 0½	6 7	4 7½	6 1
With Prussian collar	4 0	5 0½	3 6	4 7½
With sailor or fancy collar	4 7½	5 7	4 0	5 0½
With belt and plaits, no collar	3 6	4 7½	3 1	4 0
With belt and plaits and Prussian collar	4 0	5 0½	3 6	4 7½
With belt and plaits, and step collar	5 7	7 0	5 0½	6 7
Vests	2 0½	2 5½	1 6½	2 0½
K.B. trousers	2 0½	2 5½	1 6½	2 0½
S.B. chesters	6 1	7 7½	6 1	7 7½
D.B. chesters and reefers	6 1	7 7½	6 1	7 7½
Riding breeches	6 1	7 7½	6 1	7 7½

Females.
s. d.

FINISHING TROUSERS.

The following prices shall be paid for finishing men's and youths' ready-made trousers:—

Felling bottoms of trousers—

Men's mole or tweed	2 3
Men's worsted	2 8
Youths' moles or tweed	2 0
Youths' worsted	2 4

FELLING BAND LININGS OF TROUSERS.

Men's	2 7
Youths'	2 4
Felling the side of cross pockets, men's, youths', and boys' trousers	0 5½
Felling the side of side pockets, men's, youths', and boys' trousers	0 9½
Putting tacks between buttonholes in fly, and cutting off ends	0 4½
Hook and eye on trousers	1 0
Felling seat linings in trousers	0 8
Fly tacks by hand	0 8
Herring-boning bottoms of trousers	4 0
Felling bottoms of cotton, crash, khaki, drill, linen, and similar material turned in twice	4 0

TROUSERS.

Buttonholes, if done by hand	4 0
Buttons sewn on by hand	2 5½
Pocket tacks, if done by hand	1 9½
Cross stitching down centre of back linen	0 3½
Cross stitching down sides of back linen	0 3½
Ticket sewn on by hand	0 3½

See previous note (15) re increase of above prices.

16.

PERIODICAL ADJUSTMENT OF RATES, ETC.

NOTE.—See Clause 18

(a) Until the beginning of the first pay period to commence in November, 1944, the amounts of wages rates payable shall be those prescribed in clauses 2 and 3. Pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board determines that for work done during each future half year beginning with the first pay period to commence in a November or a May, the amounts of the wages rates prescribed in clauses 2 and 3 shall be automatically increased or decreased by the same amounts and at the same time as the original rates set out hereunder, which rates 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 purpose of this Determination the expression "Commonwealth Statistician's 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.

(b) The index number for the six capitals (weighted average) is to be applied.

(c) The index number for the six months ending March or September next preceding the half-year for which the adjustment is made is to be ascertained.

(d) The amount of addition or deduction assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.

(e) That assigned amount shall for work done during such half-year be added to or deducted from the originally prescribed amounts of the rates in accordance with that table, and in respect of all wages prescribed at a rate of £4 9s. or more per week the sum of 2s. shall be added to the result.

(f) The division called original in the following table is that for the amount of the basic wage upon which the rates are to be deemed to have been originally prescribed:—

TABLE.
Original Index Number Division, 1081-1092 (88a).

Index Number Division for Deductions.	Amounts of Additions or Deductions Per Week.		Index Number Division for Additions.
	Rates of £4 9s. or More.	Rates Less than £4 9s. of Adult Females.	
1081-1092	£ s. d. Nil	£ s. d. Nil	1081-1092
1068-1080	0 1 0	0 0 6	1093-1104
1056-1067	0 2 0	0 1 0	1105-1117
994-1006	0 7 0	0 3 6	..
957-969	0 10 0	0 5 0	..
945-956	0 11 0	0 5 6	..
933-944	0 12 0	0 6 0	..
920-932	0 13 0	0 6 6	..
908-919	0 14 0	0 7 0	..
896-907	0 15 0	0 7 6	..
883-895	0 16 0	0 8 0	..
871-882	0 17 0	0 8 6	..
859-870	0 18 0	0 9 0	..
846-858	0 19 0	0 9 6	..
834-845	1 0 0	0 10 0	..
821-833	1 1 0	0 10 6	..
809-820	1 2 0	0 11 0	..
797-808	1 3 0	0 11 6	..
784-796	1 4 0	0 12 0	..
772-783	1 5 0	0 12 6	..
760-771	1 6 0	0 13 0	..

The index number divisions in this table are based upon the equating of index number 1000 with 81s., and any extension of the table must be similarly constituted.

(g) The amounts of the weekly rates for apprentices, and improvers shall be adjusted proportionately to the rate of £4 9s., calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded, and shall conform to those payable from time to time under the terms of the appropriate award of the Commonwealth Arbitration Court.

(h) In all cases where for the same class of work the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner as the rates for journeymen or adult males.

(j) Piecework prices shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

(k) The adjustment shall be made on the rates provided in the Federal Award, which are as follow, viz. :—

APPRENTICES OR IMPROVERS.

(a) Males.

Tailors.			Employed at Order Tailoring (other than Tailors).			Employed at Ready-made Clothing.		
Experience.	Adjustable Weekly Wage.	Constant Loading.	Experience.	Adjustable Weekly Wage.	Constant Loading.	Experience.	Adjustable Weekly Wage.	Constant Loading.
	£ s. d.	s. d.		£ s. d.	s. d.		£ s. d.	s. d.
1st 6 months ..	0 11 6	0 6	1st 6 months..	0 15 6	0 6	1st 6 months..	0 15 6	0 6
2nd	0 15 6	0 6	2nd	0 19 0	0 6	2nd	0 19 0	0 6
3rd	0 19 0	1 0	3rd	1 3 6	1 0	3rd	1 3 6	1 0
4th	1 3 6	1 0	4th	1 7 0	1 0	4th	1 7 0	1 0
5th	1 11 0	1 6	5th	1 11 0	1 6	5th	1 11 0	1 6
6th	1 18 6	1 6	6th	1 18 6	1 6	6th	1 18 6	1 6
7th	2 7 0	1 6	7th	2 10 6	1 6	7th	2 10 6	1 6
8th	2 14 0	2 0	8th	3 2 0	2 0	8th	3 2 0	2 0
9th	3 2 0	2 0	9th	3 9 6	2 0	9th	3 9 6	2 0
10th	3 9 6	2 0	10th	3 19 0	2 0	10th	3 19 0	2 0

And thereafter the minimum wage or piecework price.

(b) Females.

Employed at Order Tailoring.				Employed at Ready-made Clothing.			
Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.		Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.	
Experience.	Weekly Wage.	Experience.	Weekly Wage.	Experience.	Weekly Wage.	Experience.	Weekly Wage.
	£ s. d.		£ s. d.		£ s. d.		£ s. d.
1st 6 months ..	2 0 0	1st 6 months	1 0 0	1st 6 months	2 0 0	1st 6 months	1 0 0
2nd	2 5 0	2nd	1 5 0	2nd	2 5 0	2nd	1 5 0
3rd	2 12 6	3rd	1 10 0	3rd	2 12 6	3rd	1 10 0
4th	3 0 0	4th	1 15 0	4th	3 0 0	4th	1 15 0
		5th	2 0 0			5th	2 0 0
		6th	2 5 0			6th	2 5 0
		7th	2 12 6			7th	2 12 6
		8th	3 0 0			8th	3 0 0

And thereafter the minimum wage or piecework price.

See clause 16, sub-clauses (a) to (j) inclusive, preceding.

See clause 16, sub-clauses (a) to (j) inclusive, preceding.

OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS).

(a) ORDER TAILORING. (Including making or altering all descriptions of male outer garments to an individual measure.)

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
Cutters, namely, persons employed marking in or cutting out garments	6 2 0	6 2 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands	5 14 6	3 15 6
Trimmers, namely, persons employed marking or cutting out linings or trimmings	5 12 0	5 12 0
Fitters-up, namely, persons employed fitting up garments	5 12 0	5 12 0
Tailors, namely, males employed making or altering any part of a garment	5 12 0	..
Machinists, namely, males employed machining any part of a garment	5 12 0	..
Pressers-off, namely, persons employed pressing off any part of a garment other than seam or underpressing of the garment which the worker is making	5 12 0	5 12 0
Under-pressers of coats of all descriptions, namely, persons employed underpressing coats other than coats which the worker is making	4 17 0	4 17 0
All other under-pressers, namely, persons employed underpressing on all garments other than coats	4 15 6	4 15 6
Seam pressers, namely, persons employed pressing seams on all garments	4 15 6	4 15 6
Brushers or folders, namely, males employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	4 17 0	..
Females employed making, or machining, or altering by hand or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	5 12 0
Coat table hands or coat machinists, namely, females employed making, or machining, or altering, any part of coats of all descriptions .. .. .	..	3 15 6
Trousers table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	3 15 6
Vest table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of vests .. .. .	..	3 15 6
Hand sewers of buttons .. .. .	..	3 15 6
Persons not otherwise provided for	4 9 0	3 15 6

(b) READY-MADE CLOTHING.

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
Cutters, namely, persons employed folding, laying-up, or marking material, or cutting out garments	5 15 0	5 15 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands	5 14 6	3 15 6
Trimmers, namely, persons employed marking or cutting out linings or trimmings	5 12 0	5 12 0
Fitters-up, namely, persons employed fitting up garments	5 12 0	5 12 0
Tailors, namely, males employed making or altering any part of a garment	5 12 0	..
Machinists, namely, males employed machining any part of a garment	5 12 0	..
Pressers-off, namely, persons employed pressing off any part of a garment other than seam or underpressing of the garment which the worker is making	5 12 0	5 12 0
Under-pressers of coats of all descriptions, namely, persons employed underpressing coats other than coats which the worker is making	4 17 0	4 17 0
All other under-pressers, namely, persons employed underpressing on all garments (except coats) other than garments which the worker is making	4 15 6	4 15 6
Seam pressers, namely, persons employed pressing seams on all garments, other than garments which the worker is making	4 15 6	4 15 6
Brushers and folders, namely, persons employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	4 15 6	4 15 6
Females employed making, or machining, or altering by hand or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	5 12 0
Females employed on manufacturing (i.e., machinists and table hands) on all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard .. .. .	..	4 0 0
Coat table hands or coat machinists, namely, females employed making or machining, or altering any part of coats of all descriptions .. .. .	..	3 15 6
Trousers machinists, namely, females employed machining, or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	3 15 6
Vest machinists, namely, females employed machining or altering any part of all descriptions of vests .. .. .	..	3 15 6
Trousers table hands, namely, females employed making or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	3 15 6
Vest table hands, namely, females employed making or altering any part of all descriptions of vests .. .. .	..	3 15 6
Hand sewers of buttons, or thread cutters, or ticket sewers .. .. .	..	3 15 6
Persons not otherwise provided for	4 9 0	3 15 6

17.

ADDITION TO NEEDS BASIC WAGE CONSTITUENT FOR MALES.

(a) The weekly wage rates of all adult male employees shall on and after 16th March, 1942, be increased by the constant amount of 5s.

(b) The rates for adult male piece-workers shall be increased in the same proportion.

See clause 16, sub-clauses (a) to (j) preceding.

See clause 16, sub-clauses (a) to (j) preceding.

18.

SPECIAL LOADING.

(1) In addition to the amounts otherwise prescribed by this Determination, the further additions hereinafter specified shall also be made to all wage rates or payments due from time to time to employees pursuant to this Determination.

(i) To all weekly wage rates or earnings herein prescribed or payable hereunder at the sum of £4 9s. or more whether for male or female employees there shall be added a special loading of 5s. per week.

(ii) To all weekly wage rates or earnings prescribed or payable hereunder for apprentices or improvers pursuant to clause 2 of the Determination, there shall be added special loadings as follows:—

(a) Tailors—						<i>s. d.</i>
1st six months' experience	..	..	..	..	..	0 6
2nd	"	"	..	..	..	1 0
3rd	"	"	..	..	..	1 0
4th	"	"	..	..	..	1 6
5th	"	"	..	..	..	1 6
6th	"	"	..	..	..	2 0
7th	"	"	..	..	..	2 6
8th	"	"	..	..	..	3 0
9th	"	"	..	..	..	3 6
10th	"	"	..	..	..	4 0
(b) Males other than tailors—						<i>s. d.</i>
1st six months' experience	..	..	..	..	..	1 0
2nd	"	"	..	..	..	1 0
3rd	"	"	..	..	..	1 6
4th	"	"	..	..	..	1 6
5th	"	"	..	..	..	1 6
6th	"	"	..	..	..	2 0
7th	"	"	..	..	..	3 0
8th	"	"	..	..	..	3 6
9th	"	"	..	..	..	4 0
10th	"	"	..	..	..	4 6

(2) The further additions prescribed in sub-clause (1) hereof shall not be subject to periodical adjustment under clause 16 of this Determination nor shall they be deemed to be portion of the wage for the purpose of computing piecework prices or task work, or overtime, holiday or other penalty rates.

NOTE.—The rates set out in clauses 2 and 3 INCLUDE the above additional amounts prescribed by clauses 17 and 18.

P. A. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 30th June, 1944.



VICTORIA
GOVERNMENT GAZETTE.

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THURSDAY, JULY 6.

[1944.

Factories and Shops Acts.

DETERMINATION OF THE DYERS AND CLOTHES CLEANERS 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 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 dyer, or clothes cleaner, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a) WEEKLY WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males.			Females.	Female Improvers commencing at the Trade between the ages of 18 and 21 years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.	Per Week.
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	0 17 0	1 0	0 18 0	1 0 0	1 19 6
2nd " " " " " " " "	1 0 6	1 0	1 1 6	1 4 6	2 4 6
3rd " " " " " " " "	1 6 0	1 6	1 7 6	1 9 6	2 12 0
4th " " " " " " " "	1 9 6	1 6	1 11 0	1 14 6	2 19 6
5th " " " " " " " "	1 14 0	1 6	1 15 6	1 19 6	..
6th " " " " " " " "	2 2 0	2 0	2 4 0	2 4 6	..
7th " " " " " " " "	2 15 0	3 0	2 18 0	2 12 0	..
8th " " " " " " " "	3 7 6	3 6	3 11 0	2 19 6	..

And thereafter the minimum weekly wage or piecework price.

	Male Juveniles.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
16 years of age	1 5 6	1 6	1 7 0
17 " " " " " " " "	1 13 6	1 6	1 15 0
18 " " " " " " " "	2 11 0	2 6	2 13 6
19 " " " " " " " "	3 15 6	4 0	3 19 6
20 " " " " " " " "	4 12 6	4 6	4 17 0

And thereafter the minimum weekly wage or piecework price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman. Provided that where in respect of any class the same rate is fixed for a journeywoman as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in such class.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who at the 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Juveniles.

One male juvenile may be employed to every two or fraction of two adults.

3. *Other Persons except Apprentices, Improvers, and Juvenile Workers.*

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
(a) Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions ..	6 12 0	5 0	6 17 0	6 12 0	5 0	6 17 0
(b) Pressers, employed pressing-off any part of articles of wearing apparel of all descriptions ..	5 14 0	5 0	5 19 0	..	..	..
(c) Machine dry-cleaners, namely, the person in charge of or the principal person operating a dry-cleaning machine ..	5 14 0	5 0	5 19 0	..	..	..
(d) Other dry cleaners ..	5 10 0	5 0	5 15 0	..	..	..
(e) All other cleaners, finishers, or spotters ..	5 7 0	5 0	5 12 0	..	..	..
(f) Hat blockers employed blocking hats ..	5 13 0	5 0	5 18 0	..	..	..
(g) All others ..	4 19 0	5 0	5 4 0	..	..	..
<i>Journeywomen.</i>						
(h) Machine pressers employed on a pressing machine, pressing-off any part of a male outer garment, or pressing off any part of a female coat, overcoat, topcoat, or cloak, or any part of a woman's costume coat and mantle as is made of tweed, twill, worsted, or similar material ..	..	..	..	5 14 0	5 0	5 19 0
(i) Pressers, employed pressing-off any part of male outer garments ..	..	..	..	5 14 0	5 0	5 19 0
(j) Pressers, employed pressing any article using an iron exceeding 9 lb. in weight ..	..	..	..	5 14 0	5 0	5 19 0
(k) Pressers employed pressing any article using an iron not exceeding 9 lb. in weight ..	..	..	..	..	..	3 15 0
(l) Machine dry-cleaners employed operating a dry-cleaning machine or cleaning garments by machine ..	..	..	..	5 14 0	5 0	5 19 0
(m) Other dry cleaners ..	..	..	..	..	..	3 15 0
(n) Wet cleaners, spotters, glove-cleaners or steamers ..	..	..	..	..	..	3 15 0
(o) Repairers, employed repairing articles of all descriptions ..	..	..	..	..	..	3 15 0
(p) Receivers or despatchers ..	..	..	..	..	..	3 15 0
(q) Feather dressers and hat trimmers ..	..	..	..	..	..	3 15 0
(r) All others ..	..	..	..	..	..	3 15 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

4. DEFINITIONS AND CLASSIFICATION OF EMPLOYEES.

A *journeyman* is a male person other than an apprentice or improver or juvenile worker.

A *journeywoman* is a female person other than an apprentice or improver.

A *juvenile worker* is a male person under the age of 21 years, other than an apprentice or improver.

"BOARD OF REFERENCE" shall mean a body comprising the Chairman of the Dyers and Clothes Cleaners Wages Board, together with one representative of employers and one representative of employees, such representatives to be appointed by the Dyers and Clothes Cleaners Wages Board.

5. HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided that receivers and despatchers may be required to work on Friday evenings in shops without payment of overtime, on condition that not more than 48 hours per week are worked. Provided further that if the majority of the employees desire to start at 7.30 a.m. the work may begin at 7.30 a.m.

6.

OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory in which he or she is employed, shall be paid overtime as follows:—

- (1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

- (2) Pieceworkers shall be paid (in addition to the ordinary piecework prices for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five day week is worked, for all work done on Saturdays pieceworkers shall be paid (in addition to the ordinary pieceworker prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

- (b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.
 (c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.
 (d) No employee under the age of sixteen years shall be employed overtime.

7.

MIDDAY MEAL.

(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than thirty minutes be fixed.

- (b) No work shall be performed during such meal time.

8.

TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter: provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

- (a) Until after the termination of six months from the 16th March, 1942, the minimum task in operation in any workshop or factory on the date on which this Determination becomes operative shall be the minimum task for the minimum wage after the date of operation of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method of working is introduced.
 (b) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—
 (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
 (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed: and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
 (d) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.
 (e) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
 (f) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
 (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

9.

HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piecework or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any pieceworker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piecework prices at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

10.

ANNUAL LEAVE.

(a) Except as hereinafter provided employers shall in each year give their employees continuously employed as defined a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive and shall pay full wages for ordinary working days included in that period. Piece and bonus workers receiving such holiday shall be paid time rates.

(b) Employees entitled to such holiday and required to work during that period shall be given a week's holiday on full pay at some other time during the year, or if dismissed from employment before receiving such holiday shall be paid an extra week's wages on dismissal.

(c) "Continuously employed" for the purpose of this clause means employed (except as to breaks arising from slackening of work) for the three months immediately preceding the 25th day of each December. Any such employee dismissed during the four weeks immediately preceding the 25th day of December shall for the purposes of this clause be deemed to be employed up to that date and shall be paid one week's wages for such annual holiday.

(d) Any dispute as to the right of an employee to such holiday shall be referred to the Board of Reference. The decisions of the Board on such disputes shall be final.

II.

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(i) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and pieceworkers (including outside workers) in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(ii) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (iii) of this clause, be stood off for part of a day without being paid for a whole day.

(iii) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(iv) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—

(i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 10 hereof.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

IIA.

PART-TIME EMPLOYEES.

Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

(a) They shall be journeywomen within the meaning of this Determination.

(b) They shall be employed for not less than twenty hours in any week.

(c) They shall not be employed both on time work and piecework or both on time work and task work in any week.

(d) If timeworkers, they shall be paid for each hour worked at the rate at least of 1/44th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.

(e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.

(f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the first day of May, 1944, shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time worker.

(g) The provisions of this Determination as regards annual leave and holidays shall apply to such part-time employees, but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.

(h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

12.

OUTSIDE WORKERS.

(a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided; and
- (iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (e) hereof.

(e) The conditions of any such licence shall be that the outside worker during the currency of such licence—

- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
- (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
- (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
- (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
- (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
- (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
- (vii) shall not work on any work covered by this Determination more than 44 hours in any one week.

(f) An employer by whom work is given to an outside worker shall—

- (i) not cause or permit him to do any part of such work in any workshop or factory;
- (ii) pay him the piecework prices prescribed by this Determination;
- (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
- (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
- (v) obtain the signature of the outside worker to each entry in such book.

(g) Any such record book so kept shall be open for inspection during business hours by (i) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.

(h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.

(i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.

(j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

13.

MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—

- (i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;
- (ii) shall be kept correctly entered up in ink; and
- (iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

(2) The employer shall provide in each factory, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.

(e) Authorized Person may Enter Factory.—

- (i) Any person or persons duly authorized in writing by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop or place where it is believed that a breach of this Determination is occurring or has occurred.
- (ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee including outside workers. The work and duties of the employee shall be interfered with as little as possible by the authorized person or persons.
- (iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(f) Union Official Visiting Employer's Establishment.—(1) The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time the factory or workshop during the midday meal time for the purpose of:—

- (i) Collecting members' contributions;
- (ii) Posting Union notices and interviewing employees on Union matters relating to this industry and/or this Determination.

(2) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee, his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(3) For the purpose of this clause, the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

(g) Dining Accommodation.—

- (i) If any employer of more than five employees in any factory or workshop fails to provide to the satisfaction of the Board of Reference accommodation and facilities in this clause set out he shall, subject to the following proviso, pay to each and every such employee an additional amount equivalent to 2½ per cent. of the amount of wages prescribed by this Determination. Provided that where an employer, for good cause, has failed within the time hereinbefore specified to provide the said accommodation and facilities the Board of Reference may, for a period of twelve months, or for a period corresponding to the unexpired term of the lease to the employer of the factory or workshop wherein such employees are employed, exempt the employer so failing from the requirement that he shall pay during that period the said additional amount.
- (ii) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.
- (iii) Hot water shall be provided free of charge, to be available to employees immediately meal time or rest period commences.
- (iv) The employer shall provide the necessary labour to keep such room clean.

14.

PIECEWORK.

(a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, the employer, in conjunction with the employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices or juveniles.

(b) All pieceworkers, who are available and ready and willing to work during the ordinary working hours but for whom work is not provided by the employer, shall be paid in each week:—In the case of males not less than the "all others" rate; and in the case of journeywomen not less than the amount prescribed for "all others"; and in the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

- (i) Where there are fewer than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.
- (ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative, in conference with two employees so chosen, shall fix the prices.

(d) In the event of a dispute with reference to piecework prices the matter shall be referred to the Board of Reference.

(e) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(f) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework prices.

15.

PERIODICAL ADJUSTMENT OF RATES, ETC.

(a) Until the beginning of the first pay period to commence in November, 1944, the amounts of wages rates payable shall be those prescribed in Clauses 2 and 3. Pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board determines that for work done during each future half-year beginning with the first pay period to commence in a November or a May, the amounts of the wages rates prescribed in Clauses 2 and 3 shall be automatically increased or decreased by the same amounts and at the same time as the original rates set out hereunder, which rates 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 purpose of this Determination the expression "Commonwealth Statistician's 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.

(b) The index number for the six capitals (weighted average) is to be applied.

(c) The index number for the six months ending September or March next preceding the half-year for which the adjustment is made is to be ascertained.

(d) The amount of addition or deduction assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.

(e) That assigned amount shall for work done during such half-year be added to or deducted from the originally prescribed amounts of the rates in accordance with that table, and in respect of all wages prescribed at a rate of £4 9s. or more per week the sum of 2s. shall be added to the result.

(f) The division called original in the following table is that for the amount of the basic wage upon which the rates are to be deemed to have been originally prescribed.

TABLE.
Original Index Number Division, 1081, 1092 (88s.).

Index Number Division for Deductions.	Amounts of Additions or Deductions per Week.		Index Number Division for Additions.
	Rates of £4 9s. or More.	Rates Less than £4 9s. of Adult Females.	
	£ s. d.	£ s. d.	
1081-1092	Nil	Nil	1081-1092
1068-1080	0 1 0	0 0 6	1093-1104
1056-1067	0 2 0	0 1 0	1105-1117
994-1006	0 7 0	0 3 6	..
957-969	0 10 0	0 5 0	..
945-956	0 11 0	0 5 6	..
933-944	0 12 0	0 6 0	..
920-932	0 13 0	0 6 6	..
908-919	0 14 0	0 7 0	..
896-907	0 15 0	0 7 6	..
833-895	0 16 0	0 8 0	..
871-882	0 17 0	0 8 6	..
859-870	0 18 0	0 9 0	..
846-858	0 19 0	0 9 6	..
834-845	1 0 0	0 10 0	..
821-833	1 1 0	0 10 6	..
809-820	1 2 0	0 11 0	..
797-808	1 3 0	0 11 6	..
784-796	1 4 0	0 12 0	..
772-783	1 5 0	0 12 6	..
760-771	1 6 0	0 13 0	..

The index number divisions in this table are based upon the equating of index number 1000 with 81s., and any extension of the table must be similarly constituted.

(g) The amounts of the weekly rates for apprentices, improvers, and juveniles shall be adjusted proportionately to the rate of £4 9s., calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded, and shall conform to those payable from time to time under the terms of the appropriate award of the Commonwealth Arbitration Court.

(h) In all cases where for the same class of work the same rates have been prescribed for journeymen or adult males, the rates for such journeymen or adult females shall be increased or decreased in the same manner as the rates for journeymen or adult males.

(i) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen or journeymen in the respective classes.

The adjustment shall be made on the rates provided in the Federal Award, which are as follow, viz. :—

Apprentices or Improvers.

Experience.	Males.		Females.	Female Improvers commencing at the Trade between the ages of 18 and 21 years.	Male Juveniles. Definition Clause 4.		
	Adjustable Weekly Wages.	Constant Loading.	Weekly Wages.	Weekly Wages.	Adjustable Weekly Wages.	Constant Loading.	
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.	s. d.	
1st six months ..	0 15 6	0 6	1 0 0	2 0 0	16 years of age ..	1 3 6	0 6
2nd ..	0 19 0	0 6	1 5 0	2 5 0	17 ..	1 11 0	1 0
3rd ..	1 3 6	1 0	1 10 0	2 12 6	18 ..	2 7 0	1 6
4th ..	1 7 0	1 0	1 15 0	3 0 0	19 ..	3 9 6	2 0
5th ..	1 11 0	1 6	2 0 0	..	20 ..	4 5 6	2 0
6th ..	1 18 6	1 6	2 5 0	..			
7th ..	2 10 6	1 6	2 12 6	..			
8th ..	3 2 0	2 0	3 0 0	..			

And thereafter the minimum weekly wage or piecework price.

Other Persons Except Apprentices, Improvers, and Juvenile Workers.

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
(a) Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions	6 2 0	6 2 0
(b) Pressers, employed pressing off any part of articles of wearing apparel of all descriptions	5 4 0	..
(c) Machine dry cleaners, namely, the person in charge of or the principal person operating a dry cleaning machine	5 4 0	..
(d) Other dry cleaners	5 0 0	..
(e) All other cleaners, finishers, or spotters	4 17 0	..
(f) Hat blockers employed blocking hats	5 3 0	..
(g) All others	4 9 0	..
<i>Journeywomen.</i>		
(h) Machine pressers employed on a pressing machine, pressing off any part of a male outer garment, or pressing-off any part of a female coat, overcoat, topcoat, or cloak, or any part of a woman's costume coat and mantle as is made of tweed, twill, worsted, or similar material .. .. .	..	5 4 0
(i) Pressers, employed pressing-off any part of male outer garments .. .. .	..	5 4 0
(j) Pressers employed pressing any article using an iron exceeding 9-lb. in weight .. .. .	..	5 4 0
(k) Pressers employed pressing any article using an iron not exceeding 9-lb. in weight .. .. .	..	3 15 6
(l) Machine dry-cleaners employed operating a dry-cleaning machine or cleaning garments by machine .. .. .	..	5 4 0
(m) Other dry cleaners .. .. .	..	3 15 6
(n) Wet cleaners, spotters, glove-cleaners, or steamers .. .. .	..	3 15 6
(o) Repairers, employed repairing articles of all descriptions .. .. .	..	3 15 6
(p) Receivers or despatchers .. .. .	..	3 15 6
(q) Feather dressers and hat trimmers .. .. .	..	3 15 6
(r) All others .. .. .	..	3 15 6

See clause 15, sub-clauses (a) to (f) inclusive, preceding.

See clause 15, sub-clauses (a) to (f) inclusive, preceding.

16. ADDITION TO NEEDS BASIC WAGE CONSTITUENT FOR MALES.

- (a) The weekly wage rates of all adult male employees shall be increased by the constant amount of 5s.
- (b) The rates for adult male pieceworkers shall be increased in the same proportion.

17. SPECIAL LOADINGS.

- (a) In addition to the amounts otherwise prescribed by this Determination, the further additions hereinafter specified shall also be made to all wage rates or to payments due from time to time to employees pursuant to this Determination:—
 - (i) To all weekly wage rates or earnings herein prescribed or payable hereunder at the sum of £4 9s. or more for male employees and journeywomen employed in the following classifications, items (h), (i), (j), and (l), there shall be added a special loading of 5s. per week.
 - (ii) To all weekly wage rates or earnings prescribed or payable hereunder for apprentices or improvers pursuant to Clause 2 of the Determination, there shall be added special loadings as follows:—

	<i>Males.</i>	<i>s. d.</i>
1st six months' experience	1 0
2nd " "	1 0
3rd " "	1 6
4th " "	1 6
5th " "	1 6
6th " "	2 0
7th " "	3 0
8th " "	3 6
<i>Male Juveniles.</i>		
16 years of age	1 6
17 " "	1 6
18 " "	2 6
19 " "	4 0
20 " "	4 6

(b) The further additions prescribed in sub-clause (i) hereof shall not be subject to periodical adjustment under Clause 15 of this Determination nor shall they be deemed to be portion of the wage for the purpose of computing piecework prices or task work, or overtime, holiday, or other penalty rates.

NOTE.—The rates set out in Clauses 2 and 3 include the above additional amounts prescribed by Clauses 16 and 17.

P. A. RANGLES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 30th June, 1944.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, JULY 6.

[1944

Factories and Shops Acts.

DETERMINATION OF THE HEADWEAR AND STRAW HAT 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 appointed to determine the lowest prices or rates which may be paid to any person or classes of persons employed in the trade of—

- (a) making males' or females' hats (including straw hats), caps, or bonnets;
(b) trimming females' hats (including straw hats), caps, or bonnets—

but not including persons engaged in any work subject to the jurisdiction of the Felt Hatters Board or of the Knitting Trade Board has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

(a) WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males.			Females.	Female Improvers commencing at the Trade between the ages of 18 and 21 years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.	Per Week.
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	0 17 0	1 0	0 18 0	1 0 0	1 19 6
2nd " " " " " " " "	1 0 6	1 0	1 1 6	1 4 6	2 4 6
3rd " " " " " " " "	1 6 0	1 6	1 7 6	1 9 6	2 12 0
4th " " " " " " " "	1 9 6	1 6	1 11 0	1 14 6	2 19 6
5th " " " " " " " "	1 14 0	1 6	1 15 6	1 19 6	..
6th " " " " " " " "	2 2 0	2 0	2 4 0	2 4 6	..
7th " " " " " " " "	2 15 0	3 0	2 18 0	2 12 0	..
8th " " " " " " " "	3 7 6	3 6	3 11 0	2 19 6	..

And thereafter the minimum weekly wage or piece-work price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piece-work rates or task work, or overtime, holiday, or other penalty rates.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who at the 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Males.			Females.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.
<i>Journeymen.</i>				
Cutters employed marking-in or cutting out articles of headwear	£ s. d. 6 0 0	s. d. 5 0	£ s. d. 6 5 0	£ s. d. ..
Hand or machine blockers or stiffeners employed blocking articles of headwear by hand or machine or stiffening articles of headwear	5 17 6	5 0	6 2 6	..
Helmet makers employed making, shaping, blocking, and stiffening helmets ..	5 17 6	5 0	6 2 6	..
Pressers employed pressing off articles of headwear	5 11 0	5 0	5 16 0	..
All others	4 19 0	5 0	5 4 0	..
<i>Journeywomen.</i>				
Machinists employed machining any part of articles of headwear .. .. .	..	..	..	3 15 0
Milliners, table hands or finishers .. .. .	..	..	..	3 15 0
Adornment workers, employed making any part of an article of adornment which shall include badges, crowns, stars, ornament or insignias of office ..	..	..	..	3 15 0
Hand sewers of buttons or hooks and eyes or press studs or ticket or thread cutters .. .. .	..	..	..	3 15 0
All others .. .. .	..	..	..	3 15 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piece-work rates or task work, or overtime, holiday, or other penalty rates.

4. DEFINITIONS.

A journeyman is a male person other than an apprentice or improver (i) Who has served the term of experience prescribed by this Determination; or (ii) Who has attained the age of 21 years; or (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piece-work.

A journeywoman is a female person other than an apprentice or improver

"BOARD OF REFERENCE" shall mean a body comprising the Chairman of the Headwear and Straw Hat Wages Board, together with one representative of employers and one representative of employees, such representatives to be appointed by the Headwear and Straw Hat Wages Board.

5. HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m. on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

6. OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory in which he or she is employed, shall be paid overtime as follows:—

(i) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or on Saturdays in those factories or workshops where a five and a half day week is worked. In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(ii) Piece-workers shall be paid (in addition to the ordinary piece-work prices for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half day week is worked. In those factories or workshops where a five-day week is worked, for all work done on Saturdays piece-workers shall be paid (in addition to the ordinary piece-work prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

7. MIDDAY MEAL.

(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than 30 minutes be fixed.

(b) No work shall be performed during such meal time.

8. TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

(a) Until after the termination of six months from the 16th March, 1942, the minimum task in operation in any workshop or factory on the date on which this Determination becomes operative shall be the minimum task for the minimum wage after the date of operation of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method of working is introduced.

- (b) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following :—
- (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
- (d) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

9.

HOLIDAYS.

- (a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
- (b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.
- (c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.
- (d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.
- (e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.
- (f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.
- (g) Any piece-worker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piece-work prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

10.

ANNUAL LEAVE.

- (a) Except as hereinafter provided employers shall in each year give their employees continuously employed as defined a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive and shall pay full wages for ordinary working days included in that period. Piece and bonus workers receiving such holiday shall be paid time rates.
- (b) Employees entitled to such holiday and required to work during that period shall be given a week's holiday on full pay at some other time during the year, or if dismissed from employment before receiving such holiday shall be paid an extra week's wages on dismissal.
- (c) "Continuously employed" for the purpose of this clause means employed (except as to breaks arising from slackening of work) for the three months immediately preceding the 25th day of each December. Any such employee dismissed during the four weeks immediately preceding the 25th day of December shall for the purposes of this clause be deemed to be employed up to that date and shall be paid one week's wages for such annual holiday.
- (d) Any dispute as to the right of an employee to such holiday shall be referred to the Board of Reference. The decisions of the Board on such disputes shall be final.

11.

TERMS OF ENGAGEMENT.

- (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or piece-worker) all moneys due to him or her.
- (b) All weekly wages shall be paid to the employees in full, with the following exceptions :—
- (i) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and piece-workers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.
 - (ii) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (iii) of this clause, be stood off for part of a day without being paid for a whole day.
 - (iii) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.
Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.
Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.
- (iv) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such break-down or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—

(i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(ii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (i) hereof be deemed to be a group of holidays.

(iii) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause (10) hereof.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

11A.

PART-TIME EMPLOYEES.

Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be journeywomen within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piece work or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/44th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piece work rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the first day of May, 1944 shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time worker.
- (g) The provisions of this Determination as regards annual leave and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

12.

OUTSIDE WORKERS.

(a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided, and
- iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (c) hereof.

(e) The conditions of any such licence shall be that the outside worker during the currency of such licence—

- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
- (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
- (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
- (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
- (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
- (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
- (vii) shall not work on any work covered by this Determination more than 44 hours in any one week.

(f) An employer by whom work is given to an outside worker shall—

- (i) not cause or permit him to do any part of such work in any workshop or factory;
- (ii) pay him the piecework prices prescribed by this Determination;
- (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
- (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
- (v) obtain the signature of the outside worker to each entry in such book.

(g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.

(h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.

(i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.

(j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

13.

MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—1. The employer shall provide in each factory, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—

- (i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;
- (ii) shall be kept correctly entered up in ink; and
- (iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

2. The employer shall provide in each factory, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—1. Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

2. A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.

(e) *Authorized person may enter factory:—*

- (i) Any person or persons duly authorized in writing by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop or place where it is believed that a breach of this Determination is occurring or has occurred.
- (ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee including outside workers. The work and duties of the employee shall be interfered with as little as possible by the authorized person or persons.
- (iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(f) *Union Official Visiting Employer's Establishment.*—The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time the factory or workshop during the mid-day meal time for the purpose of—

- (i) Collecting members' contributions;
- (ii) Posting Union notices and interviewing employees on Union matters relating to this industry and/or this Determination.

Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

(g) *Dining Accommodation.*—(i) If any employer of more than five employees in any factory or workshop fails to provide to the satisfaction of the Board of Reference accommodation and facilities in this clause set out he shall, subject to the following proviso, pay to each and every such employee an additional amount equivalent to 2½ per cent of the amount of wages prescribed by this Determination. Provided that where an employer, for good cause, has failed within the time hereinbefore specified to provide the said accommodation and facilities the Board of Reference may, for a period of twelve months, or for a period corresponding to the unexpired term of the lease to the employer of the factory or workshop wherein such employees are employed, exempt the employer so failing from the requirement that he shall pay during that period the said additional amount.

(ii) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(iii) Hot water shall be provided free of charge, to be available to employees immediately meal time or rest period commences.

(iv) The employer shall provide the necessary labour to keep such room clean.

14.

PIECEWORK.

(a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, the employer, in conjunction with the employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeymen, improvers, or apprentices.

(b) All pieceworkers, who are available and ready and willing to work during the ordinary working hours but for whom work is not provided by the employer shall be paid in each week:—In the case of males not less than the "all others" rate; and in the case of journeymen not less than the amount prescribed for "all others"; and in the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

(i) Where there are fewer than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.

(ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative, in conference with two employees so chosen, shall fix the prices.

(d) In the event of a dispute with reference to piecework prices the matter shall be referred to the Board of Reference.

(e) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(f) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework prices.

15.

PERIODICAL ADJUSTMENT OF RATES, ETC.

(a) Until the beginning of the first pay period to commence in November, 1944, the amounts of wages rates payable shall be those prescribed in clauses 2 and 3. Pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board determines that for work done during each future half-year beginning with the first pay period to commence in a November or a May the amounts of the wages rates prescribed in clauses 2 and 3 shall be automatically increased or decreased by the same amounts and at the same time as the original rates set out hereunder which rates 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 purpose of this Determination the expression "Commonwealth Statistician's 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.

(b) The index number for the six capitals (weighted average) is to be applied.

(c) The index number for the six months ending March or September next preceding the half-year for which the adjustment is made is to be ascertained.

(d) The amount of addition or deduction assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.

(e) That assigned amount shall for work done during such half-year be added to or deducted from the originally prescribed amounts of the rates in accordance with that table, and in respect of all wages prescribed at a rate of £4 9s. or more per week the sum of 2s. shall be added to the result.

(f) The division called original in the following table is that for the amount of the basic wage upon which the rates are to be deemed to have been originally prescribed.

TABLE.

Original Index Number Division, 1081-1092 (88s.).

Index Number Division for Deductions.	Amounts of Additions or Deductions per Week.		Index Number Division for Additions.
	Rates of £4 9s. or More.	Rates less than £4 9s. of Adult Females.	
1081-1092	£ s. d. Nil	£ s. d. Nil	1081-1092
1068-1080	0 1 0	0 0 6	1093-1104
1056-1067	0 2 0	0 1 0	1105-1117
994-1006	0 7 0	0 3 6	..
957-969	0 10 0	0 5 0	..
945-956	0 11 0	0 5 6	..
933-944	0 12 0	0 6 0	..
920-932	0 13 0	0 6 6	..
908-919	0 14 0	0 7 0	..
896-907	0 15 0	0 7 6	..
883-895	0 16 0	0 8 0	..
871-882	0 17 0	0 8 6	..
859-870	0 18 0	0 9 0	..
846-858	0 19 0	0 9 6	..
834-845	1 0 0	0 10 0	..
821-833	1 1 0	0 10 6	..
809-820	1 2 0	0 11 0	..
797-808	1 3 0	0 11 6	..
784-796	1 4 0	0 12 0	..
772-783	1 5 0	0 12 6	..
760-771	1 6 0	0 13 0	..

The index number divisions in this table are based upon the equating of index number 1000 with 81s. and any extension of the table must be similarly constituted.

(g) The amounts of the weekly rates for apprentices, and improvers, shall be adjusted proportionately to the rate of £4 9s., calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded and shall conform to those payable from time to time under the terms of the appropriate award of the Commonwealth Arbitration Court.

(h) In all cases where for the same class of work the same rates have been prescribed for journeymen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeymen or adult females shall be increased or decreased in the same manner as the rates for journeymen or adult males.

(i) Piece-work prices shall be increased or decreased in the same proportion as the rate for the journeymen or journeymen in the respective classes.

The adjustment shall be made on the rates provided in the Federal Award, which are as follow, viz. :—

Experience.	Apprentices or Improvers.			Female Improvers commencing at the Trade between the ages of 18 and 21 Years.
	Males.		Females.	Weekly Wages.
	Adjustable Weekly Wages.	Constant Loading.	Weekly Wages.	
	£ s. d.	s. d.	£ s. d.	£ s. d.
1st six months	0 15 6	0 6	1 0 0	2 0 0
2nd "	0 19 0	0 6	1 5 0	2 5 0
3rd "	1 3 6	1 0	1 10 0	2 12 6
4th "	1 7 0	1 0	1 15 0	3 0 0
5th "	1 11 0	1 6	2 0 0	..
6th "	1 18 6	1 6	2 5 0	..
7th "	2 10 6	1 6	2 12 6	..
8th "	3 2 0	2 0	3 0 0	..
And thereafter the minimum weekly wage or piece-work price.				
OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).				
			Weekly Wages.	
			Males.	Females.
JOURNEYMEN.				
Cutters employed marking-in or cutting out articles of headwear			£ s. d.	£ s. d.
Hand or machine blockers or stiffeners employed blocking articles of headwear by hand or machine or stiffening articles of headwear			5 10 0	..
Helmet makers employed making, shaping, blocking, and stiffening helmets			5 7 6	..
Pressers employed pressing off articles of headwear			5 7 6	..
All others			5 1 0	..
			4 9 0	..
JOURNEYWOMEN.				
Machinists employed machining any part of articles of headwear .. .. .			..	3 15 6
Milliners, table hands or finishers .. .. .			..	3 15 6
Adornment makers, employed making any part of an article of adornment which shall include badges, crowns, stars, ornament or insignias of office .. .. .			..	3 15 6
Hand sewers of buttons or hooks and eyes or press studs or ticket or thread cutters .. .. .			..	3 15 6
All others .. .. .			..	3 15 6

See Clause 15, sub-clause (a) to (f) inclusive, preceding.

See Clause 15, sub-clause (a) to (f) inclusive, preceding.

16. ADDITION TO NEEDS BASIC WAGE CONSTITUENT FOR MALES.

- (a) The weekly wage rates of all adult male employees shall be increased by the constant amount of 5s.
- (b) The rates for adult male pieceworkers shall be increased in the same proportion.

17. SPECIAL LOADINGS.

(1) In addition to the amounts otherwise prescribed by this Determination the further additions hereinafter specified shall also be made to all wage rates or to payments due from time to time to employees pursuant to this Determination.

- (i) To all weekly wage rates or earnings herein prescribed or payable hereunder at the sum of £4 9s. or more for male employees there shall be added a special loading of 5s. per week.
- (ii) To all weekly wage rates or earnings prescribed or payable hereunder for apprentices or improvers pursuant to clause 2 of the Determination there shall be added special loadings as follows:—

Experience—		
Males—		s. d.
1st six months .. .. .	.. .. .	1 0
2nd " .. .. .	.. .. .	1 0
3rd " .. .. .	.. .. .	1 6
4th " .. .. .	.. .. .	1 6
5th " .. .. .	.. .. .	1 6
6th " .. .. .	.. .. .	2 0
7th " .. .. .	.. .. .	3 0
8th " .. .. .	.. .. .	3 6

(2) The further additions prescribed in sub-clause (1) hereof shall not be subject to periodical adjustment under clause 15 of this Determination nor shall they be deemed to be portion of the wage for the purpose of computing piecework or task work, or overtime, holiday, or other penalty rates.

NOTE.—The rates set out in clauses 2 and 3 INCLUDE the above additional amounts prescribed by clauses 16 and 17.

P. A. RANGLES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 30th June, 1944.

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[1699]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 116]

THURSDAY, JULY 6.

[1944

Factories and Shops Acts.

DETERMINATION OF THE FUR TRADE 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 was appointed to determine the lowest prices or rates which may be paid for wholly or partly preparing or manufacturing from furred or haired skins, articles such as coats, jackets, capes, scarfs, collars, cuffs, neckwear, muffs, rugs, or mats, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1944, the last previous Determination of the Board shall be revoked and replaced by this Determination.

2. APPRENTICES AND IMPROVERS.

(a) RATES PER WEEK OF 44 HOURS.

Experience.	Males.			Females.	Females commencing at the trade between the ages of 18 and 21 Years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.		
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	0 17 0	1 0	0 18 0	1 0 0	1 19 6
2nd " "	1 0 6	1 0	1 1 6	1 4 6	2 4 6
3rd " "	1 6 0	1 6	1 7 6	1 9 6	2 12 0
4th " "	1 9 6	1 6	1 11 0	1 14 6	2 19 6
5th " "	1 14 0	1 6	1 15 6	1 19 6	..
6th " "	2 2 0	2 0	2 4 0	2 4 6	..
7th " "	2 15 0	3 0	2 18 0	2 12 0	..
8th " "	3 7 6	3 6	3 11 0	2 19 6	..
9th " "	3 15 6	4 0	3 19 6	..	..
10th " "	4 5 6	4 6	4 10 0	..	..

and thereafter the minimum wage or piecework price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who at the 1st April, 1938, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

No. 116.—4710/44.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEMEN.			
Cutters	£ s. d. 6 5 0	s. d. 5 0	£ s. d. 6 10 0
Nailers or blockers	4 19 0	5 0	5 4 0
All others	4 19 0	5 0	5 4 0
JOURNEYWOMEN.			
Machinists .. .. .	..	..	3 15 0
Finishers .. .. .	..	..	3 15 0
Table hands .. .. .	..	..	3 15 0
All others .. .. .	..	..	3 15 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

4. DEFINITIONS AND CLASSIFICATION OF EMPLOYEES.

A journeyman is a male person other than an apprentice or improver (i) Who has served the term of experience prescribed by this Determination; or
 A journeywoman is a female person other than an apprentice or improver (ii) Who has attained the age of 21 years; or
 (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piecework.

"BOARD OF REFERENCE" shall mean a body comprising the Chairman of the Fur Trade Wages Board, together with one representative of employers and one representative of employees, such representatives to be appointed by the Fur Trade Wages Board.

5. HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

6. OVERTIME.

NOTE.—See Clause 17.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—

(1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(2) Pieceworkers shall be paid (in addition to the ordinary piecework prices) for work done in the excess time such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked, for all work done on Saturdays pieceworkers shall be paid (in addition to the ordinary piecework prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

7. MIDDAY MEAL.

(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than thirty minutes be fixed.

(b) No work shall be performed during such meal time.

8. TASK SYSTEM.

NOTE.—See Clause 17.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

(a) Until after the termination of six months from the 16th March, 1942, the minimum task in operation in any workshop or factory on the date on which this Determination becomes operative shall be the minimum task for the minimum wage after the date of operation of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method of working is introduced.

(b) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—

(i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.

(c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata*, plus 10 per cent.

(d) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.

- (e) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task rate schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

9.

HOLIDAYS.

NOTE.—See Clause 17.

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piecework or task work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day, but not otherwise.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any pieceworker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piecework price, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

10.

ANNUAL LEAVE.

(a) Except as hereinafter provided employers shall in each year give their employees continuously employed as defined a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive and shall pay full wages for ordinary working days included in that period. Piece and bonus workers receiving such holiday shall be paid time rates.

(b) Employees entitled to such holiday and required to work during that period shall be given a week's holiday on full pay at some other time during the year, or if dismissed from employment before receiving such holiday shall be paid an extra week's wages on dismissal.

(c) "Continuously employed" for the purpose of this clause means employed (except as to breaks arising from slackening of work) for the three months immediately preceding the 25th day of each December. Any such employee dismissed during the four weeks immediately preceding the 25th day of December shall for the purposes of this clause be deemed to be employed up to that date and shall be paid one week's wages for such annual holiday.

(d) Any dispute as to the right of an employee to such holiday shall be referred to the Board of Reference. The decisions of the Board on such disputes shall be final.

11.

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer, upon the date of such termination, shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and pieceworkers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

(3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees votes in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days on which he or she is out of employment by reason of such breakdown or stoppage.

(e) Terminating Employment in Relation to a Holiday.—

- (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs and such employee is re-employed within a period of one month after such holiday the employee shall be paid for such holiday or holidays prescribed by this Determination provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.
- (ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.
- (iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (ii) hereof be deemed to be a group of holidays.
- (iv) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs, and such employee is re-engaged within a period of one month or normal business is resumed within such period of one month after such holiday the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 10 hereof.

*(f) Employees Absenting Themselves.—*No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

11A.

PART-TIME EMPLOYEES.

Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be journeymen within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piece work or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/44th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piece work rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the first day of May, 1944, shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time worker.
- (g) The provisions of this Determination as regards annual leave and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

12.

OUTSIDE WORKERS.

(a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided, and
- (iv) will not as a result of the issue thereof be the holder of current outside workers' licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (c) hereof.

(e) The conditions of any such licence shall be that the outside worker during the currency of such licence—

- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside workers' licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
- (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
- (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
- (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
- (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
- (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
- (vii) shall not work on any work covered by this Determination more than 44 hours in any one week.

(f) An employer by whom work is given to an outside worker shall—

- (i) not cause or permit him to do any part of such work in any workshop or factory;
- (ii) pay him the piecework prices prescribed by this Determination;
- (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
- (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
- (v) obtain the signature of the outside worker to each entry in such book.

(g) Any such record book so kept shall be open for inspection during business hours by (i) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trades Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.

(h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.

(i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.

(j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

13.

MISCELLANEOUS PROVISIONS.

NOTE.—See Clause 17.

(a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, workshop, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—

(i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wage received each week, by each employee;

(ii) shall be kept correctly entered up in ink; and

(iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

(2) The employer shall provide in each factory, workshop, or place where there are not fewer than 30 employees, and where work is carried on for him, a time book, or sheet, or record. Such time book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period, the employees may leave their seats, but not the premises.

(e) *Authorized Person May Enter Factory.*—

(i) Any person or persons duly authorized, in writing, by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring or has occurred.

(ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons, and shall provide access to the wages book, or time sheet, or records of any employee including outside workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

(iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(f) *Union Official Visiting Employer's Establishment.*—(1) The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time his or her factory or workshop during the midday meal time for the purpose of:—

(i) collecting members' contributions;

(ii) posting Union notices and interviewing employees on Union matters relating to this industry and/or this Determination.

(2) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(3) For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

(g) *Dining Accommodation.*—(i) If any employer of more than five employees in any factory or workshop fails to provide to the satisfaction of the Board of Reference accommodation and facilities in this clause set out he shall, subject to the following proviso, pay to each and every such employee an additional amount equivalent to 2½ per cent. of the amount of wages prescribed by this Determination. Provided that where an employer, for good cause, has failed within the time hereinbefore specified to provide the said accommodation and facilities the Board of Reference may, for a period of twelve months, or for a period corresponding to the unexpired term of the lease to the employer of the factory or workshop wherein such employees are employed, exempt the employer so failing from the requirement that he shall pay, during that period the said additional amount.

(ii) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(iii) Hot water shall be provided free of charge, to be available to employees immediately meal time or rest period commences.

(iv) The employer shall provide the necessary labour to keep such room clean.

14.

PIECEWORK.

NOTE.—See Clause 17.

PIECEWORK.—(a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, the employer, in conjunction with the employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices or juveniles.

(b) All pieceworkers, who are available and ready and willing to work during the ordinary working hours but for whom work is not provided by the employer shall be paid in each week:—In the case of males not less than the "all others" rate; and in the case of journeywomen not less than the amount prescribed for "all others"; and in the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

- (i) Where there are fewer than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.
- (ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative, in conference with two employees so chosen, shall fix the prices.

(d) In the event of a dispute with reference to piecework prices the matter shall be referred to the Board of Reference.

(e) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(f) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework prices.

15. PERIODICAL ADJUSTMENT OF RATES, ETC.

NOTE.—See Clause 17.

(a) Until the beginning of the first pay period to commence in November, 1944, the amounts of wages rates payable shall be those prescribed in clauses 2 and 3. Pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board determines that, for work done during each future half-year beginning with the first pay period to commence in a November of a May, the amounts of the wages rates prescribed in clauses 2 and 3 shall be automatically increased or decreased by the same amounts and at the same time as the original rates set out hereunder, which rates 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 purpose of this Determination the expression "Commonwealth Statistician's 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.

(b) The index number for the six capitals (weighted average) is to be applied.

(c) The index number for the six months ending March or September next preceding the half-year for which the adjustment is made is to be ascertained.

(d) The amount of addition or deduction assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.

(e) That assigned amount shall for work done during such half-year be added to or deducted from the originally prescribed amounts of the rates in accordance with that table, and in respect of all wages prescribed at a rate of £4 9s. or more per week the sum of 2s. shall be added to the result.

(f) The division called original in the following table is that for the amount of the basic wage upon which the rates are to be deemed to have been originally prescribed:—

TABLE.
Original Index Number Division, 1081-1092 (8s.).

Index Number Division for Deductions.	Amounts of Additions or Deductions per Week.		Index Number Division for Additions.
	Rates of £4 9s. or More.	Rates less than £4 9s. of Adult Females.	
	£ s. d.	£ s. d.	
1081-1092	Nil	Nil	1081-1092
1089-1080	0 1 0	0 0 6	1093-1104
1056-1067	0 2 0	0 1 0	1105-1117
994-1006	0 7 0	0 3 6	..
957-969	0 10 0	0 5 0	..
945-956	0 11 0	0 5 6	..
933-944	0 12 0	0 6 0	..
920-932	0 13 0	0 6 6	..
908-919	0 14 0	0 7 0	..
896-907	0 15 0	0 7 6	..
883-895	0 16 0	0 8 0	..
871-882	0 17 0	0 8 6	..
859-870	0 18 0	0 9 0	..
846-858	0 19 0	0 9 6	..
834-845	1 0 0	0 10 0	..
821-833	1 1 0	0 10 6	..
809-820	1 2 0	0 11 0	..
797-808	1 3 0	0 11 6	..
784-796	1 4 0	0 12 0	..
772-783	1 5 0	0 12 6	..
760-771	1 6 0	0 13 0	..

The index number divisions in this table are based upon the equating of index number 1000 with 8s., and any extension of the table must be similarly constituted.

(g) The amounts of the weekly rates for apprentices and improvers shall be adjusted proportionately to the rate of £4 9s., calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded, and shall conform to those payable from time to time under the terms of the appropriate award of the Commonwealth Arbitration Court.

(h) In all cases where for the same class of work the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner as the rates for journeymen or adult males.

(j) Piecework prices shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

The adjustment shall be made on the rates provided in the Federal Award, which are as follow, viz. :—

APPRENTICES OR IMPROVERS.

Experience.	Males.		Females.	Female commencing at the Trade between the Ages of 18 and 21 Years.
	Adjustable Weekly Wages.	Constant Loading.	Weekly Wages.	Weekly Wages.
1st six months	£ s. d. 0 15 6	s. d. 0 6	£ s. d. 1 0 0	£ s. d. 2 0 0
2nd " "	0 19 0	0 6	1 5 0	2 5 0
3rd " "	1 3 6	1 0	1 10 0	2 12 6
4th " "	1 7 0	1 0	1 15 0	3 0 0
5th " "	1 11 0	1 6	2 0 0	..
6th " "	1 18 6	1 6	2 5 0	..
7th " "	2 10 6	1 6	2 12 6	..
8th " "	3 2 0	2 0	3 0 0	..
9th " "	3 9 6	2 0	..	..
10th " "	3 19 0	2 0	..	..

OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

JOURNEYMEN.		Weekly Wages.
		£ s. d.
Cutters .. .. .	.. .. .	5 15 0
Nailers or blockers .. .. .	.. .. .	4 9 0
All others .. .. .	.. .. .	4 9 0

JOURNEYWOMEN.

Machinists .. .. .	.. .. .	3 15 6
Finishers .. .. .	.. .. .	3 15 6
Table hands .. .. .	.. .. .	3 15 6
All others .. .. .	.. .. .	3 15 6

(See clauses 15 (a) to (j) preceding.)

(See clauses 15 (a) to (j) preceding.)

16. ADDITION TO NEEDS BASIC WAGE CONSTITUENT FOR MALES.

- (i) The weekly wage rates of all adult male employees shall be increased by the constant amount of 5s.
- (ii) The rates for adult male piece-workers shall be increased in the same proportion.

17. SPECIAL LOADING.

(1) In addition to the amounts otherwise prescribed by this Determination, the further additions hereinafter specified shall also be made to all wage rates or payments due from time to time to employees pursuant to this Determination.

- (i) To all weekly wage rates or earnings herein prescribed or payable hereunder at the sum of £4 9s. or more for male employees there shall be added a special loading of 5s. per week.
- (ii) To all weekly wage rates or earnings prescribed or payable hereunder for apprentices or improvers pursuant to clause 2 of the Determination, there shall be added special loadings as follows :—

(a) Males—	s. d.
1st six months' experience	1 0
2nd " "	1 0
3rd " "	1 6
4th " "	1 6
5th " "	1 6
6th " "	2 0
7th " "	3 0
8th " "	3 6
9th " "	4 0
10th " "	4 6

(2) The further additions prescribed in sub-clause (1) hereof shall not be subject to periodical adjustment under clause 15 of this Determination nor shall they be deemed to be portion of the wage for the purpose of computing piecework prices or task work, or overtime, holiday, or other penalty rates.

NOTE.—The rates set out in Clauses 2 and 3 INCLUDE the additional amounts prescribed by Clauses 16 and 17.

P. A. RANGLES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 30th June, 1944.

