



VICTORIA GOVERNMENT GAZETTE.

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No. 136]

MONDAY, AUGUST 21.

[1944

Factories and Shops Acts.

DETERMINATION OF THE SUGAR REFINERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which, since the 10th April, 1940, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

(a) in connexion with the trade of sugar refining ;

(b) in the manufacture or treatment of the by-products of sugar ;

has made the following Determination, namely :—

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

2.

APPRENTICES OR IMPROVERS.

Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
Males.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years ..	22 9	2 0	3 0	27 9	Under 16 years ..	22 9	2 0	3 0	27 9
16 years ..	29 8	2 3	3 0	34 11	16 years ..	24 5	2 3	3 0	29 8
17 " ..	41 3	2 3	3 0	46 6	17 " ..	27 7	2 6	3 0	33 1
18 " ..	52 10	3 0	3 0	58 10	18 " ..	32 10	3 0	3 0	38 10
19 " ..	62 4	3 6	3 0	68 10	19 " ..	39 11	3 6	3 0	46 5
20 " ..	73 9	3 6	3 0	80 3	20 " ..	49 0	3 6	3 0	55 6

PROPORTION (IN ANY PLACE).

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."

PROPORTION (IN ANY PLACE).

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."

JUVENILE WORKERS

Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
Males.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years ..	22 9	2 0	3 0	27 9	Under 16 years ..	22 9	2 0	3 0	27 9
16 years ..	29 8	2 3	3 0	34 11	16 years ..	24 5	2 3	3 0	29 8
17 " ..	41 3	2 3	3 0	46 6	17 " ..	27 7	2 6	3 0	33 1
18 " ..	52 10	3 0	3 0	58 10	18 " ..	32 10	3 0	3 0	38 10
19 " ..	62 4	3 6	3 0	68 10	19 " ..	39 11	3 6	3 0	46 5
20 " ..	73 9	3 6	3 0	80 3	20 " ..	49 0	3 6	3 0	55 6

3.

OTHER EMPLOYERS.

	Wages per Week of 44 Hours.			
	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
<i>Adult Males.</i>				
Raw Sugar Store—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Men unstoring	99 0	11 0	5 0	115 0
Men cutting in	100 0	11 0	5 0	116 0
Elevator attendant	98 0	11 0	5 0	114 0
Wash tank hands	95 0	11 0	5 0	111 0
Wash tank hands—assistants	94 0	11 0	5 0	110 0
Riggers	100 0	11 0	5 0	116 0
Melting House—				
Washing fugalmen	98 6	11 0	5 0	114 6
Melter attendant	95 0	11 0	5 0	111 0
Mixer	95 0	11 0	5 0	111 0
Carbonatation House—				
Men on liquor filter presses	96 0	11 0	5 0	112 0
Men on mud	96 0	11 0	5 0	112 0
Leading hand	101 0	11 0	5 0	117 0
Men on gas tank	97 0	11 0	5 0	113 0
Men on crushing and stacking lime	95 0	11 0	5 0	111 0
Men on washing and checking filterpress sheets	95 0	11 0	5 0	111 0
Char End—				
Kiln repairers	95 0	11 0	5 0	111 0
Kiln firemen	101 0	11 0	5 0	117 0
Wet charmen	101 0	11 0	5 0	117 0
Char runners	101 0	11 0	5 0	117 0
Pan Floor—				
First sugar boilers	116 0	11 0	5 0	132 0
Second sugar boilers	109 0	11 0	5 0	125 0
Pan attendant, attending triple effet	95 0	11 0	5 0	111 0
Refined sugar fugalmen	98 6	11 0	5 0	114 6
Refined sugar fugalmen—Leading hands	101 6	11 0	5 0	117 6
Jelly House—				
Leading hand	98 6	11 0	5 0	114 6
Jelly fugalmen	95 0	11 0	5 0	111 0
Refined Sugar Store—				
Receiving at truck yard (leading hands)	98 0	11 0	5 0	114 0
Icing mill attendant	95 0	11 0	5 0	111 0
Driers (leading hand)	98 0	11 0	5 0	114 0
Driers (others)	95 0	11 0	5 0	111 0
Automatic scale attendant	98 0	11 0	5 0	114 0
Leading hand packing floor	98 0	11 0	5 0	114 0
Hand packing sugar	95 0	11 0	5 0	111 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk)	95 0	11 0	5 0	111 0
Golden syrup and treacle mixer	97 0	11 0	5 0	113 0
Liquor runners	101 0	11 0	5 0	117 0
Liquor runners—assistants	95 0	11 0	5 0	111 0
Distillery—				
Stillman	111 0	11 0	5 0	127 0
Mashman	99 0	11 0	5 0	115 0
Spirit and Methylating Rooms—				
Leading hand	108 6	11 0	5 0	124 6
Assistants	98 6	11 0	5 0	114 6
Leading hand cleaning gang	98 0	11 0	5 0	114 0
All others	92 0	11 0	5 0	108 0
Adult females	51 8	5 3	3 0	59 11

SHIFT WORKERS (OTHER THAN CONTINUOUS SHIFT WORKERS).

4. The ordinary working hours of shift workers shall be as follows:—

Night Shift—

Time of Beginning—11 p.m. on Sunday, Monday, Tuesday, Wednesday, Thursday and Friday.

Time of Ending—7 a.m. on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday.

Day Shift—

7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

7 a.m. to 11 a.m. on Saturdays.

Afternoon Shift—

3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

DAY WORKERS.

5. From 7.30 a.m. to 4.30 p.m., with a break of one hour for a meal between 12 noon and 1 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, and from 7.30 a.m. to 11.30 a.m. on Saturday. When an employee is required to work between 12 noon and 1 p.m. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal.

CONTINUOUS SHIFT WORKERS.

6. For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption.

(a) The ordinary working hours of employees on continuous work shifts shall not exceed an average of 44 per week spread over a period of 1, 2, 3 or 4 weeks to be worked in shifts of eight hours, including such time as by mutual arrangement may be taken for meals.

(b) There shall be a roster of shifts which shall:—

(i) provide for rotation unless all the employees concerned desire otherwise;

(ii) provide for not more than eight shifts to be worked in any nine consecutive days; and

(iii) not be changed until after four weeks' notice.

(c) For all time of duty outside the limits of the ordinary hours prescribed in clause (a) hereof, an employee on continuous work shifts shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time.

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

(e) Subject to the provisions of clause 12 (Annual Leave) employees on continuous work shifts shall be allowed an additional six consecutive working days' holiday on full pay.

(The provisions of clause 6 shall apply only to persons employed at the distillery of the Colonial Sugar Refining Co. Ltd at Yarraville.)

TERMS OF EMPLOYMENT.

7. "Casual Worker" means a worker employed for less than six (6) consecutive days, with a minimum of two (2) hours in any day. He shall be paid at the rate of ten per cent. (10%) in addition to the rate prescribed in this Determination on an hourly basis.

This shall not apply to a casual worker storing raw sugar. Employees, other than casual workers, who work less than 44 hours in any week, may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

EXTRA RATES AND ALLOWANCES.

8. In addition to the wages prescribed herein, the following extra rates and allowances shall be paid to adult males:—

Any employee who works on shift shall be paid an additional allowance of 1s. 3d. per shift.

Employees classified as "All others," who are directed to enter and clean tanks, viz.:—Carbonation tanks, house syrup tanks on roof, black boil-out tanks, extension tanks, scrubbers, crystallizers, char dust towers and gibb driers shall receive an additional 9d. for each hour or part of an hour spent in such work.

Employees required to handle damaged or sweated sugar shall receive an additional 6d. per hour or part thereof whilst handling such sugar. Sugar shall be deemed to be damaged or sweated when it is seeping through the bag.

DEFINITION OF JUVENILE WORKERS.

9. Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, driving friction winches, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.

OVERTIME (other than continuous Shift Workers).

10. (a) *Workers Employed on Shifts.*—All work done in excess of eight hours per shift or in excess of 132 hours in 21 consecutive days shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

(b) *All Others.*—All work done in excess of eight hours in any one day or in excess of 44 hours in any one week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

In computing overtime under this clause, each day's work shall stand alone.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

LATE ATTENDANCE.

11. Any employee arriving late to work shall have a deduction made of a quarter of an hour's pay for each quarter of an hour or portion thereof that he is late.

ANNUAL LEAVE.

12. (a) Each employee shall be allowed in each year, commencing with the year 1936, leave of absence for six consecutive working days on full pay (the equivalent of forty-four hours' pay) in respect of service during the previous year.

(b) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than one week's notice to the employee provided that the giving of annual leave may, with the consent of the Secretary for Labour be postponed for a period to be specified in cases where the exigencies of the war render it impracticable to give it within the said period of six months.

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

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

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

(f) Employees dismissed for misconduct shall not be entitled to any annual leave.

(g) Except as provided in sub-clause (e) payment shall not be made or accepted in lieu of annual leave.

SICK PAY.

13. Any employee with not less than six months' service who does not attend for duty by reason of personal ill-health shall be allowed ordinary rates for the actual time of such non-attendance, provided he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal ill-health.

An employee shall not be entitled to any allowance on this ground for more than six days (the equivalent of 44 hours' pay) in each calendar year, but sick leave allowable under this clause may accumulate subject to continuous employment for a total of two years (the equivalent of 88 hours' pay).

No payment shall be made to employees on discharge or resignation in respect of accumulated sick leave.

Personal ill-health does not include ill-health which is the result of an accident or ill-health the result of misconduct.

MEAL ALLOWANCE.

14. Employees required to work a minimum of two hours' overtime shall be entitled to 2s. tea money unless notified the previous day that they will be required to work overtime. If after having been notified accordingly their services for overtime are not required the allowance of 2s. for tea money shall still be payable.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS (OTHER THAN CONTINUOUS SHIFT WORKERS).

15. (a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovementioned holidays, the special rate shall only be payable for work done on the day so substituted.

(b) Employees (other than casual employees and continuous shift workers) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

PIECEWORK.

16. The Board determines, under the provisions of section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates set out in clauses 2 and 3 are based upon the following basic wage rate, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rate.

The basic wage rate shown hereunder shall be adjusted as prescribed in clause 18.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 4 12 0	Melbourne.

ADJUSTMENT OF BASIC WAGE.

18. (a) Until the beginning of the first pay period to commence in November, 1944, the amount of the basic wage shall be as prescribed in clause 17.

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

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

- (i) The index number set to be applied to a place is that assigned thereto in clause 17.
- (ii) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (iii) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (iv) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
994-1006	4 1 0	1118-1129	4 11 0
1007-1018	4 2 0	1130-1141	4 12 0
1019-1030	4 3 0	1142-1154	4 13 0
1031-1043	4 4 0	1155-1166	4 14 0
1044-1055	4 5 0	1167-1179	4 15 0
1056-1067	4 6 0	1180-1191	4 16 0
1068-1080	4 7 0	1192-1203	4 17 0
1081-1092	4 8 0	1204-1216	4 18 0
1093-1104	4 9 0	1217-1228	4 19 0
1105-1117	4 10 0	1229-1240	5 0 0

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

The wages rates of adult females and all juniors, male and female, shall be adjusted proportionately to the alteration in the basic wage for male adults.

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

J. V. WILLOX, Secretary.

Melbourne, 15th August, 1944.



VICTORIA GOVERNMENT GAZETTE.

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No. 137]

MONDAY, AUGUST 21.

[1944

Factories and Shops Acts.

DETERMINATION OF THE BUTTER FACTORIES BOARD.

NOTES.—(1) On 18th July, 1938, the Butter Board was deprived of the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale—

- (a) butter, cheese, or casein;
 - (b) cream for wholesale trade other than sterilized cream."
- and such power was conferred exclusively on the Butter Factories Board.

(2) 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 has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale—

- (a) butter, cheese, or casein;
 - (b) cream for wholesale trade other than sterilized cream,"
- has made the following Determination, namely:—

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

2.

Apprentices or Improvers.				Juvenile Workers.				Other Employees.					
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.					
Shift Workers.								Shift Workers.					
Where a Seven-day Week is Worked.		Where a Six-day Week is Worked.		Ordinary Workers.				Where a Seven-day Week is Worked.		Where a Six-day Week is Worked.		Ordinary Workers.	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	Males.	Females.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years	..	..	45 6	Under 16 years	38 6	33 3							
16-17 years	..	..	53 3	16-17 years	43 0	37 3							
17-18 ..	..	..	60 0	17-18 ..	53 3	41 6							
18-19 ..	78 9	75 9	67 9	18-19 ..	58 6	48 3							
19-20 ..	87 6	84 6	76 6	19-20 ..	68 9	53 3							
20-21 ..	94 0	91 0	83 0	20-21 ..	78 3	58 9							
PROPORTION (IN ANY PLACE).													
<i>Males.</i>													
One apprentice to every three or fraction of three workers receiving not less than 10s. per week.													
One improver to every eight or fraction of eight workers receiving not less than 10s. per week.													
<i>Females.</i>													
One apprentice and one improver to every three or fraction of three workers receiving not less than 6s. 6d. per week.													
								Cream grader 129 0 126 0 118 0 Milk grader 128 0 125 0 117 0 Milk or cream tester .. 128 0 125 0 117 0 Creamery manager .. 126 0 123 0 115 0 Milk or cream neutralizer .. 124 6 121 6 113 6 Foreman of shift or department or casein plant .. 126 0 123 0 115 0 Butter-maker .. 128 0 125 0 117 0 Re-worker and/or processor (not requiring a butter-maker's certificate) .. 116 0 113 0 105 0 Operators of any of the following machines, viz.:— Separator .. 114 0 111 0 103 0 Pasteurizer evacuator, or deodorizer .. 114 0 111 0 103 0 Weighing machine .. 114 0 111 0 103 0 Filling machine for tinning of butter when butter has not been milled .. 116 0 113 0 105 0 Filling machine for tinning of butter when butter has been milled .. 115 0 112 0 104 0 Storeman or packer in butter canning establishments .. 115 0 112 0 104 0 Other storemen or packers .. 114 0 111 0 103 0 Casein-maker .. 127 0 124 0 116 0 Assistant to casein-maker, casein dryers, and millers .. 115 6 112 6 104 6 Cheese-maker .. 128 0 125 0 117 0 Assistant to cheese-maker .. 115 6 112 6 104 6 Cheese storehand .. 117 0 114 0 106 0 Male adult washing or sterilizing cans or bottles .. 114 0 111 0 103 0 All other adult males .. 113 0 110 0 102 0 All other adult females 69 9					

DEFINITIONS.

3. "Juvenile worker" means a person under 21 years of age (other than an apprentice or an improver employed at—

Patting, wrapping, or branding butter or cheese;

Blending or re-packing cheese;

Filling or cleaning cheese jars or moulds;

Filling or emptying casein trays;

Filling or drying casein in tunnels;

Filling casein into bags;

Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles;

Stamping or branding tins, cartons, cases, bottles, or labels;

Stamping, branding, lining, or nailing up boxes or shooks, but not lifting full boxes; or

Handling empty tins, cans, cases, crates, jars, moulds, or boxes.

"Ordinary worker" means a person—

(a) who ordinarily works 8 hours 48 minutes between 7 a.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday when the ordinary week's work is performed in five days;

(b) who ordinarily works eight hours between 7 a.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday and four hours on Saturday between 7 a.m. and 12 noon when the ordinary week's work is performed in six days.

"Shift worker" is a person other than an ordinary worker. Males under 21 years of age (other than an apprentice or improver 18 years of age or over) or females of any age shall not be employed on shift work.

"Butter-maker" is a person who controls the temperature of cream for butter making, starts and stops the churn after filling with cream, and salts and works the butter.

"Assistant to cheese-maker" means any person employed in the working of the curd in the vats and processes up to and including unhooping the cheese from the presses. Not more than six assistants to cheese-makers shall be employed to each cheese-maker in any factory.

"Assistant to casein-maker" means any person employed in the working of the curd in the vats up to and including unhooping of the casein curd from the presses.

PROHIBITION OF EMPLOYMENT.

4. No person under 21 years of age shall be employed placing cans in or removing cans from a mechanical washer.

OVERTIME.

5. The following rates shall be paid:—

(a) To "ordinary workers" for all time worked—

Outside the times of beginning and ending work as fixed in clause 3

Within the times of beginning and ending work so fixed in excess of four hours on Saturday and eight hours on the other working days where an ordinary week's work is worked in six days and for all time worked on Saturday and in excess of 8 hours 48 minutes on Monday to Friday inclusive where an ordinary week's work is worked in five days

Time and a half.

Provided that double time shall be paid for all work done on Saturday after 12 noon

(b) To "shift workers" for all time worked in excess of 7 hours 20 minutes on any day

Time and a half.

MEAL INTERVAL.

6. An interval of not less than 30 minutes nor more than 60 minutes shall be granted for meals between the hours of 12 noon and 2 p.m., provided that females and juveniles shall be granted such interval not more than 4½ hours after starting work. Shift workers shall be allowed an interval of not less than 30 minutes nor more than 60 minutes for meal; such meal time to be not less than three hours, or more than five hours from the time of beginning work, provided that no employee shall be compelled to work for more than five hours between meal intervals and without being allowed a crib time of fifteen minutes for which he or she shall be paid.

Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for meal.

TIME BOOK OR OTHER RECORD.

7. That every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

INSPECTION OF TIME BOOK.

8. That the Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australia be allowed to inspect the Time Record referred to in clause 7 and wages record (covering a period of two months prior to the inspection), during the office hours of the factory.

ALLOWANCE.

9. When an employee is required by law or by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be an overall of a proved type and quality and shall be provided by the employer in the month of September in each year.

CONTINUITY OF WORK.

10. The work of each day or shift shall be continuous, with the customary break for a meal.

TIME WAGES.

11. Any person ready, available and willing to work, employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight Sunday and midnight Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

TERMINATION OF EMPLOYMENT.

12. Except in a case where an employee has been guilty of misconduct, seven days' notice of termination of employment shall be given by either employer or worker.

PAYMENT OF WAGES.

13. Wages shall be paid during ordinary working hours or immediately on ceasing work on each pay day.

WASHING, DINING AND DRINKING FACILITIES.

14. Adequate washing and drinking facilities shall be provided in each factory or department, and where, in the opinion of the Inspector of Factories, conditions necessitate their use adequate dining rooms changing facilities and showers shall be provided by the employer.

IMPROVER TO RECEIVE ADULT WAGE.

15. An improver employed at any class of work for which a certificate from the Department of Agriculture is required shall, unless he is working under the direct supervision of an employee so qualified, be paid the rates of pay prescribed for such an adult employee.

ROTATION OF SHIFTS.

16. Where more than one shift per day is worked there shall be a change of shift at least once every four weeks unless otherwise arranged by mutual consent.

ANNUAL LEAVE.

17. (a) Males.—Any male employee who has been in the service of the same employer for a period of not less than twelve months shall be granted two weeks' holiday on full pay in each year, and such holiday shall be given not later than 31st August in each year.

If the employee leaves or is dismissed before the expiration of twelve months, then such employee shall be given or paid for one day's holiday for each calendar month or part of a calendar month's service. Provided that an employee shall not be entitled to one day's holiday pay for part of a calendar month until he has completed three calendar months' continuous service with the same employer.

(b) Females.—Any female employee who has been in the service of the same employer for a period of not less than twelve months shall be granted two weeks' holiday on full pay each year, and such holiday shall be given within three months of completion of each twelve months' service.

If the employee leaves or is dismissed before the expiration of twelve months, then such employee shall be given or paid for one day's holiday for each calendar month or part of a calendar month's service. Provided that an employee shall not be entitled to one day's holiday pay for part of a calendar month until she has completed three calendar months' continuous service with the same employer.

(c) If any holiday (mentioned in clause 20) occurs in the employee's period of annual leave then such employee shall be given for each such holiday:—

- (a) An extra day added to his or her annual leave with pay; or
- (b) An extra day's pay.

SICK LEAVE.

18. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill health or accident for more than four days in each year or a proportionately less time during any shorter period of employment. For the purposes of this clause service prior to the 1st July, 1943, shall be disregarded.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding eight days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

MIXED FUNCTIONS.

19. Where an employee is engaged in any one day or shift for more than two hours at work in a higher class than he is employed to perform, he shall be paid for the full day or shift at the highest rate payable for any such work under this Determination, but if he is so engaged for less than two hours he shall be paid at the rates fixed by this Determination only for the work he actually performs.

SPECIAL RATES.

20. Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted. Provided that by mutual agreement between any employer and the employees concerned some other day may be substituted for King's Birthday.

Any employee called to work part of a Sunday or holiday shall be paid ordinary rate for the remainder of the day.

DOUBLE TIME FOR CERTAIN SUNDAY WORK.

21. Notwithstanding the provisions of Clause 20 of this Determination, an employee who works on a Sunday shall be entitled to payment at the rate of double time for such Sunday work as shall be in excess of 44 hours worked since the previous Sunday exclusive of any overtime worked by him on Monday to Saturday both inclusive.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates set out in clause 2 are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of apprentices, improvers, juveniles, and females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause 23.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 4 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

23. (a) Until the beginning of the first pay period to commence in November, 1944, the amount of the basic wage shall be as prescribed in clause 22.

(b) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" Retail Price Index Numbers:—

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

- (1) The Index Number set to be applied is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the Index Number Division comprising that Number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period.

TABLE.

Index Number Divisions.				Basic Wage.	Index Number Divisions.				Basic Wage.
				£ s. d.					£ s. d.
994-1006	..	..	..	4 1 0	1118-1129	..	..	..	4 11 0
1007-1018	..	..	..	4 2 0	1130-1141	..	..	..	4 12 0
1019-1030	..	..	..	4 3 0	1142-1154	..	..	..	4 13 0
1031-1043	..	..	..	4 4 0	1155-1166	..	..	..	4 14 0
1044-1055	..	..	..	4 5 0	1167-1179	..	..	..	4 15 0
1056-1067	..	..	..	4 6 0	1180-1191	..	..	..	4 16 0
1068-1080	..	..	..	4 7 0	1192-1203	..	..	..	4 17 0
1081-1092	..	..	..	4 8 0	1204-1216	..	..	..	4 18 0
1093-1104	..	..	..	4 9 0	1217-1228	..	..	..	4 19 0
1105-1117	..	..	..	4 10 0	1229-1240	..	..	..	5 0 0

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

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

J. V. WILLOX, Secretary.

Melbourne, 10th August, 1944.