

JUVENILE WORKERS.

PROPORTION.—The proportion of juvenile workers to adults shall be not more than three juvenile workers of either sex to every two adults of either sex.

WAGES.

MALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at—		
Under 16 years of age.	Under 18 years of age.	Under 21 years of age.
General work, i.e., all work except—	General work, i.e., all work except—	General work, i.e., all work except—
(a) Bulk blending, i.e., mixing;	(a) Bulk blending, i.e., mixing;	Moving by hand, unassisted, packages
(b) Moving by hand, unassisted, packages	(b) Moving by hand, unassisted, packages	exceeding 100 lb. gross weight—
exceeding 35 lb. gross weight;	exceeding 70 lb. gross weight;	
(c) Ramming with a rammer exceeding	(c) Ramming with a rammer exceeding	
3 lb. in weight;	4 lb. in weight;	
(d) Packing tea with a machine other than	(d) Packing tea with a machine other	
a power-driven machine—	than a power-driven machine—	
		Per week of
		44 hours.
14 years 20s. Od.	16 years 30s. 9d.	18 years 48s. 6d.
15 years 26s. Od.	17 years 38s. 6d.	19 years 54s. 9d.
		20 years 70s. 6d.
FEMALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at—		
Under 18 years of age.	Under 21 years of age.	
General work, i.e., all work except—	General work, i.e., all work except—	
Packing tea with a hand or power-driven machine—	Packing tea with a hand machine—	
		Per week of
		44 hours.
15 years 23s. 9d.	18 years 37s. 6d.	
16 years 26s. 6d.	19 years 41s. 9d.	
17 years 31s. 6d.	20 years 47s. 9d.	

3. **TIME OF BEGINNING AND ENDING WORK.**
 Time of Beginning. Time of Ending.
 7.30 a.m. 12 noon on Saturdays.
 7.30 a.m. 5.30 p.m. on each of the other five working days of the week.

OVERTIME.
 4. Overtime shall be paid for as follows :—
 (a) Within the hours provided in clause 3 in excess of 44 hours in any week—time and a half.
 (b) Outside the hours provided in clause 3—time and a half for the first two hours and double time thereafter.

HOLIDAYS.
 5. Employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day, and after 12 noon on Show 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 only be payable for work done on the day so substituted.

SPECIAL RATES.
 6. Any employee who is required to work on a Sunday or any day mentioned in Clause 5 shall be paid double time for such work.

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

SICK PAY.
 8. (a) Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than 12 months' continuous service and he or she produces or forwards within 24 hours of the commencement of such absence satisfactory evidence to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year.
 (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 eighteen days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay. For the purposes of this sub-clause service prior to 15th February, 1944, shall be disregarded.

ANNUAL LEAVE.
 9. All employees shall be granted one week's leave of absence on full pay, on completion of each twelve months' continuous service with an employer.

Should an employee's services be terminated (other than for misconduct) before the completion of any twelve months of service, he or she shall be entitled to a pro rata leave of absence or payment in lieu of same. An employee dismissed for misconduct is not entitled to this leave of absence or payment.

PAY DAY.
 10. Employees shall be paid on a day not later than Thursday in each week.

POSTING OF DETERMINATION.
 11. A copy of this Determination shall be posted in a conspicuous place at or near the entrance of each floor in a building if any employees are employed on such floor at any work covered by this Determination.

REST PERIOD.
 12. An interval of ten minutes each morning and afternoon shall be given as a rest period to all employees, and shall be counted as time worked.

MEAL ALLOWANCE.
 13. Any employee who is required to work overtime for one hour or more on any day shall receive a meal allowance of two shillings for each day he or she is so required to work.

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

DEFINITIONS.
 15. Foreman: A person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employees.

Headman or Headwoman: A person on a floor who directs other employees in their work and who is held responsible for work done on that floor notwithstanding he or she may be under the orders or takes instructions from the foreman.

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

J. V. WILLOX, Secretary.

Melbourne, 21st September, 1944.