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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 on or after the 10th 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.
1st 6 months	£ 0 12 6	s. 0 6	£ 0 13 0	£ 0 17 0	s. 1 0	£ 0 18 0	£ 0 17 0	s. 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.
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.

* 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.

- (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.

(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 }
- 2. Order trousers table hands } to be taken together.
- Order trousers machinists }
- 3. Stock trousers table hands } to be taken together.
- Stock trousers machinists }
- 4. Order vest table hands } to be taken together.
- Order vest machinists }
- 5. Stock vest table hands } to be taken together.
- Stock vest machinists }

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 over 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.

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.
Cutters, namely, persons employed marking-in or cutting out garments	£ s. d. 6 12 0	s. d. 5 0	£ s. d. 6 17 0	£ s. d. 6 12 0	s. d. 5 0	£ s. d. 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.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Cutters, namely, persons employed folding, laying-up, or marking material, or cutting out garments ..	6 5 0	5 0	6 10 0	6 5 0	5 0	6 10 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 of under-pressing 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 under-pressing 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 under-pressing on all garments (except coats) other than garments which the worker is making ..	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, other than garments which the worker is making ..	5 5 6	5 0	5 10 6	5 5 6	5 0	5 10 6
Brushers and folders, namely, persons employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments ..	5 5 6	5 0	5 10 6	5 5 6	5 0	5 10 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 ..	..	..	..	6 2 0	5 0	6 7 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 ..	..	..	..	..	..	3 19 6
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 machinists, namely, females employed machining, or altering any part of all descriptions of trousers, breeches, or other articles of legwear ..	..	..	..	..	..	3 15 0
Vest machinists, namely, females employed machining or altering any part of all descriptions of vests ..	..	..	..	..	..	3 15 0
Trousers table hands, namely, females employed making or altering any part of all descriptions of trousers, breeches, or other articles of legwear ..	..	..	..	..	..	3 15 0
Vest table hands, namely, females employed making or altering any part of all descriptions of vests ..	..	..	..	..	..	3 15 0
Hand sewers of buttons, or thread cutters, or ticket sewers ..	..	..	..	..	..	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.

4. DEFINITIONS, AND CLASSIFICATIONS OF EMPLOYEES.

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

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 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 representative of employers and one representative of employees, such representatives to be appointed by the Clothing 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.

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 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.

(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. 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) 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.

(b) 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.

(c) 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.

(d) 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.

(e) 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.

(f) 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 18.

(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 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.

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 18

(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 for males shall be increased by eleven and three-quarters per centum of such price.

Each piece-work price prescribed for female coat hands shall be increased by twenty-four and three-quarters per centum of such price.

Each piece-work price prescribed for female trouser and vest hands shall be increased by twenty-nine 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 scye; 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 0	0 8
Two outside pockets	1 11	1 4
Stitching edges, one row	3 10	2 8
Making sleeves and sleeve linings	2 10	2 0
Inside breast pocket	1 0	0 8
In or outside ticket pocket	1 0	0 8
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.

	Males. 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 4 1/2	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
Unlined Sac Coats.		
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 jetted 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 scye; 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
Seaming on facings	2 10	2 0
Seaming side seams	1 11	1 4
Seaming shoulder seams	1 0	0 8
Seaming sleeves in	1 5	1 0
Seaming back seam	1 5	1 0
Two outside pockets	1 11	1 4
Stitching edges, one row	4 9	3 4
Making sleeves and sleeve linings	2 10	2 0
Inside breast pocket	1 0	0 8
In or outside ticket pocket	1 0	0 8
Seaming on outside collar	0 6	0 4
EXTRAS.		
Extras, chesterfields (if not provided for in the preamble).		
Unless machine is specially mentioned, the following extras are by hand.		
If any extras are done by machine, charge half hand price.		
OVER SIZES.		
If 52 inches or over from hole to button when finished (chest measurement)	3 10	2 8
Each additional 3 inches or part thereof, over 45 inches in length	1 0	0 8
Raised seams, whole coat, by hand	8 5	6 0
Raised seams, whole coat, by machine	3 10	2 8
Edges, when pricked by hand	9 5	6 8
Edges, each extra row of stitching by hand	4 9	3 4
Felled edges	5 7	4 0
BASTES.		
Skeleton baste—		
With single-basted seams and 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 8
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
TABS AND BELTS.		
Tab, with hole and button, by hand	1 11	1 4
Tab, with hole and button, by machine	1 0	1 0
Belt, one hole, two buttons, by hand	4 9	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 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 eye; 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 stayed, 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 eye, 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	9	..	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.

Extras on cassocks.

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 preceptor's gown, silk	56 2	49 2	35 3	30 10
Student's or preceptor'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.	
		s. d.	
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 bellow 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.

Eyelet 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.
		s. d.	s. d.
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
Rescating 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.

PRESSING ORDER CLOTHING.		Price— Men's. s. d.
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
Ulsters 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.		Price— Men's. s. d.
Vests, clerical, dress, white, marocella, 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.		Price— Men's. s. d.
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

	EMPLOYEES DOING THEIR OWN MACHINING.	
	Males. s. d.	Females. s. d.
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.	
	s.	d.
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 machines	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
Sketeton 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 linens 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.

HAND WORK ON ORDINARY TROUSERS.

When any one of the undermentioned parts is done by hand on machine-made trousers, such shall be an extra, as follows:—

	Females.	
	s.	d.
Seaming half-side seams	1	0
Seaming side seams right through	2	0
Seaming half-leg seams	0	8
Seaming leg-seams right through	1	4
Seaming seat seams	0	8
Seaming bands on	0	8
Stitching around waist	0	8
Making fly and seaming lining on front	0	8
Stitching fly in	0	4
Stitching front of fly	0	4
Button catch	0	8
Pockets	0	8
Making strap and buckle	0	8

	Females.	
	By Hand.	By Machine.
	s.	d.
EXTRAS.		
Extras, ordinary trousers—		
Pockets—		
Fob pockets, each	1	4
Side or cross pockets, each pocket	1	4
Hip pocket, hole and button, cash pocket, hole and button, and all other extra pockets each	1	4
French bearer	1	4

	s.	d.
SEAMS.		
Raised or overlaid side seams, if prepared by maker	2	0
Raised or overlaid side seams, if not prepared by maker, no extra.	1	4
Lapped seams	2	8
Braid down side seam, silk or worsted	6	7
Gold or silver braid down side seam	2	8
Stripe scarlet cloth down side seams sewn on	5	4
Stripe scarlet cloth down side seams felled on	6	7
Stripe gold or silver lace down side seam	10	7
Stripe gold or silver lace down side seam felled or stitched on	11	11
Stripe gold or silver lace down side seams pricked on	0	8
Seams, serged top side only	1	4
Seams, serged top and under	1	4
Leg seams, felled each side	1	4
Side seams, felled each side	0	8
Leg seams, turned down and felled	0	8
Seat seams, turned over and felled	3	4
All seams piped		

	s.	d.
BOTTOMS.		
Bottoms faced up 9 inches with tweed, canvas, or other material	2	0
Bottom buttons, with stays inside	0	8
Bottom buttons, with stays outside	1	4
Round or taped bottoms, two fellings	1	4
Cuff bottoms	0	8
Cuff bottoms, sewn on or with one row extra felling	1	0
Leathers all round bottom	1	4

	s.	d.
STRAPS, LOOPS, AND BELTS.		
Strap and buckle, if eased from hip	2	8
Leather belt sewn on	2	0
Leather belt sewn on, if eased in flannel	2	8
Strap and buckle (additional)	1	4
Sewing on machine-made strap and buckle	0	4
Leather tabs for chains	2	0
Loops, if additional to strap	0	8

	s.	d.
LINING TROUSERS.		
Cotton lined	2	0
Cotton lining, if interlined with domette	3	4
Cotton lining, after trousers are finished	4	0
Large seat lining, over 6 inches by 5, extra	0	8
Flannel or silk lining	3	4
Chamois lining to knees	5	4
Chamois lining to bottom	6	7
Knees, lined	1	4

	s.	d.
STITCHING AND PUFFS.		
Puff in hand	1	4
Stitching by hand across top of trousers	1	1
Full fall, trousers, extra	2	11
Split fall, trousers, extra	2	11

	s.	d.
BASTING TROUSERS.		
Try-on trousers, full baste	2	8
Basting leg seams, seat seams, and bottoms	1	4
Basting seat seam and bottoms	0	8
Basting seat only	0	4
Basting bottoms only	0	4

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

		Females.
		s. d.
<i>Overizes.</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.
		s. d.
<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.
		s. d.
<i>EXTRAS.</i>		
<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
Trouser 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 KNICKERS, 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 deductious, 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.
		s. d.
<i>EXTRAS.</i>		
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 SPATS.

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.

Men's.

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 9
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, cut 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. s. d.	Per dozen. 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.		
Worstod, 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.		
Worstod, 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, Sergette, Corkacrow, 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 £1-9s. 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	Nil	Nil	1081-1092
1068-1080	0 1 0	0 0 6	1093-1104
1056-1087	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 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) Piecework prices shall be increased or decreased in the same proportion as the rate for the journeymen or journeymen 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.
1st 6 months	£ s. d. 0 11 6	s. d. 0 6	1st 6 months	£ s. d. 0 15 6	s. d. 0 6	1st 6 months	£ s. d. 0 15 6	s. d. 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.
1st 6 months	£ s. d. 2 0 0	1st 6 months	£ s. d. 1 0 0	1st 6 months	£ s. d. 2 0 0	1st 6 months	£ s. d. 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-clause (a) to (f) inclusive, preceding.

See clause 16, sub-clause (a) to (f) 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

See clause 16, sub-clauses (a) to (j) preceding.

See clause 16, sub-clauses (a) to (j) preceding.

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.

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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 2nd October, 1944.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, OCTOBER 9.

[1944

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 21 (BOOKSELLERS AND NEWSAGENTS).

NOTE.—This Determination applies to the following parts of Victoria, viz.:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the city of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warramboul; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has power "to determine the lowest prices or rates which may be paid to any persons employed—

- (a) in booksellers' or newsagents' shops,
- (b) in the trade of a wholesale bookseller or newsagent,
- (c) in a lending library conducted for profit,"

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 29th September, 1944, the previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.			Other Employees.			
WAGES.	Per week of 47 hours within the City area and 48 hours elsewhere.		WAGES.			
	Males.	Females.				
	<i>s. d.</i>	<i>s. d.</i>	Per week of 47 hours within the City area and 48 hours elsewhere.		All other parts of Victoria where this Determination applies.	
			Within the Metropolitan District.	Females.	Males.	Females.
			Males.	Females.	Males.	Females.
			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
15 years of age or under	19 0	15 6	<p>DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—</p> <p>Where two such persons are under his or her control 123 0 82 6</p> <p>Where three or more such persons are under his or her control 132 6 93 6</p> <p style="text-align: center;"><i>All Others.</i></p> <p>(a) Employed in connexion with the sale or distribution of newspapers—</p> <p>21 years of age 78 0 43 6</p> <p>22 years of age 91 0 50 0</p> <p>23 years of age or over 101 6 56 0</p> <p>(b) Employed at any other work—</p> <p>21 years of age 78 6 43 6</p> <p>22 years of age 93 6 50 0</p> <p>23 years of age or over 108 6 59 0</p>			
16 years of age ..	22 0	19 0				
17 years of age ..	29 6	23 0				
18 years of age ..	38 6	26 6				
19 years of age ..	47 0	28 6				
20 years of age ..	55 6	35 6				
PROPORTIONS (by any employer).						
<i>Apprentices.</i>						
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.						
An indenture of apprenticeship has been prescribed by the Board.						
<i>Improvers.</i>						
Two improvers to each adult worker receiving not less than 78s. per week of 48 hours in the case of a male adult and 41s. 6d. per week of 48 hours in the case of a female adult.						

OVERTIME.

3. (a) Any employee who in any week works for any time in excess of 47 hours within the City area and 48 hours elsewhere shall be paid for such extra time at the rate of time and a half.

(b) Any employee who is required to work between 12.45 p.m. and 4 p.m. on any Saturday shall be paid for such work at the rate of double time.

TIME WAGES.

4. (a) (This clause shall not apply to an employee at a Railway Bookstall sub-let to a newsagent.) Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 23½ hours within the City area and 24 hours elsewhere be paid at the ordinary wage rate with an addition of 33½ per cent. and thereafter the ordinary wage rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(b) An employee at a Railway Bookstall sub-let to a newsagent who works less than 48 hours in any week shall only be entitled to be paid *pro rata* according to the number of hours worked.

HOLIDAYS.

5. (Nothing in this clause shall apply to any employee who is required to work on any day mentioned therein in connexion with the sale or distribution of newspapers.) Employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, and Boxing Day, and after 12.30 p.m. on Show Day in localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* within the area to which this Determination applies; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this condition shall only apply for the day so substituted.

Any employee who is required to work on any day mentioned in this clause shall receive double time for such work.

MEAL MONEY.

6. Any employee who is required to work overtime in excess of one hour on any day shall receive an allowance of 2s. 6d. as meal money in addition to the rates provided in clause 3.

ANNUAL LEAVE.

7. All employees shall be entitled to the following annual leave (exclusive of the holidays mentioned in clause 5) on full pay:—

(a) At the end of each year's continuous service with an employer—two weeks.

(b) Notwithstanding anything contained in sub-clause (a) an employee who has been in the continuous employment of an employer for not less than nine months either from the date of his first commencing work with such employer or from the date when he resumed work after a holiday as hereinbefore provided and who is dismissed for any reason (other than misconduct) shall be entitled to one day's holiday pay for each month of such employment.

SICK PAY.

8. (a) Any employee not attending for duty who has had not less than twelve months' service with the same employer shall not lose his pay for the actual time lost if 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 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 above 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 18 days, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

MEAL INTERVALS.

9. Employees shall be entitled to meal intervals as follows:—

(a) Between the 7th December and the 24th December in	} Between the hours of 11.45 a.m. and 2.45 p.m., and on a late trading night between the hours of 5 p.m. and 7 p.m.
each year—three-quarters of an hour	
(b) At any other period of the year—one hour	

TERMINATION OF EMPLOYMENT.

10. Except where the conduct of an employee justifies instant dismissal seven days' notice of termination of employment shall be given by either employer or employee or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply where an employee has been in continuous employment of an employer for two months or more.

DEFINITION.

11. "City area" shall mean the Central Area of the City of Melbourne enclosed by and including Flinders, Spencer, Latrobe, Victoria, and Spring streets.

PAY DAY.

12. Employees shall be paid weekly on a regular pay day other than a Friday or a Saturday.

REST PERIOD.

13. A rest interval of ten minutes shall be given to all employees during each morning and afternoon, and shall be counted as time worked.

BICYCLE ALLOWANCE.

14. If an employee is required to use his own bicycle in the business of his or her employer, an allowance of 6d. per day or part thereof shall be made for such use.

TIME AND WAGES RECORD.

15. Employers shall keep a Time and Wages Record, showing the name, age, and sex of each employee, the number of hours worked each day and each week, and the wages and overtime payments (if any) to each such employee. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees Federation of Australia (Victorian-Tasmanian Branch).

REFERENCE.

16. On an employee being dismissed or leaving his or her employment he or she shall be entitled to and shall receive from the employer a reference stating length of service and qualifications. This reference must be given to the worker immediately on the termination of his or her employment.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 3rd October, 1944.



VICTORIA GOVERNMENT GAZETTE.

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No. 164]

MONDAY, OCTOBER 9.

[1944

Factories and Shops Acts.

DETERMINATION OF THE COMMERCIAL TRAVELLERS 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 19th October, 1942, 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 outside the employer's place of business in the process, trade, business, or occupation of—

- (a) Soliciting orders for articles, goods, wares, merchandise, or materials—
- (i) in quantity for re-sale,
 - (ii) to be used by the purchaser in the manufacture, production, preparation, or distribution of commodities for sale;
- (b) Soliciting orders for articles, goods, wares, merchandise, or materials to be used by the purchaser or by the person from whom the order was solicited in his business, trade, or occupation, or (in the case of a public or semi-public body) for the purpose of its undertaking,

but not including persons subject to the Determination of the Shops Board No. 16 (Hardware) "has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 15th September, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WEEKLY WAGES.

	Town Travellers.	Country Travellers.
	£ s. d.	£ s. d.
Probationary Travellers	5 12 0	6 15 0
Special Travellers ..	6 12 0	7 15 0
Other Travellers ..	6 12 0	7 15 0

An additional amount of £1 shall be paid to a Traveller required by his employer to be away from his home or headquarters for any week-end.

(See Clause 12 for Definitions.)

3. TERMS OF ENGAGEMENT.

(a) Subject to the limitations mentioned hereinafter and to the provisions of clause 6, the minimum weekly wage prescribed in clause 2 shall be paid, whether by salary and/or commission or otherwise, to a person covered by this Determination in respect of a week or part of a week in which he has been employed and has carried out his duties.

(b) If an employee fails to attend to his duty for any portion of a week in which he has been employed, a sum proportionate to the time of such non-attendance may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence. Provided that this sub-clause shall not apply in any case where failure to attend to duty has been due to a cause for which the employee cannot reasonably be held responsible.

(c) An employee who has been in the service of an employer for not less than twelve months shall be entitled to payment when absent from duty through illness for not more than eight days in any one calendar year. Where an employee has been in the service of an employer for a period of less than twelve months he shall be entitled to payment when absent from duty through illness for a total number of days calculated *pro rata* on the basis of eight days for one year's service.

(d) An employee engaged for any portion of the week on work not subject to this Determination shall be paid, in respect of each day during which any work subject to this Determination is performed, a sum equal to one-sixth of the weekly amount fixed in this Determination as remuneration, plus 25 per cent. Provided that this sub-clause shall apply only when the employee is engaged by the same employer on all ordinary working days of the week.

4. EXPENSES AND ACCOMMODATION.

In addition to the remuneration payable under clause 2 all expenses actually and properly incurred by the traveller in the discharge of his duties shall be paid by the employer. First class hotel accommodation (as approved by the United Commercial Travellers Association of Australia) shall be allowed for or provided by the employer. Where rail travelling is necessarily involved first class rail ticket shall be allowed for or provided by the employer. Such expenses as can be reasonably anticipated shall be payable in advance.

5. LOCOMOTION.

All means of locomotion required shall be provided and maintained by the employer, but where a traveller by arrangement with his employer provides his own car, he shall be paid the following minimum allowances:—

(a) Town traveller employed solely in the Metropolitan District as defined in the Factories and Shops Acts:—

- (1) For motor cars of 14 h.p. or under:—
£2 15s. per week. But where he is required to use his own car for a part of a week only, he shall be paid not less than 3½d. per mile provided that such payment shall not exceed 13s. 9d. for any one day or a total of £2 15s. for any one week.
- (2) For motor cars exceeding 14 h.p.:—
£3 10s. per week. But where he is required to use his own car for a part of a week only, he shall be paid not less than 4½d. per mile, provided that such payment shall not exceed 17s. 6d. for any one day or a total of £3 10s. for any one week.

(b) Town traveller outside the Metropolitan District as so defined:—

- (1) For motor cars of 14 h.p. or under:—
£2 15s. per week, or at the rate of 2½d. per mile, whichever is the greater.
- (2) For motor cars exceeding 14 h.p.:—
£3 10s. per week, or at the rate of 3½d. per mile, whichever is the greater.

(c) Country traveller. £4 10s. per week, or at the rate of 3½d. per mile, whichever is the greater.

Provided that notwithstanding anything contained above the employer and the employee may make any other arrangement as to car or car allowance not less favorable to the employee.

6. ENGAGEMENT BY MORE THAN ONE EMPLOYER.

Any employer who employs a commercial traveller, which traveller is at the same time also in the employ of one or more than one other employer, shall be deemed to comply with clauses 2, 4 and 5 of this Determination if and so long as the following provisions are observed:—

- (1) that the said employer pays to the traveller a sum of not less than one-third part of the weekly amount fixed in this Determination as remuneration and expenses in respect of the work performed by such traveller.
- (2) that the said employer has been notified in writing by the traveller that the total amount of remuneration and expenses to be received by him in respect of his employment by all his employers is not less than the weekly amount fixed in this Determination as remuneration and expenses in respect of the work performed by such traveller. Provided that where notice in writing as required in this paragraph has been furnished to an employer, such notice shall be considered to apply to the employment of the said traveller until countermanded in writing by him.

A written contract setting out the conditions of employment must in all cases be completed by the parties concerned and a signed copy of same retained by each for inspection.

For the purposes of this clause, the term "expenses" shall include all payments and allowances to which the employee is entitled under clauses 4 and 5 of this Determination.

The provisions contained in clause 3 as to deductions for absence from duty and payment for periods of illness shall apply to travellers whose employment is subject to this clause.

The basic wage shown hereunder shall be adjusted as prescribed in clause 14.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 4 12 0	Melbourne

14. ADJUSTMENT OF BASIC WAGE.

(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 13.

(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.

7. CREDITING TRAVELLERS' RETURNS.

(i) All business canvassed for by a traveller and received by the employer as a result of such canvass from a territory worked by the traveller shall be credited to such traveller.

(ii) Where a special traveller is sent out to sell on the territory of a regular traveller, any sales by the special traveller shall be credited to the regular traveller.

8. HOLIDAYS.

All work done by any person covered by this Determination in soliciting orders at the request of the employer on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, or 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 above-named holidays the special rate shall be payable only on the day so substituted. For the purpose of this provision "double time" shall mean one day's wages, being 1/6th of the minimum weekly wage in addition to the prescribed weekly rate.

9. ANNUAL LEAVE.

Two weeks' continuous annual leave on full pay shall be allowed to each traveller covered by this Determination after each twelve months' service with an employer or employers. Provided that should any of the holidays set out in clause 8 hereof occur within the period of such leave, an additional day, or days as the case may be, shall be added to the period of annual leave. The date of such annual leave shall be mutually arranged between the traveller and the employer or employers. For any subsequent period less than twelve months, should the service terminate, a pro rata payment in lieu of holidays shall be made. The "service" referred to in this clause need not necessarily be continuous.

10. SUBSTITUTE TRAVELLERS.

In the case of accident, sickness, annual leave or holidays of a traveller a substitute traveller may be employed, and such substitute traveller whilst on such temporary work shall be exempt from the provisions of this Determination except clauses 4 and 5 thereof.

11. TERMINATION OF EMPLOYMENT.

One week's notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof.

Provided that notwithstanding anything in this clause an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct, or carelessness in the performance of his duties.

If an employee be justifiably dismissed for any reason set out herein he shall be entitled to payment proportionate to the days worked but to that only.

12. DEFINITIONS.

For the purpose of this Determination the following definitions shall apply:—

"Town traveller" shall mean a commercial traveller who ordinarily returns each day to his home or headquarters

"Country traveller" shall mean a commercial traveller other than a "town traveller".

"Probationary" as applied to a traveller shall refer to a commercial traveller of less than twelve months experience.

"Special traveller" shall mean a salesman sent out as a commercial traveller and not in the company of a regular commercial traveller.

13. PERIODICAL ADJUSTMENT OF WAGES.

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.

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 thirteen weeks 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.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 3rd October, 1944.



VICTORIA GOVERNMENT GAZETTE.

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No. 165]

MONDAY, OCTOBER 9.

[1944

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 15 (GROCERS).

NOTE.—This Determination applies to the following parts of Victoria, viz.:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the city of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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 wheresoever employed in the business of a grocer, including a seller of tea," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 3rd October, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.		Other Employees.	Wages.			Per Week of— Hours.
			Within the Cities of Ballarat and Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	Within the Cities of Geelong, Geelong West, and Warrnambool, and the Towns of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.	
Apprentices or Improvers.			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
<p>WAGES. Per Week of 46 Hours.</p> <p><i>s. d.</i></p> <p>Under 15 years of age .. 23 0</p> <p>15 years of age .. 31 0</p> <p>16 years of age .. 41 3</p> <p>17 years of age .. 51 3</p> <p>18 years of age .. 62 3</p> <p>19 years of age .. 79 6</p> <p>20 years of age .. 87 3</p> <p>Provided that any apprentice or improver without previous experience entering the trade at 16, 17, or 18 years of age may be paid for his first and second years' service 20 per cent. less than the rates fixed above.</p> <p>The Board has prescribed a form of indenture which must be used.</p> <p>PROPORTION (in any shop or place).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 10s. 6d. per week of 46 hours.</p> <p><i>Improvers.</i></p> <p>One improver to every three workers receiving not less than the rates fixed in this Determination for grocers' assistants 23 years of age or over.</p> <p>"Worker" includes an owner or partner acting as working manager.</p>		<p>Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager ..</p> <p>Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits ..</p> <p>Canvasser, i.e., an employee soliciting or collecting orders ..</p> <p>Driver of motor vehicle with a carrying capacity of not more than 2½ cwt. ..</p> <p>Driver of motor vehicle with a carrying capacity of over 25 cwt. ..</p> <p>Driver of three or more horses ..</p> <p>Driver of two horses ..</p> <p>Driver of one horse ..</p> <p>Stableman ..</p> <p>All others—</p> <p>21 years of age ..</p> <p>22 years of age ..</p> <p>23 years of age or over ..</p>	<p><i>s. d.</i></p> <p>131 9</p> <p>123 6</p> <p>109 0</p> <p>104 0</p> <p>106 9</p> <p>109 0</p> <p>106 9</p> <p>104 0</p> <p>101 6</p> <p>103 6</p> <p>104 3</p> <p>109 0</p>	<p><i>s. d.</i></p> <p>133 9</p> <p>125 6</p> <p>111 0</p> <p>106 0</p> <p>108 9</p> <p>111 0</p> <p>108 9</p> <p>106 0</p> <p>103 6</p> <p>103 6</p> <p>106 3</p> <p>111 0</p>	<p><i>s. d.</i></p> <p>137 9</p> <p>129 6</p> <p>115 0</p> <p>110 0</p> <p>112 9</p> <p>115 0</p> <p>112 9</p> <p>110 0</p> <p>107 6</p> <p>103 6</p> <p>110 3</p> <p>115 0</p>	<p>46</p> <p>46</p> <p>46*</p> <p>46*</p> <p>46*</p> <p>46*</p> <p>46</p> <p>46</p> <p>46</p> <p>46</p> <p>46</p> <p>46</p> <p>46</p>

* Including time occupied in attending to horses or motor vehicles.

3. TIMES OF BEGINNING AND ENDING WORK.

	Drivers.		All others except Stablenen.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
On Saturday ..	8.15 a.m.	12.45 p.m.	8.25 a.m.	12.45 p.m.
On Friday or on the night previous to a public holiday ..	8.30 a.m.	7 p.m.	8.40 a.m.	6 p.m.
On the other working days of the week ..	8.30 a.m.	6.30 p.m.	8.40 a.m.	6 p.m.

4. OVERTIME.

The following rate shall be paid for overtime :—

Stablenen—	} Time and a half.
For all work done in excess of 46 hours in any one week ..	
All others—	
Outside the hours fixed in Clause 3 ..	
Within the hours fixed in Clause 3 in excess of the number of hours fixed for an ordinary week's work ..	

5. ORDINARY WEEK'S WORK.

The number of hours which shall constitute an ordinary week's work shall be as follow :—

Stablenen ..	46 hours.
All others ..	46 hours.

6. TIME WAGES.

Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for each hour worked up to 23 hours, as follows :—

- (a) in any week in which two or more public holidays occur .. At the ordinary wages rate with an addition of fifty per centum.
- (b) in any other week .. At the ordinary wages rate, with an addition of thirty-three and one-third per centum.

For time worked beyond the 23 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

7. ALLOWANCES.

(a) Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 2s. 6d. per week in addition to the ordinary rate.

(b) Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 2s. 0d. per week.

8. TERMINATION OF EMPLOYMENT.

Except in a case where an employee has been guilty of a misdemeanor, 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.

9. MEAL INTERVAL.

A meal interval of at least one hour shall be allowed between the hours of 12 noon and 2 p.m. daily.

10. SPECIAL RATES.

Time and a half shall be the special rate payable for all work done on Show Day (in such localities mentioned in the Twelfth Schedule to the *Public Service Act 1923*, as are within the area to which this Determination applies), and double time the special rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day or Boxing Day; but, if any other day be substituted by Act of Parliament or Proclamation for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

11. MEAL MONEY.

For each day upon which more than one hour's overtime is worked, each person who works such overtime shall be paid 1s. 6d. meal money in addition to the prescribed overtime rate.

12. ANNUAL HOLIDAYS.

(i) Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in Clause 10) in each year on full pay. Such holiday shall be given within three months of the completion of twelve months' service.

Seven days' notice shall be given by the employer to the employee before the latter commences his week's holiday aforesaid.

(ii) Subject to the provisions of the preceding sub-clause, any employee who has been for not less than six months but less than twelve months in an employer's service, and whose engagement is terminated, shall receive one half-day's holiday payment for each month spent in such employer's service.

13. REFERENCES.

Every employee, on the termination of his engagement, shall be given by the employer, if the employee so desires, a certificate setting out the employee's length of service and qualifications.

14. RENT OF RESIDENCE.

The employer shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such employer is carried on, a greater sum as rent for such premises than 10s. 0d. per week.

15. SICK PAY.

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

(b) If the full period of sick leave as prescribed above 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 12 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

16. PAY DAY.

Payment of wages, including overtime, meal money, special rates, and allowances shall be made not later than Thursday of each week.

17. TIME AND WAGES RECORD.

The employer shall keep a time and wages record showing the name of each worker, the number of hours worked each week, and the wages and overtime paid each week. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia or of the Grocers' Association of Victoria.

18. PAYMENT OF FARES.

Where an employee is required by his employer to work at a shop or branch other than that at which he is ordinarily employed, he shall be paid the additional fares, if any, incurred by him in so doing. Provide that this clause shall not apply to any employee who is transferred to another store or branch for a period of not less than one week.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 3rd October, 1944.



VICTORIA GOVERNMENT GAZETTE.

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[1944

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

NOTE.—1. On the 9th March, 1921, this Board was appointed in lieu of the Drapers Board and the Men's Clothing Board.

2. This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portions of the City of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

[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 persons employed in the business of a seller of—

- (a) any article of men's or boys' clothing (whether made to order or otherwise), mercery, or wearing apparel, including underclothing, hats, and caps;
- (b) goods usually sold by drapers or haberdashers, including mantles, costumes, millinery, gloves, stockings, and underclothing," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 29th September, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.
- 2.

Apprentices or Improvers.							Other Employees.					
* Wages per Week of 46 Hours.							* Wages per Week of 46 Hours.					
Experience.	Commencing Age.						Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.				
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.						
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.				
Males—							Males.					
1st year—							Manager (other than departmental manager), i.e., a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop 140 0 140 0 Departmental manager, i.e., a person in control of three or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department 132 0 132 0 Person in charge of an order tailoring establishment 140 0 140 0					
1st 6 months	22 6	22 6	26 6	27 6	27 6	35 0						
2nd 6 months	22 6	22 6	26 6	27 6	27 6	49 0						
2nd year—												
1st 6 months	27 6	27 6	35 0	46 0	46 0	61 0						
2nd 6 months	27 6	27 6	35 0	46 0	52 6	65 6						
3rd year—												
1st 6 months	31 6	37 6	46 0	64 0	64 0	76 0						
2nd 6 months	31 6	37 6	46 0	64 0	76 0	85 6						
4th year ..	42 6	49 0	64 0	..	..	..			
5th year ..	52 0	64 0	..	..	..	..		
6th year, and until 21 years of age ..	64 0	..	..	..	..	..	
Females—												
1st year—												
1st 6 months	16 0	21 0	26 6	27 6	28 6	30 0						
2nd 6 months	16 0	21 0	26 6	27 6	28 6	30 0						
2nd year—												
1st 6 months	22 6	27 0	30 0	31 6	33 6	35 0						
2nd 6 months	22 6	27 0	30 0	31 6	33 6	42 0						
3rd year—												
1st 6 months	28 0	30 0	35 0	35 0	35 0	46 0						
2nd 6 months	28 0	30 0	35 0	35 0	35 0	48 0						
4th year ..	30 0	35 0	42 0	..	..	..			
5th year ..	35 0	42 0	..	..	..	..		
6th year, and until 21 years of age ..	42 0	..	..	..	..	..	

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors.

Apprentices or Improvers.	Other Employees.	
	* Wages per Week of 46 Hours.	
PROPORTION (in any Shop or Place).	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
APPRENTICES.	<i>Males.</i>	
<i>Males.</i>	Pattern-men, assemblers, or salesmen—	
One male apprentice to every three or fraction of three male workers receiving not less than 89s. 6d. per week of 46 hours.	21 years of age	99 0 89 6
	22 years of age	109 0 100 6
	23 years of age or over	126 0 121 0
<i>Females.</i>	Canvassers, who are in any way connected with the sale of goods	
One female apprentice to every three or fraction of three female workers receiving not less than 48s. per week of 46 hours.	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods	129 0 129 0
	Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	118 0 118 0
An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.	Packers or storemen	113 6 113 6
	Porters	113 6 113 6
	All others	126 0 121 6
IMPROVERS.	<i>Females.</i>	
<i>Males.</i>	Manageress (other than departmental manageress), i.e., a person entrusted with the control or superintendence of a shop stocking frocks, dress or Manchester goods, drapery furnishing, prints, silks, or men's clothing, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop	
One male improver to every male person receiving not less than 89s. 6d. per week of 46 hours.	Departmental manageress—	140 0 140 0
	(a) in control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing departments, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department	132 0 132 0
	(b) In control of three or more saleswomen 23 years of age or over in any other department, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department	77 0 75 0
Two female improvers to one female person receiving not less than 48s. per week of 46 hours.	Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments—	
Four female improvers to two female persons, and thereafter—	21 years of age	94 6 85 0
One female improver to each additional female person	22 years of age	106 6 97 0
Provided that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.	23 years of age or over	126 0 121 0
	Other saleswomen or pattern women, or assemblers—	
	21 years of age	52 0 48 0
	22 years of age	60 6 53 0
	23 years of age or over	66 0 62 0
	Packers	112 0 112 0
	Canvassers who are in any way connected with the sale of goods	66 0 66 0
	Porters	112 0 112 0
	All others	66 0 62 0

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all Juniors.

3. DETERMINATION TO BE AVAILABLE FOR INSPECTION.

An employer shall cause to be kept in a conspicuous place, a copy of this Determination, on each floor of a building where work covered by this Determination is being performed. Such copy of the Determination shall readily be available for inspection at any time.

4. FLOOR SUPERVISORS, FLOOR WALKERS AND/OR SUPERINTENDENTS.

Floor supervisors, floor walkers and/or superintendents shall be paid 5 per centum over and above the rate fixed for persons 23 years or over, provided that any person acting as floor supervisor, floor walker and/or superintendent for less than 23 hours in any one week shall not be entitled to the additional 5 per centum.

5. TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
On the usual half-holiday	9 a.m.	12.45 p.m.
On the usual late trading night, or the night previous to a Public Holiday	9 a.m.	9 p.m.
On all the other working days of the week	9 a.m.	6 p.m.

6. OVERTIME.*

The following rates shall be paid for all work done:—

- (a) By persons (including apprentices and improvers) employed as salesmen or saleswomen—
- | | |
|---|-------------------------------|
| (1) Before 9 a.m. | Five times the ordinary rate. |
| (2) Outside the times of ending work | Double time. |
| (3) Within the times of beginning and ending work in excess of 46 hours | Double time. |
- (b) By all other persons (1) Outside the times of beginning and ending work Double time.
 (2) Within the times of beginning and ending work in excess of 46 hours Double time.

7. MEAL MONEY.

*Any employee required to work after the usual finishing hour of work or before the usual commencing hour of work beyond one hour shall be paid not less than 2s. 6d. meal money in addition to the overtime rates as prescribed for in this Determination.

8. TIME RATE.

Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 23 hours be paid—

- (a) In any week in which two or more Public Holidays occur At the ordinary wages rate with an addition of fifty per centum.
 (b) In any other week At the ordinary wages rate with an addition of thirty three and one-third per centum.

and for each hour worked beyond the 23 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that no person shall be employed for less than four consecutive hours on any one working day between the hours of 9 a.m. and 6 p.m. on Monday to Thursday and between the hours of 9 a.m. and 9 p.m. on Friday or for less than 3½ hours on Saturday.

9. MEAL INTERVALS.

All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals viz.:—

- From Monday to Friday, one hour for lunch between noon and 3 p.m., and in addition, on Friday, three-quarters of an hour for tea between the hours of 5 p.m. and 7.15 p.m.

10. REST PERIOD.

All employees shall be allowed two rest intervals on each day as follows:—(a) The first of ten minutes to be allowed between the time of commencing work and the usual meal interval; (b) the second of ten minutes to be allowed between the usual meal interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

11. TERMINATION OF EMPLOYMENT.

Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

12. NOTICE OF INTENTION TO RATION.

Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

13. ANNUAL HOLIDAYS.

Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted holidays on full pay for a period of twelve consecutive working days in each year (exclusive of the holidays specified in clause 15), and such holidays shall be given within three months of completion of each twelve months' service. Should an employee's services be terminated before the expiration of twelve months' service he shall be entitled to *pro rata* holidays on full pay provided that such employee has completed six months' continuous service with the same employer; but should an employee be dismissed at any time for misconduct before the expiration of any period of twelve months of such employment, he shall not be entitled to any annual leave or any *pro rata* payment in lieu thereof. Fourteen days' notice shall be given by the employer to the employee before the latter commences his annual holidays aforesaid.

14. SICK PAY.

(a) Any employee not attending for duty who has had not less than 12 months' service with the same employer shall lose his or her 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 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 above 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 18 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

15. SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

The special rates for all work done on Sundays or the undermentioned Public Holidays shall be—

- | | |
|---|-------------------------------|
| Sunday | Double time. |
| New Years Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, or after 12.30 p.m. on Show Day in localities mentioned in the Twelfth Schedule to the <i>Public Service Act 1928</i> within the area to which this Determination applies | Time and a half. |
| Easter Saturday— | |
| (a) In the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street in the City of Melbourne | Five times the ordinary rate. |
| (b) In all other places where this Determination applies | Double time. |

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.

* NOTE.—Section 117 (2) Act 3677 provides that:—Any person may, if notice in writing has previously been sent to the chief inspector, be employed in any shop or at any work in connexion with a shop for any time not exceeding three hours in any one day beyond the ordinary working hours, provided that the total number of days in any one year on which in any shop or at any work in connexion with a shop any such person is so employed shall not exceed twenty-five.

Section 105, however, makes it an offence for an employer to detain an employee later than half an hour on a half-holiday.

NOTE.—Section 174 of the Factories and Shops Acts provide that where any person is employed to perform two or more classes of work to which a rate fixed by a Wages Board is applicable then such person shall be paid in respect of the time occupied in each class of work at the rate fixed by the Board for such work.

16. BICYCLE ALLOWANCE.

Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 1s. 6d. per week in addition to the ordinary wage shall be paid to such employee.

17. REFERENCE.

An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and qualifications. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

18. TIME AND WAGES RECORDS.

An employer shall keep time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee.

19. PAYMENT OF WAGES.

All wages due shall be paid not later than Thursday in each week, and must be paid during working hours.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 3rd October, 1944.