



# VICTORIA GOVERNMENT GAZETTE.

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No. 35]

WEDNESDAY, MARCH 8.

[1944

## LABOUR DAY HOLIDAY.

IT is hereby notified that—

MONDAY, THE 13TH MARCH, 1944,  
will be observed as a Holiday in the Public Offices throughout  
the State of Victoria.

H. J. HYLAND,  
Chief Secretary.

Chief Secretary's Office,  
Melbourne, 21st February, 1944.

## PUBLIC HOLIDAYS.

### PROCLAMATION

By the Lieutenant-Governor, as Deputy for His Excellency  
the Governor of the State of Victoria and its Dependencies  
in the Commonwealth of Australia, &c., &c., &c.

IN pursuance of the provisions contained in Part VII. of  
the *Public Service Act 1928*, I, the Lieutenant-Governor,  
as Deputy for the Governor of the State of Victoria, in the  
Commonwealth of Australia, by and with the advice of the  
Executive Council of the said State, do by this my Proclamation  
appoint the days and dates hereunder mentioned to be  
observed as a Public Holiday or a Public Half-Holiday (as  
the case may be) at the places respectively specified, viz.:—

#### Public Holiday:—

SATURDAY, THE 11TH DAY OF MARCH, 1944, throughout the  
Shire of Rosedale.

Public Half-Holiday from the Hour of Twelve o'clock noon:—

WEDNESDAY, THE 8TH DAY OF MARCH, 1944, throughout that  
portion of the Shire of Berwick, lying within a radius  
of 8 miles from the Bunyip Post Office\*.

\* Show.

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

(L.S.)

F. W. MANN.

By His Excellency's Command,

H. J. HYLAND,  
Chief Secretary.

GOD SAVE THE KING!

No. 35.—2144/44.—PRICE 6d.; Quarterly, 8s. 2d.; Half-Yearly, 16s. 3d.; Yearly, 32s. 6d.

*Land Act 1928*, Section 25, as amended by *Land Act 1933*,  
Section 2.

### TOWNSHIP OF CAMPBELLTOWN.

PROCLAMATION RESCINDED AND RE-PROCLAIMED.

### PROCLAMATION

By the Lieutenant-Governor, as Deputy for His Excellency the  
Governor of the State of Victoria and its Dependencies in  
the Commonwealth of Australia, &c., &c., &c.

I, THE Lieutenant-Governor, as Deputy for His Excellency  
the Governor of the State of Victoria, in the Common-  
wealth of Australia, by and with the advice of the Executive  
Council thereof, and in pursuance of provisions contained in  
section 25 of the *Land Act 1928*, as amended by section 2 of  
the *Land Act 1933*, do hereby rescind the Proclamation dated  
the 18th day of February, 1861, defining certain areas of  
Crown lands as towns, so far as regards the Town of Campbell-  
town, and in lieu thereof do proclaim as a township under  
the designation of Campbelltown the land comprised within  
the boundaries hereinafter described, that is to say:—

Parish of Campbelltown, County of Talbot: Commencing  
on Joyce's Creek at a point in line with the north boundary  
of allotment 9A<sup>2</sup>; bounded thence by a road bearing west to  
a point in line with the east boundary of allotment 1D; by a  
line and the east boundaries of allotments 1D and 1C, bearing  
north to the north-west angle of allotment 1F; by the north  
boundary of that allotment bearing east to the south-east  
angle of allotment 1J; by the east boundary of allotment 1J  
bearing north 157 links; by a direct line bearing northerly  
to the south-western angle of allotment 34, Glengower Estate,  
Parish of Rodborough; by the southern boundary of that  
allotment bearing north-easterly, south-easterly, and again  
north-easterly to Joyce's Creek; and thence by Joyce's Creek  
bearing south-easterly to the point of commencement.—  
(C.364(\*) (C.88016).

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

(L.S.)

F. W. MANN.

By His Excellency's Command,

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

GOD SAVE THE KING!

## The Game Acts.

SANCTUARY FOR NATIVE GAME ON SNAKE ISLAND,  
ALSO KNOWN AS LATROBE ISLAND, IN THE PARISH  
OF SNAKE ISLAND.

## PROCLAMATION

By the Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

I, THE Lieutenant-Governor, as Deputy for the Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State and in pursuance of the provisions of the Game Acts, and all other powers enabling me in that behalf, do by this Proclamation revoke the Proclamation made the twentieth day of October, 1908, and published in the *Government Gazette* of the twenty-eighth day of October, 1908, respecting protection of native game of all kinds on Snake Island, and direct that the part of Victoria hereunder described shall be a locality in which, from the first day of January to the thirty-first day of December (both days inclusive) in each year, it shall be unlawful for any person to kill or destroy any native game included in the Third Schedule to the *Game Act 1928*:—

## PART OF VICTORIA REFERRED TO.

Snake Island (also known as Latrobe Island) in the Parish of Snake Island.

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

(L.S.)

F. W. MANN.

By His Excellency's Command,

H. J. HYLAND,

Chief Secretary.

GOD SAVE THE KING!

## The Game Acts.

## EXEMPTION REGARDING DEER IN VICTORIA.

## PROCLAMATION

By the Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

I, THE Lieutenant-Governor, as Deputy for the Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State and in pursuance of the provisions of the Game Acts, and all other powers enabling me in that behalf, do by this Proclamation repeal the Proclamation made the twenty-second day of February, 1943, and published in the *Government Gazette* of the twenty-fourth day of February, 1943, respecting deer in Victoria and direct that during the whole year in the whole of the State of Victoria, sections 6 and 8 of the *Game Act 1928* shall not be in operation as regards deer except in the localities named hereunder:—

## LOCALITIES REFERRED TO.

1. Snake Island (also known as Latrobe Island) in the Parish of Snake Island and the area within a radius of thirty (30) miles of such Island.

2. The Shire of Grenville.

3. All areas proclaimed as sanctuaries under the Game Acts.

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

(L.S.)

F. W. MANN.

By His Excellency's Command,

H. J. HYLAND,

Chief Secretary.

GOD SAVE THE KING!

## APPOINTMENTS.

THE Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has, by Orders made on the 6th day of March, 1944, been pleased to make the following appointments, viz.:—

## DEPARTMENT OF CHIEF SECRETARY.

*Electoral Registrar (Acting).*

CHARLES COLLINS CROME

to be Electoral Registrar (acting) for the Burwood Subdivision of the Electoral District of Boroondara; for the Carrum, Dandenong, and Mentone Subdivisions of the Electoral District of Dandenong; for the Berwick, Drouin, Koo-wee-rup, and Pakenham Subdivisions of the Electoral District of Gippsland West; for the Dromana, Frankston, and Loch subdivisions of the Electoral District of Mornington; for the Oakleigh East Subdivision of the Electoral District of Oakleigh; for the Ferntree Gully Subdivision of the Electoral District of Upper Yarra; and for the Warragul Subdivision of the Electoral District of Walhalla—to take effect on and from 22nd February, 1944, during the absence on leave of Laurence McMahon.

*Registrar of Births and Deaths.*

WALTER JAMES SUTCLIFFE,

pursuant to the provisions of section 4 of the *Registration of Births Deaths and Marriages Act 1928*, to be Registrar of Births and Deaths at Numurkah, to date from commencement of duty, with fees, *vice* Harold Acuster Lee, removed.

*Superintendent (Acting).*

HORACE JOSEPH CARLYLE EDMONDS (Dr.),

pursuant to the provisions of the Mental Hygiene Acts, to be Superintendent (acting) of the Mental Hospital, Ballarat, and of the Receiving House, Ballarat—to date from the 1st March, 1944, during the absence on leave of Grantley Alan Wright (Dr.).

*Chemist and Inspector.*

ARTHUR MATTHEW COBBETT

to be a Chemist and Inspector, Class "D," Professional Division, Explosives and Powder Magazines Branch; a vacancy having occurred, and the Public Service Board having certified, on the 9th February, 1944, that an appointment is required, that there is no person available and fit in the Public Service to be promoted or transferred to fill the vacant office, and that the person named is a fit and proper person and duly qualified to be appointed to fill such vacancy on probation for three months.

## DEPARTMENT OF LANDS AND SURVEY.

*Bailiff of Crown Lands.*

CHARLES INNES, Marysville,

to be a Bailiff of Crown lands, without salary, in the place of William Charles Walker, whose appointment is hereby revoked.

## DEPARTMENT OF LAW.

*Magistrates.*

JOHN ALOYSIOUS COLLINS, 1 Parkway, Yallourn, to Keep the Peace in the Eastern Bailiwick of the State of Victoria;

GEORGE WILLIAM LEONARD BAKER, Geelong, to Keep the Peace in the Midland Bailiwick of the State of Victoria; and

HAROLD PENNINGTON, Bolinda, and MELVILLE HENRY ALBERT FENNELL, 416 Williamstown-road, Port Melbourne, to Keep the Peace in the Central Bailiwick of the State of Victoria.

*Commissioner for Taking Declarations, &c.*

ROHN BLAIR MOLLISON, Accountant, H. V. McKay-Massey Harris Proprietary Limited, Sunshine, to be a Commissioner for taking Declarations and Affidavits, pursuant to the provisions of Division 8 of Part IV. of the *Evidence Act 1928*—to resign upon ceasing to occupy his present position.

*Probation Officers.*

ALAN JOSEPH TRIGG, Bungaree, at Bungaree, THOMAS PATRICK HANRAHAN, Bungaree, at Bungaree, OSWY IRVING CRUZON DALEY, 48 Scotia-street, Moonee Ponds, at Essendon, and

ARTHUR BLACKMORE WITHERS, 15 Sheffield-street, West Preston, at Preston,

to be Probation Officers, pursuant to the provisions of section 8 of the *Children's Court Act 1928*, for the Children's Courts shown opposite their respective names.

*Clerk of Petty Sessions, &c.*

JAMES GEORGE GOFF

to be Clerk of Petty Sessions and Clerk of the Metropolitan Industrial Court at Melbourne; and to be Collector for Interstate Destitute Persons, pursuant to the provisions of section 69 of the *Maintenance Act 1928*, during the absence on annual leave of F. C. P. Hill.

## DEPARTMENT OF TREASURER.

*Delivery Officer.*

REGINALD WHITFORD SEARLE

to be a Delivery Officer, General Division, Government Printing Office; a vacancy having occurred, and the Public Service Board having certified on the 22nd November, 1943, that an appointment is required, that there is no person available and fit in the Public Service to be promoted or transferred to fill the vacant office, and that the person named is entitled, under the provisions of the Public Service Acts, to be appointed to fill such vacancy on probation for six months.

## STATE RIVERS AND WATER SUPPLY COMMISSION.

*Waterworks Trust Commissioner.*

FRANK WOODS.

in pursuance of the provisions of the Water Acts, to be a Commissioner of the Devenish Waterworks Trust for a period of four years, dating from the 9th March, 1944, his present term of office expiring on the 8th March, 1944.

C. W. KINSMAN,

Clerk of the Executive Council.

At the Executive Council Chamber,  
Melbourne, 6th March, 1944.

## APPOINTMENT.

## LAW DEPARTMENT—ATTORNEY-GENERAL.

## KING'S COUNSEL.

**THE** Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in accordance with the Regulations of the 7th day of December, 1857, has, by an Order made on the 6th day of March, 1944, been pleased to appoint the under-mentioned gentleman as His Majesty's Counsel, and His Excellency has directed that Letters Patent be issued to the gentleman named, that is to say:—

ARTHUR DEAN, Esquire, LL.B.,

to have precedence next after John Vincent Barry, Esquire.

C. W. KINSMAN,

Clerk of the Executive Council.

At the Executive Council Chamber,  
Melbourne, 6th March, 1944.

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

## EXEMPTIONS.

**THE** Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and upon the recommendation of the Public Service Board, has, by Orders made on the 6th day of March, 1944, exempted the officers specified hereunder from the provisions of sections 90 and 91 of the *Public Service Act 1928 (No. 3757)*:—

## DEPARTMENT OF CHIEF SECRETARY.

Nine (9) Officers of the Children's Welfare Branch, who are required to work overtime—such exemption to be operative for a period of three months from and inclusive of the 17th January, 1944.

## DEPARTMENT OF HEALTH.

J. H. Nott, Inspector of Wine, when required to work overtime in connexion with the inspection of liquor on Saturday afternoons, public holidays, and between the hours of 5 p.m. and 6 p.m. (Monday to Friday) when engaged in the country—such exemption to be operative for the period from the 1st January, 1944, to the 30th June, 1944, both dates inclusive.

C. W. KINSMAN,

Clerk of the Executive Council.

At the Executive Council Chamber,  
Melbourne, 6th March, 1944.

## ASSISTANT DISTRICT OFFICER (KERANG), CLASS "D," PROFESSIONAL DIVISION, DEPARTMENT OF WATER SUPPLY.

**A**PPPLICATIONS will be received by the Public Service Board from persons, who are qualified, for appointment to the above-mentioned position:—

*Yearly Salary.*—£351, minimum; £436, maximum, plus £30 cost of living adjustment. The rates are subject to variation in accordance with the rise or fall in the index numbers of the cost of living.

*Duties.*—To supervise the construction and maintenance of water supply works and distribution of water throughout the district; to prepare plans, specifications, estimates, and reports in regard to water supply matters.

*Qualifications.*—To have experience in the administration of an irrigation district, a knowledge of the system of distribution of water from the Torrumbarry Works, and a thorough knowledge of the provisions of the Water Act; to be conversant with the control of water and with land values; to be competent to carry out surveys and to advise settlers on correct layout and grading of holdings for irrigation; to have experience in modern engineering practice and in the design, construction, and maintenance of channels and structures and water supply and drainage works; to be eligible to sit for the examination for Engineer of Water Supply under the Water Acts.

Applications (which should be accompanied by evidence of experience and qualifications and a statement of date and place of birth) should be lodged at this office not later than Friday, the 17th March, 1944.

By order,

J. FRAZER,

Secretary.

Office of the Public Service Board.

Melbourne, 7th March, 1944.

## PUBLIC SERVICE OF VICTORIA.—VACANCIES.

**A**PPPLICATIONS will be received by the Public Service Board up to Friday, the 17th March, 1944, from officers of the Public Service of Victoria, who are eligible and qualified, for appointment to the under-mentioned positions:—

## PROFESSIONAL DIVISION.

## Forester, Class "D," Department of State Forests.

*Yearly Salary.*—£351, minimum; £436, maximum, plus £30 cost of living adjustment. The rates are subject to variation in accordance with the rise or fall in the index numbers of the cost of living.

*Duties.*—To control District staff, stores, and equipment, silvicultural operations, utilization of forest produce, and measures for fire protection, and to make recommendations *re* forests estate alterations and forests offences.

*Qualifications.*—To be a graduate of the School of Forestry, Creswick, or the holder of a Diploma of Forestry, or to have passed the examination prescribed by the Forests Board of Examiners for Forester; to have a thorough knowledge of the Forests Acts and Regulations, and experience of field and office methods and procedure in the State Forests Department.

## CLERICAL DIVISION.

## Chief Electoral Officer, Second Class, Chief Secretary's Office, Department of Chief Secretary.

*Duties.*—To administer, subject to the Chief Secretary, *The Constitution Act Amendment Act 1928* in so far as it relates to the registration and enrolment of electors and the conduct of elections for the State Parliament; to conduct other polls and Departmental elections as may be authorized or required by the Minister.

*Qualifications.*—To be thoroughly conversant with the provisions of *The Constitution Act Amendment Act 1928* and other Acts and Regulations relating to the enrolment of electors and the conduct of elections; to have administrative and organizing ability, and capacity to control a staff, and to settle promptly, with decision, questions which arise; to have an aptitude for drafting Acts and Regulations and a thorough knowledge of the electoral geography of Victoria.

## Third Class Clerk, Audit Office, Department of Premier.

*Duties.*—To audit accounts and conduct investigations, as directed by the Auditor-General.

*Qualifications.*—To be a qualified accountant; to have a thorough knowledge of Treasury and Audit procedure, and to have sufficient experience in accounts to undertake the duties of the position.

**Fourth Class Clerk, Audit Office, Department of Premier.**

**Duties.**—To act as an Assistant Inspector of Audit and to carry out audits and investigations, as directed by the Auditor-General.

**Qualifications.**—To have a good knowledge of the Audit Act and of the General Regulations respecting Public Accounts, and a knowledge of the various activities which the Auditor-General is required by law to audit. Accountancy qualifications are desirable.

By order,

J. FRAZER,  
Secretary.

Office of the Public Service Board,  
Melbourne, 7th March, 1944.

**Discharged Servicemen's Preference Act 1943.****DISCHARGED SERVICEMEN'S EMPLOYMENT BOARD.**

**APPLICATIONS**, in writing, are invited from eligible discharged servicemen for the position of Secretary to the Discharged Servicemen's Employment Board.

Applicants should state their age, war service, qualifications, and experience, especially in organization and staff control; also salary required.

Applications should be addressed to the undersigned, at the Premier's Department, Melbourne, not later than 21st March, 1944.

D. CLAUDE ROBERTSON, Chairman.  
Discharged Servicemen's Employment Board.

**DEPARTMENT OF LAW.****COURTS OF PETTY SESSIONS, OAKLEIGH.—DAYS ALTERED.**

**THE** Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the provisions of section 61 of the *Justices Act 1928*, doth on the 6th day of March, 1944, hereby order that the days and hours heretofore appointed for the holding of Courts of Petty Sessions at the place named in the Schedule below be altered to the days and hours indicated:—

**SCHEDULE.**

Court.	Days and Hours.
Oakleigh	Monday, the 6th March, 1944, at 10 o'clock a.m., and every alternate Monday at 10 a.m., as from and inclusive of the 20th March, 1944, and every Thursday at 10 o'clock a.m., as from and inclusive of the 9th March, 1944.

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

At the Executive Council Chamber,  
Melbourne, the 6th March, 1944.

**DEPARTMENT OF LAW.****SITTINGS OF THE SUPREME COURT, MELBOURNE.—DATE ALTERED.**

**THE** Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth, on the 6th day of March, 1944, hereby order that the Sittings of the Supreme Court for the hearing of Criminal Trials and for the Trial of Causes appointed to be held at Melbourne on Wednesday, the 15th March, 1944, be held on Monday, the 6th March, 1944.

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

At the Executive Council Chamber,  
Melbourne, 6th March, 1944.

**DEPARTMENT OF CHIEF SECRETARY.****ROYAL COMMISSION ON THE YALLOURN FIRES.  
FIXING THE MAXIMUM EXPENDITURE.**

**THE** Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has by an Order made on the 6th day of March, 1944, fixed the sum of Six hundred and fifty pounds (£650) as the maximum expenditure of the Royal Commission appointed to inquire into and report upon the fires which commenced at Yallourn on the 14th February, 1944.

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

At the Executive Council Chamber,  
Melbourne, the 6th March, 1944.

**APPLICATION FOR A MINING LEASE.**

**SUBJECT** to any necessary excisions, &c., it is proposed to grant the following:—

8131; Beechworth; Albert Edgar Hotchkiss; 30 acres; Parish of Tallangalook.

**APPLICATIONS FOR MINING LEASES ABANDONED.**

4708; Mineral; Thomas Whitney and Benjamin Geo. Nicholl; 639a. 3r. 30p.; Parishes of Woodside and Mullungdung.  
4812; Mineral; Thomas Whitney and Benjamin Geo. Nicholl; 10 acres; Parish of Woodside.  
4813; Mineral; Thomas Whitney and Benjamin Geo. Nicholl; 10 acres; Parish of Woodside.  
4814; Mineral; Thomas Whitney and Benjamin Geo. Nicholl; 10 acres; Parish of Woodside.  
7012; Mineral; Michael Henry Bennett; 15 acres, at Happy Valley.

**LICENCES EXPIRED.**

1657; Tailings Licence; Thomas Holmes Gooding; to treat tailings produced by the Caledonian Co.  
1782; Tailings Licence; John R. Wethereld; to remove tailings from the dump known as "Great Southern Consols" at Lilliput.

**TERM OF LICENCES EXTENDED.**

The terms of the under-mentioned licences have been extended for a further period:—

120; Petroleum Prospecting Licence; Hugh Norman Heywood Mirams; 150 square miles; Parishes of Heywood, &c.  
121; Petroleum Prospecting Licence; Austral Oil Drilling Syndicate N. L.; 131 square miles; Parishes of Dulungalong, &c.  
122; Petroleum Prospecting Licence; Austral Oil Drilling Syndicate N. L.; 197 square miles; Parishes of Goon Nure, &c.  
123; Petroleum Prospecting Licence; Austral Oil Drilling Syndicate N. L. 196 square miles; Parishes of Glencoe, &c.  
125; Petroleum Prospecting Licence; Producing Oilfields Limited; 38 square miles; Parishes of Portland, &c.

**LICENCES GRANTED.**

1765; Tailings Licence; George Tangey.  
1790; Tailings Licence; Charles Ernest Tucker (in lieu of Tailings Licence No. 1502, expired).  
1795; Tailings Licence; The Mayor, Councillors, and Citizens of the City of Ballarat (in lieu of Tailings Licence No. 1585, expired).  
1796; Tailings Licence; Country Roads Board.  
1797; Tailings Licence; The Mayor, Councillors, and Burgesses of the Borough of Maryborough (in lieu of Tailings Licence No. 1763, expired).  
1801; Tailings Licence; Charles Snell (in lieu of Tailings Licence No. 1766, expired).  
1803; Tailings Licence; Doris Haase (in lieu of Tailings Licence No. 1752, expired).  
1805; Tailings Licence; Thomas Taylor (in lieu of Tailings Licence No. 1741, expired).  
1761; Tailings Licence; George Tangey.  
1798; Tailings Licence; Gold Dumps Pty. Ltd. (in lieu of Tailings Licence No. 1363, expired).  
1799; Tailings Licence; William Leslie Rewell (in lieu of Tailings Licence No. 1345, expired).  
1802; Tailings Licence; The President, Councillors, and Ratepayers of the Shire of Avoca (in lieu of Tailings Licence No. 1759, expired).  
1804; Tailings Licence; Ernest Gordon Trounce (in lieu of Tailings Licence No. 1355, expired).  
1807; Tailings Licence; Ernest Arthur Waller (in lieu of Tailings Licence No. 1753, expired).  
1809; Tailings Licence; Charles Edward Rudduck.  
1811; Tailings Licence; Edward William O'Halloran (in lieu of Tailings Licence No. 1352, expired).  
1812; Tailings Licence; Edward Sampson O'Halloran.  
1814; Tailings Licence; Margaret Ann Wood (in lieu of Tailings Licence No. 1376, expired).  
1815; Tailings Licence; The President, Councillors, and Ratepayers of the Shire of Grenville (in lieu of Tailings Licence No. 1617, expired).

J. A. KENNEDY,  
Minister of Mines.

**MINING LEASE DECLARED VOID.**

4713; Mineral; The Woodside Lime and Coal Company Pty. Ltd.

GEO. BROWN,  
Secretary for Mines.

## ROLL OF UNDERWRITERS.

I HEREBY certify that the Roll of Underwriters hereunder is published pursuant to section 27 of the *Marine Act* 1928.

Chief Office for Stamp Duties,  
Melbourne, 1st March, 1944.

W. E. CAMIER,  
Acting Collector of Imposts (Stamps Act).

Name of Company.	Declaration made by—
Ajax Insurance Company Limited .. .. .	Robert Nathan
Alliance Assurance Company Limited (and as the Imperial Insurance Company Limited united with the Alliance Assurance Company Limited)	Walter Stanley Slater
Atlas Assurance Company Limited .. .. .	Harold Harwood
Australian Alliance Assurance Company .. .. .	Walter George Hiscock
Australian General Insurance Company Limited .. .. .	Wesley Armstrong Ince
Australian Mutual Fire Insurance Society Limited .. .. .	Sydney J. Bird
Automobile Fire and General Insurance Company of Australia Limited .. .. .	Brunei Kay
Bankers and Traders' Insurance Company Limited .. .. .	William Alexander Watt
Batavia Sea and Fire Insurance Company Limited .. .. .	Ferdinand Henry Wright
British Equitable Assurance Company Limited .. .. .	Roy Herbert Smith
British and Foreign Marine Insurance Company Limited .. .. .	John George McKinstry
British General Insurance Company Limited .. .. .	Ralph Blake Hammond
British Traders' Insurance Company Limited .. .. .	Cecil Denne Finch
Broken Hill Proprietary Company Limited .. .. .	John Bathurst Swan
Caledonian Insurance Company .. .. .	Vernon Leslie Jackman
Canton Insurance Office Limited .. .. .	Arthur Franklin Crosby
Central Insurance Company Limited .. .. .	Garnet Victor Woods
Century Insurance Company Limited .. .. .	Roy H. Smith
Chamber of Manufactures Insurance Limited .. .. .	Marshall Thomas Wilton Eady
Bennie S. Cohen and Son (Victoria) Pty. Ltd. .. .. .	Oswald Deronda Benjamin
Colonial Mutual Fire Insurance Company Limited .. .. .	Maurice Howard Baillieu
Commercial of Australia Insurance Company Limited .. .. .	Henry Harold Moulton
Commercial Union Assurance Company Limited .. .. .	Albert Victor Le Page
Co-operative Insurance Company of Australia Limited .. .. .	John Langham
Cornhill Insurance Company Limited .. .. .	John Percival Webb
Derwent and Tamar Assurance Company Limited .. .. .	Leonard Felber Mare
Eagle Star Dominions Insurance Company Limited (with which is incorporated the Commonwealth Insurance Company)	George Edward Knox
Economic Insurance Company Limited .. .. .	William Woolsey Timbs
Edinburgh Assurance Company Limited .. .. .	Roy Alfred Notting
Federal Mutual Insurance Company of Australia Limited .. .. .	Henry Harold Moulton
Federation Insurance Limited .. .. .	Maurice Charles Lloyd
Fine Art and General Insurance Company Limited .. .. .	Edward Oliphant Duncan
General Accident Fire and Life Assurance Corporation Limited .. .. .	Harold Kenneth Connolly
Guardian Assurance Company Limited .. .. .	Robert John Richards
Guildhall Insurance Company .. .. .	John Geddes Maddison
Halifax Fire Insurance Company Limited .. .. .	Victor Berridge Allerton
Hartford Fire Insurance Company .. .. .	Victor Berridge Allerton
Harvey Trinder (Victoria) Proprietary Limited .. .. .	Roy Stanley Bucknell
Indemnity Marine Assurance Company Limited .. .. .	Alan Dodgshun
Insurance Office of Australia Limited .. .. .	Edward Ward
Licences and General Insurance Company Limited .. .. .	Watkin Wynne Wiley
Liverpool and London and Globe Insurance Company Limited .. .. .	Garnet Victor Woods
London Assurance .. .. .	John Geddes Maddison
London Guarantee and Accident Company Limited .. .. .	Ernest George Punchard
London and Lancashire Insurance Company Limited .. .. .	Edward Alexander Cato
London and Provincial Marine and General Insurance Company Limited .. .. .	Norman Thomas McDonnell
London and Scottish Assurance Corporation Limited .. .. .	Arthur Franklin Crosby
Manufacturers' Reinsurance Proprietary Limited .. .. .	Marshall Thomas Wilton Eady
Marine and General Mutual Life Assurance Society .. .. .	Charles Randolph Duncan
Maritime Insurance Company Limited .. .. .	William Edmund Shannon
Melbourne Fire Office Limited .. .. .	Alexander George Wales
Mercantile Mutual Insurance Company Limited .. .. .	Alexander Llewelyn Wettonhall
Merchants' Marine Insurance Company Limited .. .. .	Howard Francis William Dawson
National Insurance Company of New Zealand Limited .. .. .	Reginald Alington Crozier
New Zealand Insurance Company Limited .. .. .	Vernon Lewis Jackman
North British and Mercantile Insurance Company Limited .. .. .	Thomas Cauvine Alston
Northern Assurance Company Limited .. .. .	William Henry Speechley
Norwich Union Fire Insurance Society Limited .. .. .	William Henry Turner
Ocean Marine Insurance Company Limited .. .. .	Cecil Denne Finch
Pacific Insurance Company Limited .. .. .	Harold Harwood
Phoenix Assurance Company Limited .. .. .	Ernest George Punchard
Prudential Assurance Company Limited .. .. .	Leslie Walter Wilson
Queensland Insurance Company Limited .. .. .	Percival Thomas Ducas
Reliance Marine Insurance Company Limited .. .. .	Matthew Bryant Griffith
Royal Exchange Assurance Corporation .. .. .	Roy Herbert Smith
Royal Insurance Limited and Lancashire Insurance Company (merged in Royal Insurance Company Limited)	Frank Butler
South British Insurance Company Limited .. .. .	Arthur Douglas Pearce
Southern Pacific Insurance Company Limited .. .. .	William Dixon Marquis
Southern Union Insurance Company Limited of Australia .. .. .	Ernest George Punchard
Standard Insurance Company Limited .. .. .	James Rupert May
Standard Marine Insurance Company Limited of Liverpool .. .. .	Walter Henry Clifton Burnham
State Assurance Company Limited (of Liverpool) .. .. .	Reginald Hubert Carew
Steeves Agnew and Company (Victoria) Proprietary Limited .. .. .	Charles William Stockford Welch
Sun Insurance Office .. .. .	Archibald Douglas Cook
Thames and Mersey Marine Insurance Company Limited .. .. .	Frank Talbot Horton
The Security and General Insurance Company Limited .. .. .	Oswald Deronda Benjamin
T. P. Clark and Company .. .. .	Edgar Y. Chapman
Transport and General Insurance Company Limited .. .. .	Norman McLeod Johnston

## ROLL OF UNDERWRITERS—continued.

Name of Company.	Declaration made by—
Triton Insurance Company Limited (with which is incorporated the Eastern Insurance Company Limited)	Roy Bland
Union Insurance Society of Canton Limited .. .. .	Arthur Victor Yeo
Union Marine and General Insurance Company Limited .. .. .	Ernest George Punchard
United Insurance Company Limited .. .. .	Lewis Morcombe Reynolds
Victoria General Insurance and Guarantee Company Limited .. .. .	Lionel Findon Miller
Victoria Insurance Company Limited .. .. .	Lionel Findon Miller
Victorian Automobile Chamber of Commerce Insurance Company Limited .. .. .	Percival Owen Richards
Western Assurance Company .. .. .	Randall Wabe Fincham
Western Australian Insurance Company Limited .. .. .	Norman Francis Hammond
World Auxiliary Assurance Corporation Limited .. .. .	Harold Harwood
World Marine and General Insurance Company Limited .. .. .	Howard Francis William Dawson
Yorkshire Insurance Company Limited .. .. .	Norman Thomas McDonnell

## CHARLTON WATERWORKS TRUST.

## RATING BY-LAW FOR THE YEAR 1944 (No. 50).

THE Charlton Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make the following rates for the supply of water for domestic purposes on lands and tenements within the Charlton Urban District.

On such lands and tenements a rate of One shilling and six pence in the pound on the amount of the annual municipal valuation not exceeding One thousand and sixty pounds; where the annual municipal valuation exceeds One thousand and sixty pounds the sum of Eighty pounds shall be paid.

Provided that in no case shall the amount of rate payable per annum in respect of any tenement (other than land on which there is no building) be less than One pound six shillings and eight pence; and in respect of any lands on which there is no building less than Eight shillings, except as are entitled to the provisions of section 237 of the Water Act 1923.

Such rates are made for the year commencing the 1st day of January, 1944, and ending with the 31st day of December, 1944, and shall be payable on the 9th day of March, 1944, at the office of the said Trust.

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

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

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

The foregoing By-law No. 50 was made by the Charlton Waterworks Trust on the 21st day of February, 1944, and the seal of the Trust was hereto affixed in our presence—

(SEAL) E. RICHARDS, Chairman.  
J. SPAIN, Commissioner.  
E. R. JEFFREY, Secretary.

## DONALD WATERWORKS TRUST.

## RATING BY-LAW FOR THE YEAR 1944.

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

Provided that in no case shall the amount of rate payable per annum in respect of any tenement (other than land upon which there is no building) be less than Twenty shillings, and in respect of any land upon which there is no building less than Seven shillings and six pence.

Such rates are made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing on the first day of January, 1944, and shall be payable on the tenth day of March, 1944, at the office of the Trust.

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

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

The charge for water supplied by measure shall be payable on demand.

Passed this 8th day of February, 1944.

(SEAL) LESLIE C. HALL, Chairman.  
H. C. SMALE, Trust Secretary.

## KILMORE WATERWORKS TRUST.

## RATING BY-LAW FOR THE YEAR 1944, WITHIN THE KILMORE URBAN DISTRICT AND THE WANDONG URBAN DISTRICT.

THE Kilmore Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes of One shilling and six pence (1s. 6d.) and One shilling and eight pence (1s. 8d.) in the pound on the municipal valuation of lands and tenements liable to be rated within the Kilmore Urban District and the Wandong Urban District respectively.

Provided that in no case shall the amount of rate payable in respect of any tenement (other than on land on which there is no building) in the Kilmore Urban District be less than Thirty shillings (30s.), and the Wandong Urban District be less than Thirty-three shillings and four pence (33s. 4d.), and in respect of land on which there is no building less than Thirteen shillings and four pence (13s. 4d.) in the Kilmore Urban District and less than Ten shillings (10s.) in the Wandong Urban District.

Such rates are made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing the first day of January, 1944, and shall be payable on the fourteenth day of March, 1944, at the office of the said Trust.

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

The charge for water supplied by measure to any property rated by the Trust in excess of such maximum quantity, computed as in the last preceding clause, is hereby fixed at One shilling (1s.) per 1,000 gallons up to 10,000 gallons, and thereafter Eight pence (8d.) per 1,000 gallons.

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

The owners of every piece of vacant or unoccupied land supplied with water by trough must provide an approved self-acting ball tap to prevent overflow.

Passed this 16th day of February, 1944.

(SEAL) W. P. M. TAYLOR, Chairman.  
HENRY DAVIES, Secretary.

## LONGWOOD WATERWORKS TRUST.

## RATING BY-LAW FOR THE YEAR 1944.

THE Longwood Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes of Two shillings in the pound on the annual municipal valuation of lands and tenements liable to be rated within the Longwood Urban District.

Provided that in no case shall the amount of rate payable per annum in respect of any tenement (other than land on which there is no building) be less than Forty shillings, and in respect of any land on which there is no building less than Thirteen shillings and four pence.

Such rates are made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing the 1st day of January, 1944, and shall be payable on the 1st day of April, 1944, at the office of the said Trust.

Passed this 28th day of February, 1944.

(SEAL) R. G. COX, Chairman.  
L. GRANT, Secretary.

#### ROMSEY WATERWORKS TRUST.

##### RATING BY-LAW FOR THE YEAR 1944.

**T**HE Romsey Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes of One shilling and six pence in the pound of the annual municipal valuation of lands and tenements liable to be rated within the Romsey Urban District.

Provided that in no case shall the amount of rate payable per annum in respect of any tenement (other than on land on which there is no building) be less than One pound two shillings and six pence, and in respect of any land on which there is no building less than Ten shillings.

Such rates are made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing the first day of January, 1944, and shall be payable on the first day of April, 1944, at the office of the collector of the said Trust, at Romsey.

Passed this eighteenth day of February, 1944.

(SEAL) M. A. KNOX, Chairman.  
H. M. WHITE, Secretary.

#### RUSHWORTH WATERWORKS TRUST.

##### RATING BY-LAW FOR THE YEAR 1944.

**T**HE Rushworth Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes of One shilling and eight pence in the pound on the annual municipal valuation of lands and tenements liable to be rated within the Rushworth Urban District.

Provided that in no case shall the amount of rate payable in respect of any tenement (other than land on which there is no building) be less than Thirty-three shillings and four pence, and in respect of any land on which there is no building, less than Sixteen shillings and eight pence.

Such rates are made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing the first day of January, 1944, and shall be payable on the twentieth day of March, 1944, at the office of the said Trust.

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

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

The charge for water supplied by measure shall be payable on demand.

Dated 16th February, 1944.

(SEAL) F. V. HAMMOND, Chairman.  
A. WILSON, Secretary.

#### STRATFORD WATERWORKS TRUST.

##### RATING BY-LAW FOR THE YEAR 1944.

**T**HE Stratford Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes of One shilling and nine pence in the pound on the annual municipal valuation of lands and tenements within the Stratford Waterworks Urban District.

Provided that in no case shall the amount of rate payable per annum in respect of any tenement (other than land on which there is no building) be less than One pound seventeen shilling and four pence, and in respect of any land on which there is no building less than Three shillings and six pence.

Such rate is made for the year commencing on the first day of January, 1944, and shall be payable on the first day of May, 1944, at the office of the said Trust.

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

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

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

Passed this 4th day of February, 1944.

(SEAL) C. BOUCHER, Chairman.  
L. H. WEBB, Commissioner.  
E. C. BOCK, Secretary.

#### UNDERBOOL WATERWORKS TRUST.

##### RATING BY-LAW FOR THE YEAR 1944.

**T**HE Underbool Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes of Two shillings and four pence in the pound of the annual municipal valuation of lands and tenements. liable to be rated within the Underbool Urban District.

Provided that in no case shall the amount of rate payable per annum in respect of any tenement (other than land on which there is no building) be less than Two pounds six shillings and eight pence, and in respect of any land on which there is no building less than Ten shillings.

Such rates are made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing the 1st day of January, 1944, and shall be payable on the 1st day of April, 1944, at the office of the said Trust, Underbool.

The maximum quantity of water to be supplied in any one year without further charge to any property rated by the Trust is hereby fixed at the quantity which, at a charge of Two shillings per 1,000 gallons, would produce an amount equal to the amount of the rate levied on such property for the said year.

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

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

Passed this 25th day of February, 1944.

(SEAL) E. J. JONES, Chairman.  
E. J. GOULD, Secretary.

The foregoing Rating By-laws, made by the Charlton, Donald, Kilmore, Longwood, Romsey, Rushworth, Stratford, and Underbool Waterworks Trusts, respectively, were approved by the Governor in Council on the 6th March, 1944.

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

#### State Rivers and Water Supply Commission.

##### PORTLAND WATERWORKS TRUST.

##### AUTHORITY TO OBTAIN BANK OVERDRAFT.

**T**HE Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has, by an Order made on the 6th day of March, 1944, authorized, in pursuance of section 271 of the *Water Act 1928* (No. 3801), the Portland Waterworks Trust to obtain an advance or advances during the year 1944, from the Commercial Banking Company of Sydney, Limited, Portland, by overdraft of the Trust's current account thereat, such overdraft not to exceed at any one time the sum of Three hundred pounds (£300).

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

At the Executive Council Chamber,  
Melbourne, 6th March, 1944.

#### GEELONG WATERWORKS AND SEWERAGE TRUST.

##### PURCHASE OF LAND SITUATED WITHOUT THE DRAINAGE AREA.

**T**HE Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the provisions of section 76 (1) of the *Geelong Waterworks and Sewerage Act 1928* (No. 3692), doth hereby, by an Order made on the 6th day of March, 1944, approve of the purchase by the Geelong Waterworks and Sewerage Trust of the land hereunder described, which land is situated without the drainage area of the said Trust:—

All that piece of land comprising 4 acres or thereabouts, being the whole of Crown allotment 5, section 12, City of Geelong, Parish of Corio, County of Grant.

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

At the Executive Council Chamber,  
Melbourne, 6th March, 1944.

## ANNUAL LICENCES.

HEREBY notify that the necessary duty has been paid in the under-mentioned cases for Licences to carry on in Victoria, during the year 1944, the business specified in each instance, and that the Annual Licences have accordingly been issued.

Office of Collector of Imposts,  
283 Queen-street, Melbourne, 1st March, 1944.

W. E. CAMIER,  
Acting Collector of Imposts (Stamps Act).

Name of Company, Firm, or Person.	Nature of Insurance Business.
Ajax Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Alliance Assurance Company Limited, and as The Imperial Insurance Company Limited (united with The Alliance Assurance Company Limited) .. .. .	Fire, marine, and fidelity guarantee
Atlas Assurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Atlas Assurance Company Limited, with which is incorporated the Manchester Assurance Company .. .. .	Fire and fidelity guarantee
Australasian Catholic Assurance Company Limited .. .. .	Fire and fidelity guarantee
Australian Alliance Assurance Company, with which is incorporated the Australasian Mutual Insurance Society Limited .. .. .	Fire, marine, and fidelity guarantee
Australian General Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Australian Mutual Fire Insurance Society Limited .. .. .	Fire, marine, and fidelity guarantee
Australian National Assurance Company Limited .. .. .	Fire and fidelity guarantee
Australian Provincial Assurance Association Limited .. .. .	Fire and fidelity guarantee
Automobile Fire and General Insurance Company of Australia Limited .. .. .	Fire, marine, and fidelity guarantee
Bankers' and Traders' Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Batavia Sea and Fire Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
British Equitable Assurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
British and Foreign Marine Insurance Company Limited .. .. .	Marine
British General Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
British Medical Insurance Company of Victoria Limited .. .. .	Fire
British Traders' Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Broken Hill Proprietary Company Limited .. .. .	Marine
Caledonian Insurance Company .. .. .	Fire, marine, and fidelity guarantee
Canton Insurance Office Limited .. .. .	Marine
Catholic Church Property Insurance Company of Australasia Limited .. .. .	Fire
Central Insurance Company Limited .. .. .	Fire and marine
Century Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Chamber of Manufactures Insurance Limited .. .. .	Fire, marine, and fidelity guarantee
City Mutual Fire Insurance Company Limited .. .. .	Fire and fidelity guarantee
Cohen and Son, Bennie S., (Vic.) Proprietary Limited .. .. .	Fire, marine, and fidelity guarantee
Colonial Mutual Fire Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Commercial of Australia Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Commercial Union Assurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Commonwealth General Assurance Corporation Limited .. .. .	Fire and fidelity guarantee
Co-operative Insurance Company of Australia Limited .. .. .	Fire, marine, and fidelity guarantee
Cornhill Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Derwent and Tamar Assurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Eagle, Star Insurance Company Limited, with which is incorporated the Commonwealth Insurance Company .. .. .	Fire, marine, and fidelity guarantee
Ecclesiastical Property Insurance Company Proprietary Limited .. .. .	Fire, marine, and fidelity guarantee
Economic Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Edinburgh Assurance Company Limited .. .. .	Marine
Employers' Liability Assurance Corporation Limited .. .. .	Fire and fidelity guarantee
Farmers' and Settlers' Co-operative Insurance Company of Australia Limited .. .. .	Fire, marine, and fidelity guarantee
Federal Mutual Insurance Company of Australia Limited .. .. .	Fire, marine, and fidelity guarantee
Federation Insurance Limited .. .. .	Fire, marine, and fidelity guarantee
Fine Art and General Insurance Company Limited .. .. .	Marine
General Accident, Fire and Life Assurance Corporation Limited .. .. .	Fire, marine, and fidelity guarantee
Gresham Fire and Accident Insurance Society Limited .. .. .	Fire and fidelity guarantee
Guardian Assurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Guildhall Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Halifax Fire Insurance Company (Limited) .. .. .	Fire, marine, and fidelity guarantee
Hartford Fire Insurance Company (Limited) .. .. .	Fire, marine, and fidelity guarantee
Harvey Trinder (Victoria) Proprietary Limited .. .. .	Fire, marine, and fidelity guarantee
Home Insurance Company (Limited) .. .. .	Fire
Indemnity Marine Assurance Company Limited .. .. .	Marine
Insurance Office of Australia Limited .. .. .	Fire, marine, and fidelity guarantee
Law Union and Rock Insurance Company Limited .. .. .	Fire and fidelity guarantee
Legal Insurance Company Limited (incorporated in England) .. .. .	Fire, marine, and fidelity guarantee
Licences and General Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Liverpool and London and Globe Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
London Assurance .. .. .	Fire, marine, and fidelity guarantee
London Guarantee and Accident Company Limited .. .. .	Fire, marine, and fidelity guarantee
London and Lancashire Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
London and Provincial Marine and General Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
London and Scottish Assurance Corporation Limited .. .. .	Fire and marine
Manchester Unity Fire Insurance Company of Victoria Limited .. .. .	Fire
Manufacturers' Reinsurance Proprietary Limited .. .. .	Fire, marine, and fidelity guarantee
Marine and General Mutual Life Assurance Society .. .. .	Marine
Maritime Insurance Company Limited .. .. .	Marine
Master Builders' Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Melbourne Fire Office Limited .. .. .	Fire, marine, and fidelity guarantee
Mercantile Mutual Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Merchants' Marine Insurance Company Limited .. .. .	Marine
National Insurance Company of New Zealand Limited .. .. .	Fire, marine, and fidelity guarantee
New Zealand Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
North British and Mercantile Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Northern Assurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Norwich Union Fire Insurance Society Limited .. .. .	Fire, marine, and fidelity guarantee
Ocean Accident and Guarantee Corporation Limited .. .. .	Fire and fidelity guarantee
Ocean Marine Insurance Company Limited .. .. .	Marine
Pacific Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Palatine Insurance Company Limited .. .. .	Fire and fidelity guarantee
Patriotic Assurance Company Limited .. .. .	Fire, marine, and fidelity guarantee



## ANNUAL LICENCES—continued.

Name of Company, Firm, or Person.	Nature of Insurance Business.
Pearl Assurance Company Limited .. .. .	Fire and fidelity guarantee
Phoenix Assurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Provincial Insurance Company Limited .. .. .	Fire and fidelity guarantee
Prudential Assurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Queensland Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Real Australia Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Reliance Marine Insurance Company Limited .. .. .	Marine
Royal Exchange Assurance Corporation .. .. .	Fire, marine, and fidelity guarantee
Royal Insurance Company Limited, and as the Lancashire Insurance Company merged in the Royal Insurance Company Limited, and the Assurance and Thrift Assurance Limited merged in the Royal Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Scottish Insurance Corporation Limited .. .. .	Fire and fidelity guarantee
Scottish Union and National Insurance Company .. .. .	Fire and fidelity guarantee
Sea Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
South British Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Southern Pacific Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Southern Union Insurance Company of Australia Limited .. .. .	Fire, marine, and fidelity guarantee
Standard Insurance Company Limited .. .. .	Marine
Standard Marine Insurance Company Limited, of Liverpool .. .. .	Fire, marine, and fidelity guarantee
State Assurance Company Limited (of Liverpool) .. .. .	Fire, marine, and fidelity guarantee
Steeves, Agnew, and Company (Victoria) Proprietary Limited .. .. .	Fire, marine, and fidelity guarantee
Sun Insurance Office Limited .. .. .	Marine
Thames and Mersey Marine Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
T. P. Clark and Company .. .. .	Fire, marine, and fidelity guarantee
The Security and General Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Transport and General Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Triton Insurance Company Limited, with which is incorporated the Eastern Insurance Company .. .. .	Fire, marine, and fidelity guarantee
Union Assurance Society Limited .. .. .	Fire and fidelity guarantee
Union Insurance Society of Canton Limited .. .. .	Marine
Union Marine and General Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
United Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Victoria General Insurance and Guarantee Company Limited .. .. .	Fire, marine, and fidelity guarantee
Victoria Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Victorian Automobile Chamber of Commerce Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Victorian Wheatgrowers' Corporation Limited .. .. .	Fire, marine, and fidelity guarantee
Western Assurance Company .. .. .	Fire, marine, and fidelity guarantee
Western Australian Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
World Auxiliary Insurance Corporation Limited .. .. .	Marine
World Marine and General Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee
Yorkshire Insurance Company Limited .. .. .	Fire, marine, and fidelity guarantee

## Farmers Debts Adjustment Act 1935.

## CANCELLATION OF STAY ORDERS.

NOTIFICATION is hereby given that the Stay Orders issued to the under-mentioned farmers have been cancelled by the Farmers' Debts Adjustment Board, such cancellation to take effect on 8th March, 1944:—

## No. of Stay Order; Name; Address.

- 123; Carr, Edward Patrick; Manangatang.  
 1974; Carr, Genevieve; Manangatang.  
 4266; Dripps, Samuel James; Leitchville.  
 1773; Hayes, Edmund Valentine; Goornong.  
 3507; Liersch, Adolph Henry, trading as Liersch Bros.; Warracknabeal.  
 1351; Marks, Gordon Harold; Gowanford.  
 663; Martin, Herbert Beecham; Treseo.  
 3262; Robertson, Donald, deceased (The Ballarat Trustees, Executors, and Agency Co. Ltd., as executors); Dundonnell.  
 4364; Sanders, Spencer Marrabel; Brentwood.  
 2639; Smith, James Hanley; Hunter.  
 585; Thomson, John James; Propodollah.

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

7th March, 1944.

## FARMERS PROTECTION ACT 1941.

NOTIFICATION is hereby given that the Farmers' Debts Adjustment Board, pursuant to the powers conferred by the Farmers Protection Act 1941, cancelled the following Limited Stay Order:—

Limited Stay Order No.; Farmer; Address; Debt; Creditor; Address; Date of Cancellation.

- 249; Fisher, Sarah; Tarwin Lower; £938 7s. 6d.; The Perpetual Executors and Trustees Association of Australia Limited; 100-104 Queen-street, Melbourne; 28th February, 1944.

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

7th March, 1944.

## FARMERS PROTECTION ACT 1941.

NOTIFICATION is hereby given that the Farmers' Debts Adjustment Board, pursuant to the powers conferred by the Farmers Protection Act 1941, issued the following Limited Stay Orders:—

Stay Order No.; Farmer; Address; Debt; Creditor; Address; Period of Operation.

- 289; Burkitt, George; Shepparton East; £33 11s. 10d.; executors of W. Macdermott, deceased; care of P. V. Feltham, solicitor, Shepparton; 28th February, 1944, to 1st March, 1946.  
 290; Cowan, Alexander David; Waaia; £1,656; The Ballarat Trustees, Executors, and Agency Company Limited; 101 Lydiard-street north, Ballarat; 28th February, 1944, to 1st March, 1946.  
 291; Brasier, Albert George; Box 62, Culgoa; £1,208; The Ballarat Trustees, Executors, and Agency Company Limited; 101 Lydiard-street north, Ballarat; 6th March, 1944, to 1st March, 1946.  
 292; Stahl, James Augustine; Dumosa; £4,180; The Ballarat Trustees, Executors, and Agency Company Limited; 101 Lydiard-street north, Ballarat; 6th March, 1944, to 1st March, 1946.

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

7th March, 1944.

## 4 GEORGE VI. No. 4755, Section 6.

I HEREBY give notice that on the 22nd February, 1944 I filed an election to administer the following deceased person's estate, in accordance with section 6 of the Public Trustee Act 1940:—

KENNELLY, MARGARET JANE, late of Mont Park, married woman, died on 12th July, 1943, intestate.

J. E. DON,  
Public Trustee.

412 Collins-street, Melbourne, C.1, 1st March, 1944.

## NOTICE.

ADMINISTRATION of the estate of each of the under-mentioned deceased persons has been granted to me, and creditors, next of kin, and all others having claims against the estate of any of the persons so mentioned are required to send particulars of their claims to the Public Trustee, No. 412 Collins-street, Melbourne, on or before the 10th May, 1944, or they will be excluded from the distribution of the estate when the assets are being distributed:—

\*COLLINS, MARY ANNE, late of 51 Broadway, Camberwell, widow, died on 17th January, 1944.

\*GARSON, MARY LOUISA, formerly of 97 Regent-street, Preston, but late of Westfield, Lockington, widow, died on 16th December, 1943.

KENNELLY, MARGARET JANE, late of Mont Park, married woman, died on 12th July, 1943, intestate.

\*SHEARER, JOHN ROBERT, formerly of 71 Bent-street, Northcote, but late of R.A.A.F., abroad, sergeant pilot, presumed to have died on 1th May, 1942.

\*WILSON, JAMES JOHNSTONE, formerly of 18 Trenoweth-street, West Brunswick, but late of Second Australian Imperial Forces, soldier, died on 1st January, 1944.

\* With the will annexed.

J. E. DON,  
Public Trustee.

Melbourne, 1st March, 1944.

## Transport Regulation Acts.

## TRANSPORT REGULATION BOARD.

## NOTICES OF PUBLIC HEARINGS.

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

## Name of Applicant; Nature of Application.

MARSHALL, M.; 2 commercial passenger vehicles, with seating capacity for 16 and 12 persons respectively, to operate as follows:—(a) Bairnsdale—and a point 2 miles north of Lukeknow on the main Bairnsdale-Bruthen road, (b) Bairnsdale-Picnic Point, (c) Bairnsdale-Green's Hill. (Following decease of late G. Marshall.)

KNIBB, H. G.; 1 commercial passenger vehicle, to be purchased, as an additional vehicle on licensed routes.

McKENZIE'S MARYSVILLE TRANSPORT SERVICE; 3 commercial passenger vehicles, with seating capacity for 7, 8, and 5 persons respectively, to operate as stage omnibuses within 10 miles of Alexandra, Thornton, and Marysville.

Notice of any objection should be forwarded to reach the Secretary to the Board not later than Monday, the 13th March, 1944.

E. V. FIELD,  
Acting Secretary.

Exhibition Buildings, Rathdown-street, Carlton, 7th March, 1944.

## CONTRACTS ACCEPTED.—(Series 1943-44.)

## VICTORIAN RAILWAYS.

11. Spalls, Items 3 and 4, 7s. 3d. per ton weight (Contract 54599).—Bayview Quarries. 12. Broken Metal screenings, &c., Items 1, 2, and 3, 10s.; Items 4, 5, 6, and 7, 9s.; Items 8 and 10, 9s. 6d.; Item 9, 8s. 7d. per cubic yard (Contract 54600).—Dandenong Bluestone Quarries Pty. Ltd. 13. Sinking Test Bores around the Cremorne Bridge on the Richmond-South Yarra Railway Line for £2,765 19s. 9d. (Contract 54598).—Southern States Drilling Co. Pty. Ltd. 14. Mining Timbers, Item 1, 3d.; Item 3, 3½d.; Item 4, 4d.; Item 6, 5d.; Item 8, 7d.; Item 10, 10d.; Item 12, 1s. 9d.; Item 13, 2s.; Item 19, 5s. 6d.; Item 26, 7d.; Item 28, 11d.; Item 29, 1s. 5d.; Item 30, 2s. 6d. each (Contract 54587).—Wilkinson Bros. 15. Telegraph Poles, Item 1, 19s.; Item 2, 25s. each (Contract 54453).—N. Parker. 16. Bridge Beams, Item 6, £1 14s. 9d.; Item 7, £1 14s. 6d.; Item 12, £1 11s.; Items 17 and 18, £1 15s. 6d.; Item 22, £1 12s. 9d. per 100 super. feet (Contract 54443).—Beattie and McLaughlin.

By order of the Victorian Railways Commissioners,

E. C. EYERS, Secretary. 4.3.44.

## PUBLIC WORKS.

983. (1) Bonnie Doon, State School No. 2098, repairs, painting, &c., £100.—L. A. Skelton.

984. (3) Carlton, Education Department's Furniture Depot, supply of three hundred (300) kindergarten chairs, £142 10s.—F. Falshaw and Sons Pty. Ltd.

985. (4) Carlton, Teachers' Training College Hostel, various repairs, &c., £666.—R. Hallett.

986. (5) Essendon, High School, additions to shelter pavilion, £639.—P. Thomas.

987. (5) Greenvale, Sanatorium, new timber ward, £8,608 10s.—F. T. Jeffrey.

988. (4) Melbourne, State Public Offices, remodelling and additional accommodation, £3,459 5s.—Gyngell Bros.

989. (1) Melbourne, State Public Offices, electrical installation in first and second floors of Central Plan Office, £164 15s.—S. Pearce.

990. (2) Mont Park, Mental Hospital, electrical installation in main kitchen, £499.—S. Pearce.

991. (1) Mortlake, Police Station, repairs, painting, &c., £153 4s.—L. R. Giles.

992. (2) Prahran, Police Station and Court House, repairs, renovations, &c., £889.—R. McNaughton and Son.

993. (9) Sale, Girls' Technical School, supply and installation of fittings, £920 10s.—W. L. Brooks.

994. (2) Warrnambool, State School No. 1743, repairs, painting, &c., £454 16s. 6d.—Hammond and Sons.

995. Extras on Contract, Serial No. 1211/1942-43, £41 7s.

996. Extras on Contract, Serial No. 408/1943-44, £11,569.

J. H. LIENHOP, Commissioner of Public Works. 1.3.44.

## ORDERS IN COUNCIL.—(Series 1943-44.)

## STATE ELECTRICITY COMMISSION.

997. For the supply of steel reinforcing, to Quotation No. 2005.—Broken Hill Pty. Co. Ltd.

998. For the supply of sawn hardwood for sleepers, to Requisition No. 1121.—Wm. Cook Pty. Ltd.

999. For the supply of sawn hardwood for sleepers, to Requisition No. 1121.—J. Gent.

1000. For the supply of sawn hardwood for sleepers, to Requisition No. 1121.—Wm. Haughton and Co.

1001. For the supply of sawn hardwood for sleepers, to Requisition No. 1121.—V. Reece and Son.

1002. For the supply of twelve only pre-fabricated timber framed huts with fibrolite walls and roof, to Requisition No. 1156.—A. H. Schulz.

Approved by the Governor in Council, 28th February, 1944.—C. W. KINSMAN, Clerk of the Executive Council.

## DEPARTMENT OF PUBLIC INSTRUCTION.

1003. Purchase of equipment for Daylesford Technical School, £108.—McPherson's Pty. Ltd., Melbourne.

Approved by the Governor in Council, 6th March, 1944.—C. W. KINSMAN, Clerk of the Executive Council.

## MOTOR CAR (THIRD-PARTY INSURANCE) ACT 1939.

At the Executive Council Chamber, Melbourne, the  
sixth day of March, 1944.

## PRESENT:

The Lieutenant-Governor, as Deputy for His Excellency  
the Governor of Victoria.

Mr. Kennedy  
Mr. Oldham

Mr. Tuckett.

WHEREAS by sub-section (2) of section 4 of the *Motor Car (Third-party Insurance) Act 1939*, it is enacted that it shall not be necessary for the owner of any motor car which is temporarily in Victoria and which is registered in any other State or any Territory of the Commonwealth prescribed by the Governor in Council to insure under the said Act if while the motor car is in Victoria the owner and any driver of such motor car are insured under a contract of insurance in accordance with the law of such State or Territory against liability which may be incurred by such owner or driver in respect of the death of or bodily injury to any person caused by or arising out of the use of such motor car in Victoria: And whereas by the said sub-section the Governor in Council is empowered by Order published in the *Government Gazette* to prescribe for the purpose of the said sub-section any State or Territory of the Commonwealth in which in the opinion of the Governor in Council there is in operation legislation for the carrying out of objects substantially similar to the objects of Part 1 of the said Act: And whereas in the opinion of the Governor in Council there is in operation in the State of South Australia legislation for the carrying out of objects substantially similar to the objects of Part 1 of the *Motor Car (Third-party Insurance) Act 1939*: Now therefore the Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, doth by this Order prescribe the State of South Australia for the purposes of sub-section (2) of section 4 of the *Motor Car (Third-party Insurance) Act 1939*.

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

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

## MOTOR CAR (THIRD-PARTY INSURANCE) ACT 1939.

*At the Executive Council Chamber, Melbourne, the sixth day of March, 1944.*

## PRESENT:

The Lieutenant-Governor, as Deputy for His Excellency the Governor of Victoria.

Mr. Kennedy,  
Mr. Oldham

Mr. Tuckett.

WHEREAS by sub-section (1) of section 10 of the *Motor Car (Third-party Insurance) Act 1939*, it is enacted that in order to comply with the requirements of Part I of the said Act a contract of insurance under the said Part in respect of any motor car shall, except as provided in the said section 10, insure the owner of such motor car and any other person who at any time drives such motor car whether with or without the authority of the owner against any liability (including liability for costs) which may be incurred by that owner or other person in respect of the death of or bodily injury to any person caused by or arising out of the use of such motor car in Victoria and in any other State or any Territory of the Commonwealth prescribed by the Governor in Council: And whereas by the said sub-section the Governor in Council is empowered by Order published in the *Government Gazette* to prescribe for the purposes of the said sub-section any State or Territory of the Commonwealth in which in the opinion of the Governor in Council there is in operation legislation for the carrying out of objects substantially similar to the objects of Part I of the *Motor Car (Third-party Insurance) Act 1939* and under which while motor cars registered in that State or Territory are in Victoria the owners and drivers of such motor cars are insured under and subject to that legislation against liability which may be incurred by such owners or drivers in respect of the death of or bodily injury to persons caused by or arising out of the use of such motor cars in Victoria: And whereas in the opinion of the Governor in Council there is in operation in the State of South Australia legislation for the carrying out of objects substantially similar to the objects of Part I of the *Motor Car (Third-party Insurance) Act 1939* and under which while motor cars registered in the said State of South Australia are in Victoria the owners and drivers of such motor cars are insured under and subject to that legislation against liability which may be incurred by such owners or drivers in respect of the death of or bodily injury to persons caused by or arising out of the use of such motor cars in Victoria: Now therefore the Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, doth by this Order prescribe the State of South Australia for the purposes of sub-section (1) of section 10 of the *Motor Car (Third-party Insurance) Act 1939*.

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

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

## GAS REGULATION ACT 1933.

*At the Executive Council Chamber, Melbourne, the sixth day of March, 1944.*

## PRESENT:

The Lieutenant-Governor, as Deputy for His Excellency the Governor of Victoria.

Mr. Kennedy  
Mr. Oldham

Mr. Tuckett.

THE Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the provisions of the *Gas Regulation Act 1933*, doth by this Order prescribe that the sum payable by every undertaker to which the said Act applies shall for the twelve months commencing on the first day of March, 1944, be a sum to be calculated at the rate of three-sixteenths of a penny for every two thousand cubic feet of gas sold by such undertaker.

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

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

## WATER ACTS.

*At the Executive Council Chamber, Melbourne, the sixth day of March, 1944.*

## PRESENT:

The Lieutenant-Governor, as Deputy for His Excellency the Governor of Victoria.

Mr. Kennedy  
Mr. Oldham

Mr. Tuckett.

## DROUIN WATERWORKS TRUST.—EXTENT OF DISTRICT INCREASED.

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

That the extent of the Waterworks District of the Drouin Waterworks Trust be increased by adding to the same the lands comprised within the boundaries described in the Schedule hereto, and as on and from the date hereof the extent of such district shall be deemed to be increased accordingly.

## SCHEDULE.

Commencing at the intersection of a line parallel to the western boundary of section I, Township of Drouin, Parish of Drouin West, County of Buln Buln, and distant 5 chains westerly therefrom with the centre line of the eastern railway, being a point on the western boundary of the existing Waterworks District; thence north-westerly along the said centre line of the eastern railway to a point in line with the eastern boundary of Crown allotment 7, section A, Township of Drouin; thence northerly by a line across the eastern railway reserve and across a road to the south-eastern angle of the said Crown allotment 7 and along its eastern boundary and by a line being a continuation thereof across a road to a point on the southern boundary of Crown allotment 43, section A; thence easterly along the southern boundary of the said Crown allotment 43 to the most westerly angle of Crown allotment 36, section A; thence north-easterly along the north-western boundary of the said Crown allotment 36 to its most northerly angle; thence south-easterly and southerly along the north-eastern boundaries of Crown allotments 36, 35, 34, and 33, section A, and the eastern boundary of the said Crown allotment 33 to a point on the northern boundary of the existing Waterworks District; thence westerly and southerly along the northern and western boundaries of the existing Waterworks District to the point of commencement—all of which lands are shown upon a plan approved by the Governor in Council and deposited in the office of the State Rivers and Water Supply Commission, Melbourne.

And the Honorable Norman Angus Martin, for and on behalf of His Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

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

## FRUIT AND VEGETABLES ACT 1928 (No. 3687).

*At the Executive Council Chamber, Melbourne, the sixth day of March, 1944.*

## PRESENT:

The Lieutenant-Governor, as Deputy for His Excellency the Governor of Victoria.

Mr. Kennedy  
Mr. Oldham

Mr. Tuckett.

## AMENDMENT OF CROYDON COOL STORES AREA.

IN pursuance of the provisions in that behalf contained in the *Fruit and Vegetables Act 1928* (No. 3687), the Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth by this Order hereby amend the boundary of the Croydon Cool Stores Area by the inclusion therein of the orchard owned by Robert J. Dobson, containing 57 acres, situated on the Liverpool-road, The Basin, being part of Crown allotments 72 and 72A, Parish of Scoresby, County of Mornington.

And the Honorable Norman Angus Martin, His Majesty's Minister of Agriculture for the State of Victoria, shall give the necessary directions herein accordingly.

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

## EXPLOSIVES ACT 1928.

*At the Executive Council Chamber, Melbourne, the sixth day of March, 1944.*

## PRESENT:

The Lieutenant-Governor, as Deputy for His Excellency the Governor of Victoria.

Mr. Kennedy | Mr. Tuckett.  
Mr. Oldham

## CLASSIFICATION OF EXPLOSIVE.

THE Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the provisions of section 53 of the *Explosives Act 1928*, doth by this Order classify the under-mentioned explosive as follows:—

## CLASS 3—NITRO-COMPOUND.

## Division 1.

Hercules Smokeless Powder.

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

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

## THE CONSTITUTION ACT AMENDMENT ACT 1928.

*At the Executive Council Chamber, Melbourne, the sixth day of March, 1944.*

## PRESENT:

The Lieutenant-Governor, as Deputy for His Excellency the Governor of Victoria.

Mr. Kennedy | Mr. Tuckett.  
Mr. Oldham

## REVOCATION OF APPOINTMENT OF POLLING PLACE FOR ELECTORAL DISTRICT OF KORONG AND EAGLEHAWK.

IN pursuance of the provisions contained in *The Constitution Act Amendment Act 1928*, section 192, the Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby revoke the appointment of—

## McINTYRES

as a Polling Place within and for the Inglewood Subdivision of the Electoral District of Korong and Eaglehawk.

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

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

## DEPARTMENT OF LANDS AND SURVEY.

*At the Executive Council Chamber, Melbourne, the sixth day of March, 1944.*

## PRESENT:

The Lieutenant-Governor, as Deputy for His Excellency the Governor of Victoria.

Mr. Kennedy | Mr. Tuckett.  
Mr. Oldham

## UNUSED AND UNMADE ROAD CLOSED.

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

Parish of Marong, County of Bendigo, being the road lying between allotment 6B and allotments 6J and 6A of section 10.—(M.32<sup>(3)</sup>) (C.84791).

## REVOCATION OF TEMPORARY RESERVATION OF LAND BY ORDER IN COUNCIL.

THE Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby, in pursuance of the provisions of the *Land Act 1928*, revoke the temporary reservation of the land by Order in Council herein-after referred to, viz.:—

STAWELL.—Site for Hospital purposes (as to part).  
(For technical description, see *Government Gazette* of the 9th February, 1944.)

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

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

## APPROACHING LAND SALES.

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

	No. of Gazette
Ballaarat.—Tuesday, 18th April, 1944	35
Lismore.—Tuesday, 4th April, 1944	34
Melbourne.—Wednesday, 29th March, 1944	34
Red Cliffs.—Thursday, 6th April, 1944	35
Swan Hill.—Saturday, 15th April, 1944	35

Lands and Survey Office, Melbourne.

## SALES BY AUCTION.

The lands will be sold in fee-simple, and subject to the covenants, conditions, exceptions, and reservations directed by the Governor in Council by an Order in Council dated the 5th August, 1930, and published in the *Government Gazette* of the 8th August, 1930, varied as herein.

A deposit of at least twelve and a half per centum of the price at which each lot is sold must be paid by the purchaser at the time of sale, and all such payments shall be made in bank notes or cheques approved by the officer conducting the sale, and the residue of such price will be payable in equal instalments, in accordance with the scale hereunder, on the last day of each successive period of six months from the time of sale, or, if the purchaser choose, at any earlier time or times; such residue of the price shall bear interest at the rate of £5 per centum per annum, to be computed between the time of sale and the time when payment of such residue is made. If the residue of the price be paid within thirty days after the time of the sale no interest will be payable thereon.

The transfer of the interest of any purchaser of an allotment sold by public auction may be effected prior to the final payment of the purchase money being made. The fee for transfer shall be One pound, and such transfer will be subject to payment of stamp duty.

## SCALE OF PAYMENTS OF RESIDUE.

£20 and under, 6 instalments.
Over £20, and not exceeding £50, 8 instalments.
Over £50, and not exceeding £100, 10 instalments.
Over £100, and not exceeding £200, 12 instalments.
Over £200, and not exceeding £300, 14 instalments.
Over £300, and not exceeding £400, 16 instalments.
Over £400, and not exceeding £500, 18 instalments.
Over £500, 20 instalments.

## FEES, ETC.

The fees payable for Crown grant and assurance (One halfpenny for each pound of purchase price) must be paid with the balance of purchase money. The following is the scale:—

50 acres and under, £1 10s.

Over 50 acres, £2.

Where the purchase money does not exceed £5, the grant fee is £1.

Valuations of improvements (if not purchased by the owner thereof), and charges for survey must also be paid at the time of sale.

## SPECIAL CONDITION.

Before sale is approved the purchaser will be required to satisfy the requirements of the National Security (Lands Transfer) Regulations as regards nationality.

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

Office of Lands and Survey,

Melbourne, 6th March, 1944.

**BALLAARAT.**—Sale (No. 10540) of Crown lands in fee-simple will be held at the BOARD ROOM, STATE PUBLIC OFFICES, BALLAARAT, on TUESDAY, 18th APRIL, 1944, at TEN o'clock a.m. To be conducted by R. J. THOMSON, Land Officer. Auctioneers: CHAS. WALKER & CO., Ballaarat.

CITY OF BALLAARAT, PARISH OF BALLAARAT, COUNTY OF GRENVILLE.

*At Corner of Gregory and Clyde Streets.*

Upset price £70. Charge for survey £3 2s. 6d.

Lot 1. Area 21 1/10 perches, being allotment 28 of section Z. Valuation of improvements £682 (F. M. Leonard).

*Fronting Talbot-street.*

Upset price £90. Charge for survey £3 2s. 6d.

Lot 2. Area 27 7/10 perches, being allotment 31 of section 54.

AT BALLAARAT EAST, CITY OF BALLAARAT, PARISH OF BALLAARAT, COUNTY OF GRANT.

*Fronting Rodier-street.*

Upset price £70. Charge for survey £3 2s. 6d.

Lot 3. Area 30 4/10 perches, being allotment 21 of section I. Valuation of improvements £319 (F. A. Trewenack).

*Fronting Rodier-street.*

Upset price £90. Charge for survey £3 2s. 6d.

Lot 4. Area 1r. 2p., being allotment 22 of section I. Valuation of improvements £420 (F. A. Trewenack).

*Fronting Humffray-street.*

Upset price £123 15s. Charge for survey £3 2s. 6d.

Lot 5. Area 2r. 3 7/10p., being allotment 10 of section 63. Valuation of improvements £225 (J. E. Nankervis).

*At Corner of Water and Humffray Streets.*

Upset price £25. Charge for survey £3 2s. 6d.

Lot 6. Area 17 3/10 perches, being allotment 7 of section 220. Valuation of improvements £25 (G. Stewart).

*In East of City, off Finlay-street.*

Upset price £10. Charge for survey £3 2s. 6d.

Lot 7. Area 1a. 3r. 7p., being allotment 3 of section 224.

CORINDHAP, PARISH OF CORINDHAP, COUNTY OF GRENVILLE.

*In South of Town.*

Upset price £12. Charge for survey £3.

Lot 8. Area 1a. 0r. 23 7/10p., being allotment 2 of section 1A. Valuation of improvements £19 5s. (R. Jolly).

*In South of Town.*

Upset price £8 per lot. Charge for survey £3 per lot.

Lot 9. Area 2r. 18p., being allotment 12 of section 3.

Lot 10. Area 2r. 23p., being allotment 13 of section 3. Valuation of improvements £186 (R. H. P. Jolly).

*In West of Town.*

Lot 11. Area 1r. 4p., being allotment 5 of section 3. Valuation of improvements £176 10s. (A. E. Giblin).

*In East of Town.*

Lot 12. Area 2a. 2r. 30 6/10p., being allotment 2 of section 7. Valuation of improvements £400 (N. J. Ross).

*In East of Town.*

Upset price £7 10s. Charge for survey £3.

Lot 13. Area 4a. 0r. 18 6/10p., being allotment 3 of section 7. Valuation of improvements £1 (E. J. Hall).

*In West of Town.*

Upset price £7. Charge for survey £3.

Lot 14. Area 1 rood, being allotment 8 of section 3. Valuation of improvements £212 (A. F. Brooks).

*In East of Town.*

Upset price £15 12s. Charge for survey £3.

Lot 15. Area 2a. 2r. 16p., being allotment 11 of section 6. Valuation of improvements £112 15s. (D. Westrup).

BOROUGH OF SEBASTOPOL, PARISH OF BALLAARAT, COUNTY OF GRENVILLE.

*Fronting Albert-street.*

Upset price £50. Charge for survey £3 2s. 6d.

Lot 16. Area 2r. 2p., being allotment 6 of section 44. Valuation of improvements £110 (W. W. Kernick).

*Fronting Albert-street.*

Upset price £25. Charge for survey £3 2s. 6d.

Lot 17. Area 1r. 2p., being allotment 7 of section 44.

PARISH OF CARDIGAN.

*Being the former School Reserve at Bankers Hill.*

Upset price £17. Charge for survey £3.

Lot 18. Area 1a. 1r. 38 6/10p., being allotment 2H of section 15.

PARISH OF BUNINYONG, COUNTY OF GRANT.

*In West of Parish.*

Upset price £10. Charge for survey £3 2s. 6d.

Lot 19. Area 2a. 0r. 12p., being allotment G24. Valuation of improvements £160 (J. Veal).

LINTON, PARISH OF ARGYLE, COUNTY OF GRENVILLE.

*Between Grenville-street and the Railway.*

Upset price £10. Charge for survey £3.

Lot 20. Area 2a. 1r. 30 7/10p., being allotment 11 of section 5.

ALSO:

To be offered under the conditions of the Transfer of Land Act 1928, allotments 16 and 17 of section J, Parish of Ballaarat, at Ballaarat East, containing 15 perches, more or less, being all that land contained in Conveyance Book 506, Memorial 798, in name of the Honorable the Minister for the time being administering the Education Acts, formerly known as the old Woodwork Centre. Upset price £140 17s. 6d. Payable by a deposit of at least 12½ per centum of the purchase price. The residue will be payable in twelve (12) equal half-yearly instalments, or, if purchaser chooses, at any earlier time or times. Such residue will bear interest at rate of £5 per centum per annum, payable half yearly and calculated from date of sale. Upset price includes all improvements on the area at time of sale. Purchaser will be required to maintain all improvements and, if called upon, to insure same in the name of the Secretary for Lands. On completion of contract, purchaser will be required to pay the necessary fees under the Transfer of Land Act.

**SWAN HILL.**—Sale (No. 10541) of Crown lands in fee-simple will be held at the LAND OFFICE, SWAN HILL, on SATURDAY, the 15th day of APRIL, 1944, at ELEVEN o'clock a.m. To be conducted by J. MILNE, Senior Inspector, Land Settlement.

NYAH, PARISH OF TYNTYNDER NORTH, COUNTY OF TATCHERA.

*North of State School.*

Upset price £15 per lot. Charge for survey £3 per lot.

Lot 1. Area 2 roods, being allotment 3 of section 8.

Lot 2. Area 2 roods, being allotment 6 of section 8.

WOORT WOORT, PARISH OF PIANGIL, COUNTY OF TATCHERA.

*North-west of Public Hall.*

Upset price £7. Charge for survey £3.

Lot 3. Area 1a. 0r. 32p., being allotments 13, 14, 15, and 16 of section 1.

ANNUELLO, PARISH OF GEERA, COUNTY OF KARKAROO.

*Former Inspector of Land Settlement's residence, in North-west of Township.*

Upset price £168. Charge for survey £1.

Lot 4. Area 1r. 23 4/10p., being allotment 9. Upset price includes all improvements on the area except the galvanized-iron tanks, and consists of six-roomed house and outbuildings, together with detached garage and W.B. office.

SPECIAL CONDITION.

Lot 4 is sold subject to the following special condition:—Until the full purchase money has been paid, the purchaser—

- (a) shall not make any alterations to the buildings and other improvements on the land at the date of sale until the consent of the Minister has been obtained;
- (b) shall, at his own expense, as often as need be and to the satisfaction of the Minister, repair, maintain, and keep in good order and substantial repair and condition all buildings and other improvements on the land at the date of sale;
- (c) shall, at his own expense, insure and keep insured with an approved company all buildings and other improvements the property of the Crown on the area in the name of the Secretary of Lands for an amount to be fixed by him from time to time, and shall lodge a cover note for such insurance immediately and the policy when available, and shall, at his own expense and in the manner above stated if the Minister so requires, insure all buildings and other improvements on the area whether wholly or partly the property of the purchaser.
- (d) shall, at least fourteen days prior to the date of expiry, renew the policy and lodge the renewal receipt with the Secretary for Lands. Should he fail to do so, or to effect repairs or maintenance whenever required to do so, the Secretary for Lands may effect such insurance or repairs or maintenance at the purchaser's expense, and the amount so expended shall become a debt recoverable as purchase money under this sale.

If the purchaser fails to carry out any of the obligations of this condition, the Minister may declare the sale null and void and may re-offer the land for sale.

In the event of Lot 4 not being sold, the house and outbuildings referred to in above description will be offered for sale for removal in two lots.

Lot A. House, outbuildings, and detached garage (excluding tanks).

Lot B. Detached W.B. office.

With reference to lots A and B the full amount of purchase price must be paid at the sale.

Purchaser must effect removal within three months from date of sale, leave the site clear, and repair any damage caused to fencing, &c., by removal operations.

#### CLOSER SETTLEMENT ACT.

**A** SALE of the under-mentioned land, in fee simple, by auction, will be held at the LAND OFFICE, RED CLIFFS, on THURSDAY, 6th APRIL, 1944, at TWO o'clock p.m. To be conducted by W. H. MOSS, Senior Inspector, Red Cliffs. Auctioneer: J. W. MARROWS, Merbein.

#### PARISH OF MILDURA, COUNTY OF KARKAROOC.

*Adjoining A. Edwards' Holding.*

Charge for survey £3.

Lot 1. Area 1 acre (subject to survey), allotment 480B, section B. (Water will not be supplied for irrigation.)

*In South of Parish, East of Allotment 179F.*

Charge for survey £3 2s. 6d.

Lot 2. Area 5 acres (subject to survey), allotment 179H, section B. (Water will not be supplied for irrigation.)

*Fronting Coorong-avenue and adjoining Golf Links.*

Charge for survey £3 2s. 6d.

Lot 3. Area 3a. 1r. (subject to survey), allotment 3, section 13, block G. Valuation of improvements £10 (E. A. King). (Water will not be supplied for irrigation.)

#### AT RED CLIFFS, PARISH OF MILDURA, COUNTY OF KARKAROOC.

*Facing Calder Highway, North of Township.*

Charge for survey £3.

Lot 4. Area 1 acre, allotment 1, section 14.

*Between Calder Highway and Kiewa-avenue, South of Township.*

Charge for survey £1.

Lot 5. Area 33 9/10 perches, allotment 8, section 17.

*Facing Calder Highway, East of Railway Line, South of Township.*

Charge for survey £1.

Lot 6. Area 30 3/10 perches, allotment 14, section 17.

Lot 7. Area 28 6/10 perches, allotment 15, section 17.

Lot 8. Area 28 6/10 perches, allotment 16, section 17.

Lot 9. Area, 28 6/10 perches, allotment 17, section 17.

Lot 10. Area 32 9/10 perches, allotment 18, section 17.

Lot 11. See Schedule.

#### CONDITIONS OF SALE (Lots 1 and 2).

The full amount of purchase money, together with survey fee, grant fee (£1 10s.), and contribution to Assurance Fund (4d. per £1 of purchase price) to be paid at sale. Crown grant will issue as soon as practicable.

#### TERMS AND CONDITIONS (Lots 3 to 11 inclusive).

Deposit to be paid at sale, 20 per cent. of purchase price. Balance payable by ten equal half-yearly instalments, together with interest computed at the rate of 4½ per cent. per annum on the unpaid balance.

Purchaser may pay balance of purchase money and fees at any time prior to due date, or may, with the consent of the Board of Land and Works, transfer his interest in the purchase (fee £1).

The registration of the transfer may be subject to payment of such further sum as the Board may require in reduction of the outstanding balance.

Crown grant will be prepared and issued as soon as practicable after payment of purchase money in full. (Fee for Crown grant £1 10s., and contribution to Assurance Fund 4d. per £1 of purchase money.)

#### SPECIAL CONDITION (all lots).

Before sale is approved the purchaser will be required to comply with the provisions of the National Security (Land Transfer) Regulations.

A. E. LIND,

Commissioner of Crown Lands and Survey.

Melbourne, 7th March, 1944.

#### Land Act 1928.

#### LEASES SURRENDERED.

**N**OTICE is hereby given that the Governor in Council has accepted the surrender of the Leases mentioned in the Schedule hereunder for the reason specified in each case.

District.	Corr. No.	Name of Lessee.	Section of Land Act under which Leased.	Parish.	Allotment.	Area.	Class.	Reason.
Benalla ..	223/46	Warnock, T. H. ..	46/1915	Lima ..	33, section C	A. R. P. 56 1 9	3rd	New lease to issue for increased area
Geelong ..	4653/47-49	The President, Councillors, and Rate-payers of the Shire of Otway	..	Moorbanool ..	Part 77A	..	..	Being the land particularly described in leasehold certificate of title, vol. 1134, folio 22616— for road purposes
Hamilton ..	407/44	Kidman, F. O. ..	44/1928	Kanawinka ..	38A	635 3 9	3rd	New lease to issue for amended area
Horsham ..	66/44	Gust, S. A. ..	44/1928	Toosan ..	55B, 55C	605 0 38	3rd	New lease to issue
Melbourne ..	064/142	Abraham, G. ..	142/1901	Wonthaggi ..	7, section 6	0 0 16½	..	Surrendered by lessee with a view to purchasing the allotment in accordance with an agreement dated the 9th day of August, 1943— for road purposes
Sale ..	4873/42-44	The President, Councillors, and Rate-payers of the Shire of Morwell	..	Budgerce ..	Part 36, section A	..	..	Being the land particularly described in leasehold certificate of title, vol. 1071, folio 214166— for road purposes

A. E. LIND,

Commissioner of Crown Lands and Survey.

Department of Lands and Survey,  
Melbourne, 6th March, 1944.

## Land Act 1928.

## LICENCES AND PERMITS UNDER THE LAND ACTS DECLARED EXPIRED OR CANCELLED.

NOTICE is hereby given that the Licences and Permits mentioned in the Schedule hereunder have been declared expired or cancelled for the reason specified in each case.

District.	Corr. No.	Name of Lessee.	Section of Land Act under which Leased.	Parish.	Allotment.	Area.	Class.	Reason for Voiding.
Ballarat ..	170/129	Button, W. ..	129/1928	Ballarat ..	17, section Z	A. R. P. 0 1 0 <sup>1</sup> / <sub>10</sub>	..	Residence area right to issue
Beechworth ..	542/44	McIntosh, E. C. ..	44/1928	Thowgla ..	17, 17A, 17B, section 2	220 0 0	..	Permit cancelled for non-compliance with conditions
Beechworth ..	110/129	Ramsay, H. (deceased)	129/1928	Byawatha ..	12D, section A2	2 3 38.	..	Area abandoned
Benalla ..	105/44	Cooper, S. J. ..	44/1928	Myrrehee ..	1A, section 5	274 0 0	..	New permit to issue with amended date
Bendigo ..	0428/129	Grief, L. ..	129/1928	Lyell ..	7, section 12	2 3 39 <sup>1</sup> / <sub>10</sub>	..	Non-payment of rent
Omeo ..	118/44	Pike, A. E. ..	44/1928	Omeo ..	81, 81B	300 0 0	..	Area abandoned—permit cancelled
Beechworth ..	0349/103	Chambers, E. S. ..	103/1915	Myrtleford ..	5A, section A2	20 0 0	..	Area abandoned

Department of Lands and Survey,  
Melbourne, 7th March, 1944.

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

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

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

The following Notice was published 1° on the 1st March, 1944, pursuant to Order of the 28th February, 1944.

STANLEY.—The Order in Council of the 28th June, 1871, temporarily reserving 46 acres 2 roods of land in the Parishes of Beechworth and Stanley (now Parish of Stanley), as a site for Watering purposes so far as regards the portion thereof hereinafter described—6 acres 2 roods 9 perches, Parish of Stanley, County of Bogong; Commencing at the most easterly angle of the site, bounded thence by a line, allotment 4, section 13, and a line bearing S. 33 deg. 55 min. W. 1,699 7/10 links; by allotments 1 and 3 and a line bearing N. 9 deg. 30 min. E. 1,866 7/10 links; and thence by a line bearing S. 56 deg. 5 min. E. 771 9/10 links to the point of commencement.—(S.339 (5) (H.015362) (Rs.5234).

The following Notice was published 1° on the 8th March, 1944, pursuant to Order of the 6th March, 1944.

CAMPBELLTOWN.—The Order in Council of the 26th March, 1866 (see *Government Gazette*, 13th April, 1866, page 800), temporarily reserving 407 acres 1 rood of land in the Parish of Campbelltown as a site for a township.—(C.364 (4) (C.88916).

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

COMMITTEES OF MANAGEMENT OF RESERVES.  
APPOINTMENTS.

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

## "BARWO PUBLIC PURPOSES RESERVE."

John Victor Trewin, Royce Albert Ernest Hutchins, Edgar Harold Lucke, George Walter Adams, and Ernest Gordon Neeld as a Committee of Management for a period of three years of the land temporarily reserved by Order in Council dated the 21st January, 1937, as a site for Public purposes in the Parish of Barwo, and known as the "Barwo Public Purposes Reserve."—(Corres. Rs.4646.)

## "BALLARAT PLANTATION RESERVE."

The Council of the City of Ballarat as a Committee of Management of the land temporarily reserved by Order in Council dated the 7th February, 1944, as a site for Plantation purposes in the Parish and City of Ballarat at Ballarat East, and known as the "Ballarat Plantation Reserve."—(Corres. Rs.5481.)

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

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

## TENDERS.

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

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

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

16th March, 1944.

Bonnie Doon.—Repairs, painting, Police Station. Particulars at Inspector of Works Office, Shepparton; Police Stations, Mansfield, Bonnie Doon, Alexandra. Deposit, £2.

Burke's Bridge.—New laundry, State School No. 3721. Particulars at Inspector of Works Office, Bendigo; Police Stations, Kerang, Echuca; State School, Burke's Bridge. Deposit, £2.

Burnley Gardens.—New sinks and cupboards, Research Laboratory. Particulars at Burnley Gardens. Deposit, £2.

Camberwell.—External renovations, Police Station and Court House. Particulars at Police Station, Camberwell. Preliminary deposit, £3. Final deposit, 2 per cent.

Carlton.—Repairs, renovations, Teachers' Training College. Deposit, £2.

Flemington.—Improved ventilation to laundry, "Travancore" Special School. Deposit, £2.

Flemington.—Repairs, renovations to offices, Police Station. Particulars at Police Station, Flemington. Deposit, £2.

Footscray.—Internal renovations to quarters, Police Station. Particulars at Police Station, Footscray. Deposit, £3.

Gormandale.—New out-offices, State School No. 2482. Particulars at Inspector of Works Office, Korumburra; Police Stations, Traralgon, Sale; State School, Gormandale. Deposit, £2.

Hamilton.—New brick building, T.B. Chalet, District Base Hospital. Particulars at Inspectors of Works Offices, Stawell, Warrnambool; Police Station, Hamilton. Preliminary deposit, £25. Final deposit, 2 per cent.

Jamieson.—Repairs, painting, Court House. Particulars at Inspector of Works Office, Shepparton; Police Stations, Mansfield, Alexandra, Jamieson. Deposit, £4.

Janefield.—Central heating and hot water service, Mental Hospital. Preliminary deposit, £10. Final deposit, 2 per cent.

Marnoo.—Underpinning, repairs, State School No. 1554. Particulars at Inspector of Works Office, Stawell, Horsham; Police Station, Murtoa; State School, Marnoo. Deposit, £2.

Mont Park.—Supply and installation of meat-cutting band saw, Mental Hospital. Deposit, £3.

Mooroedue.—General repairs, &c., State School No. 2327. Particulars at Police Stations, Mornington, Frankston; State School, Mooroedue. Deposit, £2.

Neerim South.—Repairs, painting, State School No. 2432. Particulars at Inspector of Works Office, Bairnsdale; Police Stations, Warragul, Traralgon; State School, Neerim South. Deposit, £3.

Preston.—Internal and external renovations, Police Station. Particulars at Police Station, Preston. Preliminary deposit, £5. Final deposit, 2 per cent.

Princes Hill.—Electrical installation, State School No. 2955. Deposit, £3.

Romsey.—Repairs, painting, internal renovations, Police Station. Particulars at Police Stations, Romsey, Gisborne, Kilmore, Kyneton. Preliminary deposit, £4. Final deposit, 2 per cent.

Sea Lake.—Repairs, painting, Court House. Particulars at Inspector of Works Office, Bendigo; Police Stations, Sea Lake, Wycheproof, Woomelang. Deposit, £3.

South Melbourne.—External painting, Drill Store (Mines Department). Preliminary deposit, £4. Final deposit, 2 per cent.

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

23rd March, 1944.

Cora Lynn.—Painting, repairs, State School No. 3502. Particulars at Police Stations, Dandenong, Drouin, Warragul. Deposit, £2.

Donald.—Repairs, painting, State School No. 1465. Particulars at Inspector of Works Office, Maryborough; Police Stations, Donald, St. Arnaud, Birchip. Preliminary deposit, £5. Final deposit, 2 per cent.

Lakes Entrance.—Repairs, painting, residence, State School No. 2672. Particulars at Inspector of Works Office, Bairnsdale; Police Stations, Maffra, Orbost; State School, Lakes Entrance. Preliminary deposit, £2. Final deposit, 2 per cent.

North Fitzroy.—Underpinning brick wall, State School No. 3110. Particulars at State School, North Fitzroy. Preliminary deposit, £2. Final deposit, 2 per cent.

Port Albert.—Repairs, State School No. 490. Particulars at Inspector of Works Office, Korumburra; Police Stations, Toora, Yarram. Deposit, £3.

Richmond.—Provision of wire guards to windows, State School No. 2084. Particulars at State School, Richmond. Deposit, £3.

Seymour.—Repairs, internal and external painting, Court House. Particulars at Inspector of Works Office, Shepparton; Police Stations, Seymour, Yea, Euroa. Deposit, £5.

Westgreen.—Erection of shelter pavilions and out-offices, State School No. 4158. Particulars at State School, Westgreen. Preliminary deposit, £5. Final deposit, 2 per cent.

Yarragon.—Repairs, internal renovations, Police Station. Particulars at Inspector of Works Office, Bairnsdale; Police Stations, Moe, Warragul, Yarragon. Deposit, £2.

30th March, 1944.

Larundel.—Erection of new brick building, Mental Hospital. Preliminary deposit, £50. Final deposit, 2 per cent.

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

J. H. LIENHOP.

Commissioner of Public Works.

Melbourne, 8th March, 1944.

#### TENDERS FOR THE SERVICE, 1944.

##### PROVISIONS—MEAT.

**TENDERS** will be received until Eleven o'clock a.m. on Friday, 17th March, 1944, from persons willing to furnish the under-mentioned supplies, in such quantities as may be ordered by the Victorian Government—delivery to be made at the under-mentioned places—during the three months commencing on 1st April, 1944.

The estimated quantities shown in the Schedules will be subject to variation in accordance with the requirements of any Regulations for the rationing of meat in force during the contract period.

The prices tendered must not include sales tax.

In all cases, the total cost of each item must be extended in the columns provided.

The places for which tenders will be received, the amount of the preliminary deposit, and the security required for the due fulfilment of each contract, are as follows:—

		Preliminary Deposit.	Security.
		£	£
Schedule No. 1. Melbourne District	Meat—Kew Mental Hospital	2	35
	" Pentridge Penal Estab- lishment, Female Penitentiary, and Metropolitan Gaol, Coburg	2	35
	" Children's Welfare Depot, Royal Park, and Police Hospital	1	8
	" Receiving House and Mental Hospital, Royal Park	1	10
Schedule No. 2. Mont Park, Bun- doora, Jane- field, and Gress- well	Meat	3	50
Schedule No. 3. s.s. Rip and Dredges	Meat	1	5
Schedule No. 4. Teachers' College, Carlton, and Travancore, Flemington	Meat	1	8
Schedule No. 5. Ararat District	Meat	2	30
Schedule No. 6. Ballarat District	Meat	2	35
Schedule No. 7. Beechworth Dis- trict	Meat	2	30
Schedule No. 8. Castlemaine Dis- trict	Meat	1	5
Schedule No. 9. School of Forestry, Creswick	Meat	1	3
Schedule No. 10. McLeod Settle- ment, French Island	Meat	1	5
Schedule No. 12. Sanatorium, Greenvale	Meat	1	7
Schedule No. 13. Coorimungie Prison Camp, Heytesbury Forest	Meat	1	4
Schedule No. 16. Sale Gaoi	Meat	1	3
Schedule No. 17. Pleasant Creek Special School, Stawell	Meat	1	3
Schedule No. 18. Sunbury District	Meat	2	40

Printed forms of tender and the conditions of contract may, in all cases, be obtained from the Secretary to the Tender Board, Gisborne-street, Melbourne, by whom also any information or explanation will be afforded to persons tendering.

Tenders must be accompanied by the preliminary deposit, as shown above, preferably by non-negotiable cheque payable to the order of the Secretary to the Tender Board. The amount and designation of the preliminary deposit enclosed must be clearly stated in the tender. Savings Bank deposit books, fixed deposit receipts, Commonwealth Treasury bonds, or reference to securities on existing contracts will in no case be received or entertained as preliminary deposits. Preliminary deposits will be returned within 30 days to unsuccessful tenderers on their application.

Security will be required either in Commonwealth Treasury Bonds, or approved bank guarantee, fixed deposit receipt, Savings Bank deposit book, or non-negotiable cheque in favour of the Secretary to the Tender Board, as the tenderer may elect.



The security must be completed and the contract signed within five days of acceptance of the tender, failing which the service may be again advertised, or another tender accepted.

The lowest or any tender will not necessarily be accepted.

In the event of tenderers withdrawing or attempting to withdraw their tenders before notification of acceptance of same, or failing to take up their accepted tenders within the prescribed period after notification of acceptance, the preliminary deposit will be forfeited and, in addition, they may be disqualified from tendering or holding any future contracts for Government supplies for a period of twelve months, such disqualification to date from the notification of acceptance of tender. It is also stipulated that, if a tenderer be a member of a firm and such firm be interested in the contract, the tender shall be in the name of the firm and not in that of the individual and that, for a breach of this condition, the preliminary deposit will be forfeited and the tender declared informal.

Tenders, enclosed in a separate envelope, and having the words "Tender for \_\_\_\_\_" (as the case may be) written thereon, must be deposited in the Tender-box at the Tender Board Offices, Gisborne-street, Melbourne, or, if sent by post, postage must be prepaid, and the tenders addressed to the Chairman of the Tender Board, Tender Board Offices, Gisborne-street, Melbourne, C.2, which office they must reach not later than by first post on the date of closing of tenders.

#### CONDITIONS OF CONTRACT.

The conditions of contract are those published in the *Victoria Government Gazette* No. 90, dated 5th May, 1943, pages 1163 and 1165.

A. A. DUNSTAN,  
Treasurer.

The Treasury,  
Melbourne, 6th March, 1944.

#### TENDERS FOR THE SERVICE, 1944-45.

##### GENERAL STORES.

TENDERS will be received until Eleven o'clock a.m. on Friday, 24th March, 1944, from persons willing to supply the under-mentioned articles in such quantities as may be ordered by the Victorian Government during the twelve months commencing 1st July, 1944:—

Schedule No.	Preliminary Deposit.
5. Flannels, Serges, Tweeds, &c. . . . .	£ 3
13. Acids, Sulphuric, &c. . . . .	3
17. Belting—Leather . . . . .	3
18. Bolts, Nuts, Washers, &c. . . . .	3
19. Bricks, Cement, Lime, &c. . . . .	3
20. Brushware—Painters' . . . . .	3
22. Caps and Helmets—Attendants' . . . . .	3
23. Carbon Papers and Typewriter Ribbons, &c. . . . .	3
24. Castings . . . . .	3
25. Chemicals, &c. . . . .	3
26. Clothing—Uniform . . . . .	3
27. Cocks and Fittings, &c. . . . .	3
28. Coppers, Furnaces and Stoves . . . . .	3
29. Cordage, Lines, Rope, &c. . . . .	3
32. Disinfectants . . . . .	3
36. Earthenware and Glassware . . . . .	3
39. Furniture, Bedsteads, Blinds and Carpets . . . . .	3
43. Haberdashery . . . . .	3
44. Hats and Caps—Men's and Boys' . . . . .	3
45. Helmets for Police . . . . .	3
46. India-rubber Goods . . . . .	3
47. Inks—Writing, &c. . . . .	3

The prices tendered must not include sales tax.

Security.—Five per cent. of total amount of tender accepted, but in no case will security of less than £3 be received.

Schedules as above, with full particulars, may be obtained from the Secretary to the Tender Board, Gisborne-street, Melbourne, by whom also the samples will be shown and any information afforded to persons tendering.

In all cases the total cost of each item must be extended in the columns provided.

No. 35.—2144/44.—2

Tenders must be accompanied by the preliminary deposit, as shown above, preferably by non-negotiable cheque payable to the order of the Secretary to the Tender Board. (The amount and designation of the preliminary deposit enclosed must be clearly stated in the tender. Savings Bank deposit books, fixed deposit receipts, Commonwealth Treasury bonds, or reference to securities on existing contracts will in no case be received or entertained as preliminary deposits. Preliminary deposits will be returned within 30 days to unsuccessful tenderers on their application.)

Security will be required either in Commonwealth Treasury Bonds, or approved bank guarantee, fixed deposit receipt, Savings Bank deposit book, or non-negotiable cheque in favour of the Secretary to the Tender Board, as the tenderer may elect.

The security must be completed and the contract signed within five days of acceptance of the tender, failing which the service may be again advertised, or another tender accepted.

The lowest or any tender will not necessarily be accepted.

In the event of tenderers withdrawing or attempting to withdraw their tenders before notification of acceptance of same, or failing to take up their accepted tenders within the prescribed period after notification of acceptance, the preliminary deposit will be forfeited and, in addition, they may be disqualified from tendering or holding any future contracts for Government supplies for a period of twelve months, such disqualification to date from the notification of acceptance of tender. It is also stipulated that, if a tenderer be a member of a firm and such firm be interested in the contract, the tender shall be in the name of the firm and not in that of the individual and that, for a breach of this condition, the preliminary deposit will be forfeited and the tender declared informal.

Tenders enclosed in a separate envelope, and having the words "Tender for \_\_\_\_\_" (as the case may be) written thereon, must be deposited in the Tender-box at the Tender Board Offices, Gisborne-street, Melbourne, or, if sent by post, postage must be prepaid and the tenders addressed to the Chairman of the Tender Board, Tender Board Offices, Gisborne-street, Melbourne, C.2, which office they must reach not later than by first post on the date of closing of tenders.

#### CONDITIONS OF CONTRACT.

1. Except where definite quantities are specified the Government will not be bound to order from the contractor all the articles enumerated in the schedule, but only those articles, and such quantities of those articles, as it may be found necessary to order. Should the Government, however, require a larger supply of any article than the estimated quantity stated in the schedule, the contractor will nevertheless be bound to supply the same at contract rates. The Government reserves the right to purchase otherwise than from the contractor articles of any of the several kinds enumerated in the schedule the purchase of which is, in the opinion of the Tender Board, necessary in order to meet special circumstances or special requirements.

2. Under this contract goods may be ordered by any Department of the Commonwealth, but it shall be optional on the part of the contractor to supply.

3. The supplies are to be the same as sample where so stated, and of the particular manufacture indicated in the schedule. In the case of different makers' goods, the contractor will be required to supply the kind ordered. The supplies are to be the best quality of their several kinds or manufacture. In the event of the tender having been accepted for goods manufactured within the Commonwealth or within any other part of the British Empire (as the case may be), all such goods supplied shall, if required by the Government, bear evidence that they are of the particular manufacture tendered for and, in addition, the contractor may at any time during the currency of the contract be called on to furnish a statutory declaration as to the country of origin of the goods supplied.

4. Except where otherwise stated in the schedule, the value of all packages, cases, casks, &c., whether bulk be broken or not, must be included in the prices stated in the contractor's tender; all such packages, &c., shall be considered the property of the Government, and no charges or expenses whatsoever beyond the price tendered and set out in the schedule will be allowed to the contractor for any articles or packages, cases, casks, &c. The net weight or quantity only will be paid for. The contractor must provide, without extra charge, whatever labour may be required in the packing of stores.

5. All orders for supplies will emanate from the Departments requiring the goods, which shall be delivered as may be directed by the officer ordering the supply. At the time of delivering the supplies, the contractor shall produce the order for same to the officer authorized to accept delivery, and such officer shall acknowledge thereon the receipt of the stores accepted and return the order to the contractor, who will attach it to his claim for payment.

6. Supplies ordered for delivery in the Melbourne District are to be delivered free of all charges (whether cartage, freight, &c.), and, for the purposes of this contract, the Melbourne District will include a radius of 6 miles from the Elizabeth-street Post Office. For supplies outside that radius the goods must be delivered free on rails at Flinders-street or Spencer-street Railway Stations as required.

7. Arrangements as to time of delivery and inspection of goods will be made by the officer ordering the supply.

8. Orders must receive prompt execution; in the event of the goods not being delivered within forty-eight hours after the contractor shall have received the order or within such other time as the order may specify for delivery, it will be competent for the officer named in clause 7, or the head of the department to whom the goods are to be supplied, on giving the contractor twenty-four hours' notice, to purchase the supplies, or any like supplies that are suitable for the service, at the contractor's risk, and the extra expense incurred over and above the contract price (if any) will be deducted from the contractor's account or from the security money.

9. Delivery will not be deemed to have been made until the goods have been approved of. In the event of the rejection or return of any supplies, the contractor shall bear the whole cost of replacing the supplies rejected or returned, otherwise purchases will be effected at the contractor's risk and the extra expense deducted as provided in clause 8.

10. The contractor will be required to furnish his account in the prescribed form as soon as possible after the delivery of the goods, the account to be accompanied by the receipted delivery orders on which it is based. Where practicable, the use of more than one account form for each Department or sub-Department must be avoided. The rates and the quantities quoted in the orders cannot be increased.

11. The acceptance of the supplies shall be subject to the approval of the officer authorized to take delivery of the stores, or such other officer as shall be named in the schedule. The contractor may, however, claim a survey on any goods objected to; but in that case he must, within twenty-four hours after objection is made, give notice thereof, in writing, to the officer rejecting the goods. If, after the delivery of the supplies has been taken, any deficiency or defect is discovered therein, such deficient or defective stores may be returned to the contractor.

12. The members of Boards of survey will be appointed by the Treasurer of the State for the time being, and the decision of the Board is to be considered as final. If the Board shall decide that the article is not of proper quality it must be immediately replaced by the contractor, failing which it, or any like supply that is suitable for the service, will be procured elsewhere, and the survey fees and extra expense (if any) will be charged as provided in clause 8.

13. A refusal to execute orders, irregularity in the quantity or quality of the supplies, delay in delivering or replacing them when required, or non-compliance with the terms of clauses 15 and 16 of these Conditions respecting the forwarding of consignment notes, &c., will subject the contractor, upon report from the Tender Board, to such mulct not exceeding Fifty pounds as the Treasurer may direct, and the amount may be deducted as provided in clause 8. It will also be in the power of the said Treasurer upon such refusal, irregularity, or delay to terminate the contract forthwith and declare forfeit the whole or any portion of the security money; and, in addition, the contractor will be disqualified from tendering or holding any future contract or contracts for a period of twelve months from the date of such disqualification.

14. All goods forwarded under this contract shall, where practicable, be forwarded by rail, and all consignments shall bear the number of the consignment notes under which they are forwarded, and also the name of the contractor by whom consigned, on a legibly-written business label.

15. When the contractor is required to make delivery of goods at a railway station for transmission by rail for any Department excepting Departments of the Commonwealth, he shall obtain a receipt for the goods in duplicate on the Stores and Transport consignment note, at the same time handing in a triplicate and quadruplicate of the form as an authority for the Railways to act as agent for, and charge the freight to, the Stores and Transport Office or such other Department as shall be named therein. He shall as soon as possible, and not later than twenty-four hours thereafter, deliver the original at the Tender Board Offices, the duplicate to be forwarded to the consignee in accordance with clause 16, and the quintuplicate to be retained by himself. (In the case of Commonwealth Departments, however, the Commonwealth consignment note only, which accompanies the order, must be

used.) Should the goods thus forwarded be rejected, the contractor must bear the cost of replacing such goods, for which service the departmental consignment note must not be used. Any infringement of this condition will subject the contractor to such mulct as is provided in clause 13.

16. Immediately after the consignment of the goods, the officer to whom they are forwarded shall be notified by the contractor, on the duplicate consignment note provided for the purpose, that the goods have been sent. On receipt of this document, the officer to whom it has been forwarded shall acknowledge thereon the receipt of the goods without delay to the Stores and Transport Office. In the event of loss through failure on the part of the contractor to comply with this condition he will be held responsible, and the amount of the loss incurred thereby will be deducted as provided in clause 8.

17. Should the order on the contractor specially provide that goods of a fragile character, or such as are liable to suffer loss by leakage, shall be consigned at the risk of the Railways Commissioners under special freight conditions, the contractor shall in such instance provide, in writing on the consignment note, an intimation to that effect failing which, in the event of loss, he shall bear the whole cost of replacing the goods, the amount thereof to be deducted from the contractor's account or from the security money.

18. The contractor is not at liberty to transfer his contract under cover of power of attorney, coupled with an interest or otherwise, and no such transfer will be recognized by the Government. Should it be found during the currency of the contract that the contractor has not conformed to the condition of advertisement—which stipulates that if a tenderer be a member of a firm and such firm be interested in the contract, the tender shall be in the name of the firm, and not in that of the individual—then the Treasurer may, on the recommendation of the Tender Board, determine the contract and forfeit the security money.

19. The contract entered into under these conditions is not to be considered as being broken, infringed, or vitiated by the importation of stores for the Government service, or by any contracts or purchases made by the Agent-General for Victoria, or by any contracts or agreements made for any works or supplies by the Department of Public Works through the Board of Land and Works, or by the State Rivers and Water Supply, Forests, and Electricity Commissioners, or the Country Roads Board, or for the Railways Department, or for supplies for Technical, High, or Higher Elementary Schools, or for connexions and fittings for Drills and Batteries, or by any article being made at and supplied for the use of any Government establishment, or by the consumption of the surplus stock of any Government establishment.

20. Notwithstanding anything to the contrary contained in section 152 of the Customs Act 1901-36, it is hereby expressly provided that upon any alteration of the duty collected affecting the goods included in this contract, the contract price shall not be altered, and the contract may be terminated at the option of either party by two months' notice, in writing, from the first day of the calendar month next ensuing and within the period for which the contract is made. The contract for the unaffected items shall remain in full force and effect. Any notice to be served under this condition shall be deemed to have been duly served if sent to the contractor in a registered letter to his last-known place of business or abode.

The foregoing provision shall not apply where the contract is for definite quantities of imported goods to be delivered at stated times, as stipulated in the schedule, and any alteration in the duty of Customs or Telegraphic Transfer rate of exchange affecting the goods included in such contract shall be to the accounts of the Government; adjustments to be based on the F.O.B. and C.I.F. prices of the goods, respectively, and the Telegraphic Transfer rate ruling at the time of delivery of the goods.

21. Under no circumstances, other than those mentioned in clause 20, will the contractor be permitted to abandon his contract. In the event of the contractor failing to carry on the contract, the contract security money will in that case be absolutely forfeited and, in addition, the contractor will be held liable for any loss which the Government may sustain in consequence of such failure.

A. A. DUNSTAN,

Treasurer.

The Treasury,  
Melbourne, 6th March, 1944.

## PRIVATE ADVERTISEMENTS.

**NOTICE** is hereby given that Radio Corporation Proprietary Limited has applied for a lease under section 125, *Land Act 1928*, for a term of 33 years, from 8th April, 1944, of allotments 11 and 12, section C, City of South Melbourne, as a site for stores, offices, warehouses, factories, and general engineering works. 8614

## CITY OF NORTHCOTE.

## By-Law No. 101.

**NOTICE** is hereby given that the Council has passed By-law No. 101 for suppressing nuisances, preventing fires, preserving public decency, regulating traffic, and generally for maintaining good rule and government of the municipality.

Clause 1 defines the word "tip" referred to in clause 2 of the By-law.

Clause 2 provides for the control of any tip in the municipality and the conduct of any person depositing refuse therein or entering the tip for any purpose whatsoever.

Clause 3 makes it an offence for any person to drive along any street a vehicle which is not constructed in a manner which will prevent matter or material carried in the vehicle from dropping on to a roadway.

Full copy of the By-law may be seen at the office of the Council.

8828

J. A. THOMSON, Town Clerk.

## SHIRE OF BROADMEADOWS.

## By-Law No. 41.

A By-law of the Shire of Broadmeadows, numbered 41, made under section 197 of the *Local Government Act 1928*, for the purpose of prescribing areas within the municipal district as residential areas, and prohibiting or regulating, within the whole or any part of such residential area, the erection (including adaptation for use) of any building for the purpose of such classes of trades, industries, manufactures, businesses, or public amusements as herein specified.

**IN** pursuance of the powers conferred by the *Local Government Act 1928*, the President, Councillors, and Ratepayers of the Shire of Broadmeadows order as follows:—

That By-law No. 22 be amended by adding to the lands exempt from the operation of the By-law "All lands fronting the west side of Napier-street between Kernan-street and York-street and bounded at rear by a line parallel to Napier-street at a distance of 150 feet therefrom, and all lands fronting the east side of Napier-street between lots 441/2/3 and lot 459 on a plan of subdivision 9986, and bounded at rear by a line parallel to Napier-street at a distance of 150 feet therefrom and allotments 44 and 45 on north side of Lloyd-street on plan of subdivision 7506 and allotments 55, 56, and 57 on south side of Lloyd-street on plan of subdivision 7506.

Resolution passing By-law No. 41 was agreed to at a meeting of Council held on 30th August, 1943, and confirmed on 28th October, 1943.

As witness the common seal was attached in our presence this 25th day of November, 1943—

N. R. STAFFORD, President.

(SEAL) ALASDAIR CAMERON, Councillor.

A. T. COOK, Shire Secretary.

Approved by the Governor in Council, 1st February, 1944.—  
C. W. KINSMAN, Clerk of the Executive Council. 8823

*Dog Act 1928* (and later amendments).

## SHIRE OF HEALESVILLE.

## PROSECUTING OFFICER.

**THIS** is to certify that Senior Constable George Alexander Newton, of Healesville, was appointed by the Council of the Shire of Healesville, on Monday, 28th February, 1944, to conduct, on its behalf, all legal proceedings taken by the Council by virtue of the *Dog Act 1928* and all or any amendments thereto.

The common seal of the President, Councillors, and Ratepayers of the Shire of Healesville was affixed hereto, in the presence of—

ALEX CAMERON, Councillor.

(SEAL) A. G. KAY, Councillor.

W. MASSEY, Shire Secretary.

8825

## SHIRE OF KERANG.

## By-Law No. 20.

A By-law of the Shire of Kerang, made under section 750 of the *Local Government Act 1928*, and numbered 20, for the purpose of amending By-law No. 19.

1. Sections 18, 23, and 26 of By-law No. 19 are hereby amended as follows:—

2. For section 18 there shall be substituted the following section:—

18. Auction sales of fat cattle, dairy cattle, and store cattle shall be held on alternate Wednesdays, commencing on Wednesday, the first day of March, 1944.

3. For section 23 there shall be substituted the following section:—

23. Auction sales of sheep shall be held on alternate Wednesdays, commencing on Wednesday, the first day of March, 1944.

4. For section 26 there shall be substituted the following section:—

26. Auction sales of pigs shall be held on alternate Wednesdays, commencing on Wednesday, the eighth day of March, 1944.

This By-law shall apply to and have operation throughout the whole of the municipal district of the Shire of Kerang.

Resolution for passing this By-law was agreed to by the Council on the eleventh day of January, 1944, and confirmed on the 22nd day of February, 1944.

The common seal of the President, Councillors, and Ratepayers of the Shire of Kerang was hereunto affixed, in the presence of—

(SEAL) G. S. GREENWOOD, President.  
C. D. ATKINSON, Councillor.

8819

A. K. LYALL, Secretary.

**NOTICE** is hereby given that the partnership heretofore subsisting between us, the undersigned John Tinney Grigg and Erdman Samuel Hall, both of St. Arnaud, in the State of Victoria, carrying on business as general carriers and produce merchants at St. Arnaud aforesaid, under the style or firm of "Grigg and Hall," has been dissolved by mutual consent as and from the 31st day of December, 1943.

Dated this 25th day of February, 1944.

E. S. HALL.

J. T. GRIGG.

H. L. Dunkley, Napier-street, St. Arnaud, solicitor, witness to both signatures. 8827

**NOTICE** is hereby given that James Walter Grieve has retired from the partnership business carried on under the style or firm name of "F. Redman," at 29 Armstrong-street north, Ballarat, as from the 31st day of January, 1944. The said business will be carried on as usual by the remaining partner, Edward Kitchener Wilding, at the said address, and he will receive all moneys due to the partnership and pay all accounts against the partnership.

Dated this 3rd day of March, 1944.

NEVETT, NEVETT, & GLENN, solicitors, Lydiard-street south, Ballarat. 8857

*Companies Act 1938.*

## KEMP AND SHEEHAN PTY. LTD (IN VOLUNTARY LIQUIDATION).

## NOTICE OF FINAL MEETING OF SHAREHOLDERS, PURSUANT TO SECTION 236.

**NOTICE** is hereby given that a meeting of shareholders of the above company will be held at 833 Burwood-road, Hawthorn, on the twelfth day of April, 1944, at Three p.m., for the purposes of section 236 of the *Companies Act 1938*.

Dated this second day of March, 1944.

8842 A. E. SEWELL, Liquidator.

**NOTICE TO CLAIMANTS.**—KATE ALICE FROGLEY, late of Nyah West, formerly of 19 St. John's-avenue, Mont Albert, widow, DECEASED.

**A**LEXANDER GERALD PROUDFOOT, of 87 Queen-street, Melbourne, being the executor of the will and two codicils of the said Kate Alice Frogley, deceased (who died on 16th November, 1943), requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said executor, care of the undersigned solicitors, on or before the 16th May, 1944, particulars, in writing, of such claims, after which date the said executor intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which he shall have had notice.

PROUDFOOT, HORTON, & COX, solicitors, 87 Queen-street, Melbourne. 8854

**PURSUANT** to the *Trustee Act 1928*, all persons having claims against the property or estate of Jane Dosser, late of Seymour, married woman, deceased (who died on the 20th May, 1943, and letters of administration of whose estate were granted by the Supreme Court of the State of Victoria on the 25th day of October, 1943, to Allon William Dosser, of Seymour, railway employee, a son of the said deceased), are hereby required to send particulars of such claims to the said administrator, in care of the undersigned, at his address hereunder appearing, on or before the 16th day of May, 1944, after the expiration of which time the said administrator will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which he shall have had notice.

Dated this 29th day of February, 1944.

W. J. OSBORNE, Station-street, Seymour, solicitor for the said administrator. 8855

**PURSUANT** to the *Trustee Act* 1928, notice is hereby given that all persons having claims against the estate of Frederick Mowbray, late of 33 Bridge-street, Port Melbourne, in the State of Victoria, foreman, deceased (who died on the eighth day of August, 1927, and letters of administration with the will annexed of the unadministered estate of whose estate were granted by the Supreme Court of the State of Victoria, in its probate jurisdiction, on the fifteenth day of January, 1944, to Donald Arthur McKerchar, of 182 Nelson-road, South Melbourne, in the said State, butcher), are hereby required to send particulars, in writing, of such claims to the said Donald Arthur McKerchar, care of the undersigned, on or before the fifteenth day of May, 1944, after which date the said Donald Arthur McKerchar will proceed to distribute the assets of the said Frederick Mowbray, deceased, which shall have come to his hands, among the persons entitled thereto, having regard only to the claims of which he shall then have had notice. And notice is hereby further given that the said Donald Arthur McKerchar will not be liable for the assets so distributed, or any part thereof, to any person of whose claim he shall not then have had notice as aforesaid.

Dated this twenty-ninth day of February, 1944.

WILSON HERIOT, LL.B., Bank House, Bank-place, Melbourne, solicitor, for the administrator. 8838

**PURSUANT** to the *Trustee Act* 1928, notice is hereby given that all persons having claims against the estate of Maud Ripper, late of 38 Adelaide-street, Armadale, in the State of Victoria, spinster, deceased (who died on the twenty-seventh day of September, 1943, and letters of administration of whose estate were granted by the Supreme Court of the State of Victoria, in its probate jurisdiction, on the fifteenth day of January, 1944, to Rowland Vivian Ripper, of 163 Gordon-street, Balwyn, in the said State, retired police superintendent), are hereby required to send particulars, in writing, of such claims to the said Rowland Vivian Ripper, care of the undersigned, on or before the fifteenth day of May, 1944, after which date the said Rowland Vivian Ripper will proceed to distribute the assets of the said Maud Ripper, deceased, which shall have come to his hands, among the persons entitled thereto, having regard only to the claims of which he shall then have had notice. And notice is hereby further given that the said Rowland Vivian Ripper will not be liable for the assets so distributed, or any part thereof, to any person of whose claim he shall not then have had notice as aforesaid.

Dated this twenty-ninth day of February, 1944.

WILSON HERIOT, LL.B., Bank House, Bank-place, Melbourne, solicitor for the administrator. 8839

#### NOTICE TO CLAIMANTS.

**THE PERPETUAL EXECUTORS AND TRUSTEES ASSOCIATION OF AUSTRALIA LIMITED**, whose registered office is situate at Nos. 100-104 Queen-street, Melbourne, in the State of Victoria, the executor of the will of Walter Richard Noble, formerly of Bushy Park, in the State of Victoria, farmer, and of 4 Molesworth-street, Auburn, in the said State, but late of 15 Elphin-grove, East Hawthorn, in the said State, retired farmer, deceased (who died on the tenth day of October, One thousand nine hundred and forty-three), requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said association, on or before the fifteenth day of May, One thousand nine hundred and forty-four, particulars, in writing, of such claims, after which date the said association intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which it shall have had notice.

Dated the twenty-fifth day of February, One thousand nine hundred and forty-four.

C. P. SEMMENS, of Maffra, proctor for the said association. 8829

**ELLEN LOUISE GERRAND**, late of 19 Bridge-street, Hampton, widow, DECEASED (who died 15th August).

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

ROY SCHILLING, solicitor, of 379 Collins-street, Melbourne. 8851

**LILY ELIZABETH WHEAR PEARSE**, late of Marks-street, Bendigo, spinster (who died on the 13th day of January, 1944).

**CREDITORS**, next of kin, and all other persons having claims against the estate of the deceased are required by the administrator, Farmers and Citizens Trustees Company Bendigo, of Charing Cross, Bendigo, to send particulars to the said company, on or before the 8th May, 1944, after which date it will distribute the assets of the estate, having regard only to the claims of which it then has notice.

HYETT & HYETT, of 51 Bull-street, Bendigo, solicitors for the said administrator. 8815

**CATHERINE MARGARET KELLY**, late of Botanic-road, Warrnambool, spinster, DECEASED (who died on the 31st day of July, 1943).

**CREDITORS**, next of kin, and all other persons having claims against the estate of the deceased are required by the executors appointed by the will, James Kelly, of Botanic-road, Warrnambool, gentleman, and The National Trustees, Executors, and Agency Company of Australasia Limited, whose registered office is situate at 95 Queen-street, Melbourne, to send particulars to them, at 95 Queen-street, Melbourne, on or before the 10th day of May, 1944, after which date they will distribute the assets, having regard only to the claims of which they then have notice.

DESMOND DUNNE, HARTY, & DWYER, solicitors, 95 Kepler-street, Warrnambool. 8816

**PURSUANT** to the *Trustee Act* 1928, notice is hereby given that all persons having claims against the estate of Charles George Goodman, late of Porepunkah, in the State of Victoria, retired storekeeper, deceased (who died on the fourth day of December, One thousand nine hundred and forty-three, and probate of whose will was granted by the Supreme Court of the State of Victoria, in its probate jurisdiction, on the twenty-sixth day of February, One thousand nine hundred and forty-four, to National Trustees, Executors, and Agency Company of Australasia Limited, whose registered office is at 95 Queen-street, Melbourne), are hereby required to send particulars of such claims to the above-mentioned company, at its registered office aforesaid, on or before the third day of May, One thousand nine hundred and forty-four, after which date the said company will proceed to convey and distribute the said estate amongst the persons entitled thereto, having regard only to the claims, whether formal or not, of which it shall then have had notice. And notice is hereby further given that it will not, in respect of the property so conveyed and distributed, be liable to any person of whose claim it shall not have had such notice as aforesaid.

Dated this second day of March, One thousand nine hundred and forty-four.

McSWINEY & McSWINEY, of Wangaratta, solicitors for the said company. 8818

#### NOTICE TO CREDITORS AND OTHERS.—RE MARY ANN EULELIA WOOD, DECEASED.

**PURSUANT** to the *Trustee Act* 1928, notice is hereby given that Joseph Leonard Wood, of Bradshaw-street, Essendon, in the State of Victoria, munition worker, the administrator of the estate of Mary Ann Eulelia Wood, late of Bradshaw-street, Essendon aforesaid, married woman, deceased, intestate (who died on the 13th day of October, 1943), intends to convey or distribute the estate of the said deceased to or among the persons entitled thereto, and requires all persons and creditors interested to send to the said Joseph Leonard Wood, care of the undersigned, on or before the 9th day of May, 1944, particulars, in writing, of their claims against the estate, after which date the said Joseph Leonard Wood may convey or distribute the said estate to or among the persons entitled thereto, having regard only to the claims, whether formal or not, of which they shall then have had notice.

H. S. W. LAWSON & CO., 314 Collins-street, Melbourne, solicitors. 8840

#### NOTICE TO CLAIMANTS.—RE HENRY WILLIAM NAYLOR BRYER.

**NOTICE** is hereby given that all persons having claims against the property or estate of Henry William Naylor Bryer, late of 1 Langrigg-avenue, Edithvale, formerly cinematograph operator, but late a member of the A.I.F. (who died on the 26th July, 1943, and probate of whose will was granted to Edwin George Sayers Bryer, of Waverley-road, East Malvern, manager), are hereby required to send, in writing, particulars of such claim to the said Edwin George Sayers Bryer, on or before the 10th day of May, 1944, after which date he will convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which he shall then have had notice.

WALTER D. SYKES, LL.B., 118 Queen-street, Melbourne, solicitor for the executor. 8841

**THOMAS JOHN CROOK**, late of Begley's Bridge, Kallista, gentleman, DECEASED (who died on the 25th day of September, 1943).

**CREDITORS**, next of kin, and all other persons having claims against the estate of the deceased are required by The Equity Trustees, Executors, and Agency Company Limited, of 472 Bourke-street, Melbourne, the executor of the will, to send particulars to the above address, on or before the 20th day of May, 1944, after which date the company will distribute the assets, having regard only to the claims of which it then has notice.

PARKINSON & WETTENHALL, 419 Collins-street, Melbourne. 8853

**THE PERPETUAL EXECUTORS AND TRUSTEES ASSOCIATION OF AUSTRALIA LIMITED**, whose registered office is situate at Nos. 100-104 Queen-street, Melbourne, in the State of Victoria, having made application to the Registrar of Probates for a grant of letters of administration of the estate of Emily Sylvia McConnell, late of 60 Lineacre-road, Hampton (who died on the 16th day of December, 1943), requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said association, on or before the 20th day of May, 1944, particulars, in writing, of such claims, after which date the said association intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which it shall have had notice.

Dated the sixth day of March, 1944.

PEARCE & WEBSTER, 191 Queen-street, Melbourne, solicitors for the administrator. 8843

**ALL** persons having claims against the property or estate of Charles John Jacobs, late of 62 Wentworth-road, Vaucluse, New South Wales, company director, deceased (who died on the 25th day of April, 1943, and probate of whose will and codicil thereto was granted by the Supreme Court of New South Wales to The Trustees, Executors, and Agency Company Limited, whose registered office is at No. 1 Bligh-street, Sydney, New South Wales, the executor named in the said will, which probate was sealed with the seal of the Supreme Court of Victoria on the 21st February, 1944, upon being produced by the said company), are hereby required to send in particulars, in writing, of such claims to the said company, at its said registered office, on or before the 9th day of May, 1944, after which date it is the intention of the said company to convey or distribute such property or estate to or among the persons entitled, having regard only to the claims of which it shall have had notice.

PAVEY, WILSON, & COHEN, 360 Collins-street, Melbourne, proctors for the said company. 8845

**MURDO SMITH MACLEAN**, late of 30 Wellington-street, Kew, retired Presbyterian minister (who died on the fourth day of December, 1943).

**CREDITORS**, next of kin, and all other persons having claims against the estate of the deceased are required by the executors of the will, The Equity Trustees, Executors, and Agency Company Limited, whose registered office is situate at 472 Bourke-street, Melbourne, and Clarence Nixon Cuttriss, of 27 Trevascus-street, Caulfield, law clerk, to send particulars to the said The Equity Trustees, Executors, and Agency Company Limited and Clarence Nixon Cuttriss, care of The Equity Trustees, Executors, and Agency Company Limited, whose registered office is situate at 472 Bourke-street, Melbourne, on or before the eighteenth day of May, 1944, after which date the said company and the said Clarence Nixon Cuttriss will distribute the assets, having regard only to the claims of which it and he have then had notice.

WM. BROCKET, 108 Queen-street, Melbourne. 8846

**NOTICE TO CREDITORS.—JOSEPH DANIEL HOGAN, DECEASED.**

**NOTICE** is hereby given that National Trustees, Executors, and Agency Company of Australasia Limited, having its registered office at 95 Queen-street, Melbourne, and having made application to the Registrar of Probates for a grant of representation of the estate of Joseph Daniel Hogan, late of 22 Fitzroy-street, St. Kilda, solicitor, deceased (who died on the 21st day of December, 1943), requires all creditors and others interested to send to it at its said address, on or before the 15th day of May, 1944, particulars of their claims against the estate of the said deceased, after which date the said company intends to convey or distribute the said estate to or amongst the persons entitled thereto, having regard only to the claims of which the said company shall then have had notice.

Dated this 7th day of March, 1944.

GAVAN DUFFY & KING, solicitors, 95 Queen-street, Melbourne. 8847

*Trustee Act 1928.*

**NOTICE TO CLAIMANTS.**

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

Thomas George Guyett, late of Port Fairy, builder and contractor, died 8th November, 1943.—Claims to the executor, The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, care of Ernest W. Powling, solicitor, Princes-street, Port Fairy, by 15th May, 1944. 8814

Ernest Joseph O'Keefe, formerly of 404 Collins-street, Melbourne, but late of Sherbrooke-avenue, Ringwood, poultry farmer, died 12th October, 1943.—Claims to executor, John Anthony O'Keefe, at the office of his solicitor, Virgil B. Gill, 101 Queen-street, Melbourne, by 8th May, 1944. 8837

Thomas Francis Delamore, late of McCulloch-street, Dromana, of no occupation, died 13th January, 1944.—Claims to the executor, John George Allen, of 64 Mitford-street, St. Kilda, retired merchant, care of William S. Cook and McCulloch, solicitors, 94 Queen-street, Melbourne, by 11th May, 1944. 8852

Jane Elizabeth Hay, late of "Seaholme," Mount Martha, widow, died 13th December, 1942.—Claims to the executors, Francis Hay Lonie, of 339 Collins-street, Melbourne, and Laura Esther Webster, of "Windmill Farm," Kyneton; both care of Maddock, Lonie, and Chisholm, solicitors, 339 Collins-street, Melbourne, by the 10th May, 1944. 8850

Joseph Francis Taylor, late of Bacchus Marsh, retired builder, died 10th October, 1943.—Claims to the executor, The National Trustees, Executors, and Agency Company of Australasia Limited, of 95 Queen-street, Melbourne, by 10th May, 1944. Maddock, Lonie, and Chisholm, solicitors, 339 Collins-street, Melbourne. 8849

Nicol John McGregor, formerly of 18 Wallace-avenue, Toorak, but late of 17b Moorhouse-street, Armadale, law clerk, deceased, died 21st July, 1943.—Claims to the executor, Duncan Robert Samuel McGregor, of 430 Little Collins-street, Melbourne, public accountant, care of Gair and Brahe, solicitors, 243 Collins-street, Melbourne, by the 10th May, 1944. 8844

## IMPOUNDINGS.

**BENDIGO.**—Impounded at Bendigo, on 2nd March, 1944.

1 brown and white cow, dark, muzzled, turned-up horns, branded Duclap.

On 3rd March, 1944.

1 black gelding, near hind fetlock white, white star on forehead, no visible brand.

If not claimed and expenses paid, to be sold on 23rd March, 1944.

A. MOOG,  
8835, 8836—6/8 Poundkeeper.

**BRANXHOLME.**—Impounded at Braxholme.

2 two-tooth cross-bred wethers, woolly, front notch near off ear

1 two-tooth cross-bred ewe, woolly

1 cross-bred ewe, woolly, top notch near ear

If not claimed and expenses paid, to be sold on 25th March, 1944.

J. ATKINSON,  
8817—6/ Poundkeeper.

**BRAYBROOK.**—Impounded at Braybrook.

1 red and white bull

If not claimed and expenses paid, to be sold on 22nd March, 1944.

R. CRADDOCK,  
8831—4/ Poundkeeper.

**BROADMEADOWS.**—Impounded at Campbellfield.

1 bay mare, delivery sort, star, hind feet white, indistinct brand near shoulder

If not claimed and expenses paid, to be sold on 23rd March, 1944.

A. OLIVER,  
8832—4/8 Poundkeeper.

**COBURG.**—Impounded at Coburg.

1 yellow and white heifer, about 10 months, ear marked on milking rump, no visible brand

If not claimed and expenses paid, to be sold on 22nd March, 1944.

E. S. McNABB,  
8860—4/8 Poundkeeper.

**CHILTERN.**—Impounded at Chiltern by Herdsman.

1 black poll heifer, white round udder, no visible brand

If not claimed and expenses paid, to be sold on 24th March, 1944.

R. E. CARTER,  
8830—4/ Poundkeeper.

**LAKE BENETOOK.**—Impounded in the Lake Benetook Pound (Mildura).

- 1 bay medium draught mare, running star, hind feet part white, long tail, no visible brand  
1 black medium draught mare, blazed face, hind feet white, long tail, no visible brand  
If not claimed and expenses paid, to be sold on 23rd March, 1944.

8856—6/8 S. C. JESSOP,  
Poundkeeper.

**LEONGATHA.**—Impounded at Leongatha, on 26th February, 1944, by Ranger.

- 1 bay draught gelding, white on face, white all round, poor condition, no visible brand  
If not claimed and expenses paid, to be sold on 9th March, 1944.

8824—5/4 G. NELSON,  
Poundkeeper.

**LEXTON.**—Impounded at Lexton, on 1st March, 1944.

- 1 dark bay light-draught gelding, dark points, no visible brand  
If not claimed and expenses paid, to be sold on 24th March, 1944.

8820—4/8 W. S. GILES,  
Poundkeeper.

**LILYDALE.**—Impounded at Lilydale.

- 1 bay gelding, near side knee marked, no visible brand  
1 brown pony mare, white spots along back, no visible brand  
If not claimed and expenses paid, to be sold on 25th March, 1944.

8858—4/8 E. MASON,  
Poundkeeper.

**MELBOURNE.**—Impounded at Arden-street, by A. Thomas.

- 1 bay mare, star, hind fetlocks white, like bar over W near shoulder  
1 ewe, no visible brand  
If not claimed and expenses paid, to be sold on 23rd March, 1944.

8848—5/4 D. CROWE,  
Poundkeeper.

**MELTON.**—Impounded at Melton.

- 1 bay pony mare, aged, about 14 hands, white on belly, off front leg white, star and snip  
If not claimed and expenses paid, to be sold on 18th March, 1944.  
1 bay or brown gelding, light sort, clipped mane, near hind foot white, star and snip, collar marked.  
If not claimed and expenses paid, to be sold on 25th March, 1944.

8826, 8834—7/4 GEO. MINNS,  
Poundkeeper.

**MULGRAVE.**—Impounded at Mulgrave.

- 1 light-draught bay gelding, blaze, hind feet white, no visible brand  
If not claimed and expenses paid, to be sold on 23rd March, 1944.

8833—4/8 R. LAMBERTON,  
Poundkeeper.

**PANTON HILL.**—Impounded in Panton Hill Pound, from Nutfield.

- 1 brown Guernsey bull, 2 years, ring in nose, no visible brand  
If not claimed and expenses paid, to be sold on 20th March, 1944.

8822—5/4 ROMA D. SHANHUN,  
Poundkeeper.

**PORTLAND.**—Impounded at Portland, on 28th February, 1944.

- 1 red bull calf, white face, rope round neck, no visible brand  
If not claimed and expenses paid, to be sold on 24th March, 1944.

8859—4/8 E. MERRETT,  
Poundkeeper.

**SALE.**—Impounded in Sale Pound.

- 1 black and white Jersey heifer, top off near ear, no visible brand  
1 brown Jersey heifer, top off near ear, nip out of off ear, no visible brand  
1 medium coloured Jersey heifer, tip off ear, piece tip near ear, no visible brand  
1 brown Jersey dehorned heifer, tip off ear, inverted U bottom off ear, no visible brand  
1 black Jersey dehorned heifer, inverted U bottom out both ears, no visible brand  
1 medium coloured Jersey dehorned heifer, inverted U bottom out both ears, no visible brand  
1 black to brown Jersey dehorned heifer, V piece tip near ear, inverted U piece bottom off ear  
1 speckled sandy bull or steer calf, tar splashed across both loins, inverted U piece out bottom near ear, no visible brand  
1 red baldy heifer calf, tar splashed across both loins, inverted U piece bottom near ear, no visible brand  
1 yellow Jersey cow, inverted U piece out bottom near ear, nick out bottom off ear, no visible brand  
1 yellow dehorned cow, two notches out both ears, like 5 S off rump, indescribable brand near rump  
1 brown Jersey heifer, piece out bottom both ears, no visible brand  
1 black Jersey cow, slit out of both ears, like P.N. off rump  
1 medium coloured cow, inverted U piece out bottom both ears, no visible brand  
1 black Jersey heifer, slit up both ears, no visible brand  
1 fawn dehorned Jersey heifer, notch out bottom both ears, no visible brand  
1 brown dehorned Jersey heifer, notch out bottom both ears, no visible brand  
1 black dehorned Jersey heifer, notch out bottom both ears, no visible brand  
1 brown Jersey heifer, slit tip near ear, no visible brand  
1 silver Jersey heifer, top off ear, no visible brand  
1 brown bucket poddy bull, inverted U piece out bottom near ear  
If not claimed and expenses paid, to be sold on 17th March, 1944.

8821—£1/9/4 G. CLARK,  
Poundkeeper.

## STATE ACTS, 1942.

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

No.	Price.
	s. d.
4880. Consolidated Revenue .. .. .	0 6
4881. Consolidated Revenue .. .. .	0 6
4882. Hospitals and Charities .. .. .	0 6
4883. Sewerage Rates .. .. .	0 6
4884. Sheep Dipping .. .. .	0 6
4885. The Limbless Soldiers Trust .. .. .	1 0
4886. Consolidated Revenue .. .. .	0 6
4887. National Security (Emergency Powers) Continuation .. .. .	0 6
4888. Income Tax (War-time Collection) .. .. .	0 6
4889. Freezing Works (Overdraft Guarantee) .. .. .	0 6
4890. Consolidated Revenue .. .. .	0 6
4891. Melbourne Markets .. .. .	0 6
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4897. Entertainments Tax (War-time Suspension) .. .. .	0 6
4898. Melbourne and Metropolitan Tramways (Reserve Funds) .. .. .	0 6
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4900. Melbourne and Metropolitan Board of Works (Contributions) .. .. .	0 6
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4904. Consolidated Revenue .. .. .	0 6
4905. Land Tax (Exemptions) .. .. .	0 6
4906. Land Tax .. .. .	0 6
4907. Stamps (Increased Duty Continuance) .. .. .	0 6
4908. Country Roads Board Fund .. .. .	0 6

## STATE ACTS, 1942—continued.

No.	Price s. d.
4909. Financial Emergency (Grants and Funds) ..	0 6
4910. Water Supply Loans Application ..	0 6
4911. Administration and Probate Duties ..	0 6
4912. Railway Loan Application ..	0 6
4913. Public Account Advances (Amendment) ..	0 6
4914. Farmers Protection (Amendment) ..	0 6
4915. Water ..	0 6
4916. Patriotic Funds ..	0 6
4917. St. Vincent's Hospital Land ..	0 6
4918. Survival of Actions ..	0 6
4919. Mines ..	0 6
4920. South Melbourne (Birrell-place) Land ..	0 6
4921. Local Government (Loans and Debentures) ..	0 6
4922. Local Government (Building Regulations) Amendment ..	0 6
4923. Miners' Phthisis (Treasury Allowances) Amendment ..	0 6
4924. Legal Profession Practice ..	0 6
4925. Motor Car (Amendment) ..	0 6
4926. Local Government (Street Construction) ..	1 0
4927. Victorian Inland Meat Authority ..	1 0
4928. Railway Construction Trusts Liabilities ..	0 6
4929. Surplus Revenue ..	0 6
4930. Railways (Long Service) ..	0 6
4931. Grain Elevators ..	0 6
4932. Coal Mine Workers Pensions ..	1 3
4933. State Forests Loan Application ..	0 6
4934. Health (Patent Medicines) ..	0 9
4935. Metropolitan Gas Company's ..	0 6
4936. Yannathan and Triholm Railway (Dismantling) ..	0 6
4937. Soil Conservation ..	0 6
4938. Forests ..	0 6
4939. Land Surveyors ..	0 9
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## STATE ACTS, 1943.

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4946. Grain Elevators ..	0 6
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4948. Lunacy ..	0 6
4949. National Security (Emergency Powers) Continuation ..	0 6
4950. Commonwealth Powers ..	0 6
4951. Consolidated Revenue ..	0 6
4952. Factories and Shops (Chairmen of Wages Boards) ..	0 6
4953. Country Roads (Forest Roads and Stock Routes) ..	0 6
4954. State Schools (Bush Fire Relief) ..	0 6
4955. Consolidated Revenue ..	0 6
4956. Coal Mines Regulation ..	0 6
4957. Petrol Pumps (Licence Fees) ..	0 6
4958. Superannuation (Contributions) ..	0 6
4959. Coal Mine Workers Pensions ..	0 6
4960. Forests (Exchange of Lands) ..	0 6
4961. Local Government (Valuations) ..	0 6
4962. Railway Construction (Extensions) ..	0 6
4963. Mental Hygiene (Mode of Citation) ..	0 6
4964. Administration and Probate Duties ..	0 6
4965. Sewerage Districts ..	0 6
4966. Stamps (Increased Duty Continuance) ..	0 6

## STATE ACTS, 1943—continued.

No.	Price s. d.
4967. Land Tax ..	0 6
4968. Surplus Revenue ..	0 6
4969. Financial Emergency (Grants and Funds) ..	0 6
4970. Partially Blinded Soldiers Fund ..	0 6
4971. Melbourne and Metropolitan Board of Works (Contributions) ..	0 6
4972. Milk Pasteurization ..	1 0
4973. Country Roads Board Fund ..	0 6
4974. Workers' Compensation ..	0 6
4975. Public Works Loan and Application ..	0 6
4976. Factories and Shops (Saturday Half-holiday) ..	0 6
4977. Springvale Necropolis Land ..	0 6
4978. South Melbourne to Melbourne Tramway Construction ..	0 6
4979. Water Supply Loans Application ..	0 6
4980. Forests ..	0 6
4981. State Forests Loan Application ..	0 6
4982. Administration and Probate (War Service) ..	0 6
4983. Water ..	0 9
4984. Farmers Protection (Amendment) ..	0 6
4985. Stamps ..	0 6
4986. Railway Loan Application ..	0 6
4987. Farmers Debts Adjustment ..	0 6
4988. Ministry of Health ..	1 0
4989. Discharged Servicemen's Preference ..	1 0
4990. Instruments (Insurance Contracts) ..	0 6
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4993. Education ..	0 6
4994. Land Settlement (Acquisition) ..	0 6
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# VICTORIA GOVERNMENT GAZETTE.

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No. 36]

THURSDAY, MARCH 9.

[1944

Factories and Shops Acts.

## DETERMINATION OF THE GROCERS' SUNDRIES 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 4th March, 1941, 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 in the process, trade, or business of—

- (a) manufacturing cereal foods (except in flour mills), spices, condiments, coffee, chicory, cocoa, or any kind of goods commonly known as Grocers' Sundries;
- (b) making, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish;
- (c) grinding, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale charcoal or coal dust;
- (d) making soap, washing soda, candles, or starch;
- (e) manufacturing or preparing maize products, glucose, or honey;
- (f) preparing for trade or sale, peanuts or other edible nuts or the products of peanuts or other edible nuts except when such work is subject to the Determination of any Wages Board heretofore appointed;
- (g) manufacturing matches or match boxes."

has made the following Determination, namely:—

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

### 2. APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

Age.	Wages per Week.	PROPORTION (within any Factory or Place).	
		Apprentices.	Improvers.
<i>Males.</i>			
	<i>s. d.</i>	<i>Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.</i>	<i>Grocers' Sundries, Polish, or Starch Sections, and other Sections not else- where included.</i>
Under 16 years of age . . . . .	28 9		
16 years of age and under 17 years of age . . . . .	35 9		
17 years of age and under 18 years of age . . . . .	43 9	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	One male improver to every four or fraction of four male workers receiving not less than the minimum wage.
18 years of age and under 19 years of age . . . . .	52 9		
19 years of age and under 20 years of age . . . . .	62 0	One girl apprentice to every three or fraction of three women workers receiv- ing not less than the minimum wage.	One girl improver to every four or fraction of four women workers receiv- ing not less than the minimum wage.
20 years of age and under 21 years of age . . . . .	77 3		
<i>Females.</i>			
		<i>Candle Section.</i>	<i>Candle or Soap and Soda Sections.</i>
Under 16 years of age . . . . .	29 3		
16 years of age and under 17 years of age . . . . .	30 9		
17 years of age and under 18 years of age . . . . .	37 6	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	One improver to every five or fraction of five workers receiving not less than the minimum wage.
18 years of age and under 19 years of age . . . . .	42 0		
19 years of age and under 20 years of age . . . . .	48 0	An indenture of apprenticeship pre- scribed by the Board was approved on 31st July, 1925.	
20 years of age and under 21 years of age . . . . .	54 6		

Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work:—

In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the industry—

At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.

In the Starch, Starch Products and Cornflour section of the industry—

At any class of work except scraping and wrapping blocks or filling, weighing, labelling and casing starch.

In the Soap and Soap Powders and Soap Extract sections of the industry—

At wrapping or packing washing soap or soap extract.

In the Candles section of the industry—

At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—

At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

## OTHER EMPLOYEES.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
<i>Division 1.—Grocers' Sundries.</i>		
	£ s. d.	£ s. d.
Employees engaged in the manufacture of grocers' sundries—		
Stone dressers and/or millers .. .. .	6 4 6	6 1 6
Honey blenders .. .. .	6 4 6	6 1 6
Employees roasting and/or grinding and who mix or blend, coffee or chicory ..	5 19 6	5 16 6
Employees roasting and/or grinding, but who do not mix or blend, coffee or chicory ..	5 17 6	5 14 6
Roasters of other commodities than coffee or chicory .. .. .	5 17 6	5 14 6
Coffee essence maker .. .. .	5 17 0	5 14 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper or ginger .. .. .	5 17 0	5 14 0
Bagged goods carriers and/or stackers .. .. .	5 14 6	5 11 6
Cellarmen in charge and working at loading and despatching by-products .. ..	5 17 0	5 14 0
Mixers or blenders .. .. .	5 16 0	5 13 0
Kilnmen and/or bleachers .. .. .	5 12 0	5 9 0
Mill assistants .. .. .	5 12 0	5 9 0
Employees engaged drawing off finished products and/or by-products in cereal mills ..	5 12 0	5 9 0
Bag repairers .. .. .	5 10 0	5 7 0
Employees engaged at oat cleaning and/or grading .. .. .	5 12 0	5 9 0
Women assisting in filling and lidding tins or containers of pepper, cayenne or red ochre—6d. per hour additional .. .. .		
Leading hands—7s. 6d. per week additional .. .. .		
All other male adults .. .. .	5 7 0	5 4 0
All female adults .. .. .	3 3 6	3 1 9
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stone dresser and/or miller .. .. .	6 4 6	6 1 6
Employees in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations .. .. .	5 17 0	5 14 0
Persons in charge of and actually working at starch draining boxes and/or cornflour runs .. .. .	5 17 0	5 14 0
Steepmen .. .. .	5 14 6	5 11 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations .. .. .	5 12 0	5 9 0
Employees grinding starch and/or cornflour .. .. .	5 12 0	5 9 0
Mill assistants .. .. .	5 12 0	5 9 0
Employees assisting the person in charge of starch draining boxes and/or cornflour runs ..	5 12 0	5 9 0
Starch and cornflour shovellers .. .. .	5 12 0	5 9 0
Employees engaged on crusting stoves and/or drying rooms and/or tunnels .. ..	5 12 0	5 9 0
Leading hands—7s. 6d. per week additional .. .. .		
All other male adults .. .. .	5 7 0	5 4 0
All female adults .. .. .	3 3 6	3 1 9
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stone dressers and/or millers .. .. .	6 4 6	6 1 6
Mill assistants .. .. .	5 12 0	5 9 0
Employees engaged drawing off broken rice, bran, straw, and/or rice .. .. .	5 12 0	5 9 0
Employees engaged taking off and/or sewing and/or stacking rice .. .. .	5 12 0	5 9 0
Rice meal rammers .. .. .	5 10 0	5 7 0
Rice hull packers .. .. .	5 10 0	5 7 0
All other male adults .. .. .	5 7 0	5 4 0
All female adults .. .. .	3 3 6	3 1 9
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men .. .. .	5 17 0	5 14 0
Converter men .. .. .	5 17 0	5 14 0
Flour mixers or employees feeding mixers and/or bagging dry gluten .. .. .	5 15 0	5 12 0
Pumpmen .. .. .	5 12 0	5 9 0
Employees on tanks, gluten washers, gluten squeezers, gluten dryers .. .. .	5 12 0	5 9 0
Employees engaged on char filters, filter press operators, bulk cornflour baggers and sewers .. .. .	5 12 0	5 9 0
All other male adults .. .. .	5 7 0	5 4 0
All female adults .. .. .	3 3 6	3 1 9
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli, and allied products .. .. .	6 7 0	6 4 0
Paste makers .. .. .	5 13 0	5 10 0
Hydraulic press attendants .. .. .	5 13 0	5 10 0
Women working in dough room and vermicelli twisting and spaghetti spreading ..	3 8 6	3 6 9
All other male adults .. .. .	5 7 0	5 4 0
All other female adults .. .. .	3 3 6	3 1 9

## OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
<i>Division 6.—Cereal Breakfast Foods.</i>		
	£ s. d.	£ s. d.
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers .. .. .	6 2 0	5 19 0
Men in charge of and working rollers .. .. .	6 2 0	5 19 0
Men in charge of and working at toasting flakes or biscuits (oven men) .. .. .	6 2 0	5 19 0
Grinding and milling machinists .. .. .	5 13 0	5 10 0
Fillers and/or makers .. .. .	5 13 0	5 10 0
Pressmen .. .. .	5 13 0	5 10 0
Conveyor workers .. .. .	5 13 0	5 10 0
Leading hands—10s. per week additional .. .. .	5 13 0	5 10 0
All other male adults .. .. .	5 7 0	5 4 0
All female adults .. .. .	3 3 6	3 1 9
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants .. .. .	6 4 6	6 1 6
Men on crushers, mixers, fillers, vacuum pans and men in charge of and working at dehydration .. .. .	5 17 0	5 14 0
All other male adults .. .. .	5 10 0	5 7 0
All female adults .. .. .	3 3 6	3 1 9
<i>Division 8.—Maize Products.</i>		
Millers and/or stone dressers .. .. .	6 4 6	6 1 6
Employee engaged on cornflour packing machine .. .. .	5 19 6	5 16 6
Converter men .. .. .	5 17 0	5 14 0
Employee in charge of and working at macerators .. .. .	5 17 0	5 14 0
Vacuum pan men .. .. .	5 17 0	5 14 0
Men in charge of and working in drip rooms .. .. .	5 17 0	5 14 0
Dextrine and/or custard mixer or blender .. .. .	5 16 0	5 13 0
Weighbridge attendants .. .. .	5 16 0	5 13 0
Steepmen .. .. .	5 14 6	5 11 6
Silk reel repairers .. .. .	5 14 6	5 11 6
Maize receiving and cleaning operators .. .. .	5 12 0	5 9 0
Millers' assistants .. .. .	5 12 0	5 9 0
Employees engaged on char filters .. .. .	5 12 0	5 9 0
Char kilnmen .. .. .	5 12 0	5 9 0
Samplemen .. .. .	5 12 0	5 9 0
Oliver filter men .. .. .	5 12 0	5 9 0
Liquor pressers .. .. .	5 12 0	5 9 0
Feed press valvemen .. .. .	5 12 0	5 9 0
Feed dryers .. .. .	5 12 0	5 9 0
Cones men .. .. .	5 12 0	5 9 0
Oil expeller men .. .. .	5 12 0	5 9 0
Reels and cracker men .. .. .	5 12 0	5 9 0
Flushing system men .. .. .	5 12 0	5 9 0
Neutralizer men .. .. .	5 12 0	5 9 0
Drip room men .. .. .	5 12 0	5 9 0
Paddlers .. .. .	5 12 0	5 9 0
Pumpmen .. .. .	5 12 0	5 9 0
Starch house kilnmen .. .. .	5 12 0	5 9 0
Polly feed and/or oil meal baggers and sewers .. .. .	5 12 0	5 9 0
Bulk cornflour baggers and sewers .. .. .	5 12 0	5 9 0
Assistant operators on macerators .. .. .	5 12 0	5 9 0
Women employed at scraping starch .. .. .	3 8 6	3 6 9
Women employed on custard powder filling machines .. .. .	3 8 6	3 6 9
Leading hands—7s. 6d. per week additional .. .. .		
All other male adults .. .. .	5 7 0	5 4 0
All other female adults .. .. .	3 3 6	3 1 9
<i>Division 9.—Soap.</i>		
Employees engaged in the manufacture and preparation for sale of soap—		
Assistant soapmaker .. .. .	6 4 6	6 1 6
Soap mixers .. .. .	5 13 0	5 10 0
Belt makers and fitting U leathers .. .. .	6 1 0	5 18 0
Milling room foremen .. .. .	5 17 6	5 14 6
Caustic soda and/or silicate preparers .. .. .	5 17 6	5 14 6
Soap crutcher by power .. .. .	5 17 0	5 14 0
Soda crystal maker .. .. .	5 14 0	5 11 0
Soap cutting machinists .. .. .	5 14 0	5 11 0
Soap crutcher by hand .. .. .	5 14 0	5 11 0
Head soap cutter by hand .. .. .	5 14 0	5 11 0
Men in charge of and actually working automatic stamping and/or wrapping and/or packing machines .. .. .	5 12 0	5 9 0
Soap pumpmen .. .. .	5 14 6	5 11 6
Stampers by foot or hand .. .. .	5 10 0	5 7 0
Assistant soda crystal maker .. .. .	5 9 6	5 6 6
Soap cutter by hand .. .. .	5 9 6	5 6 6
Lye runner .. .. .	5 9 6	5 6 6
Men in charge of and actually milling soap .. .. .	5 17 0	5 14 0
Soap miller .. .. .	5 10 0	5 7 0
Employees working at automatic driers .. .. .	5 10 0	5 7 0
Leading hands—10s. per week additional .. .. .		
All other male adults .. .. .	5 7 0	5 4 0
All female adults .. .. .	3 3 6	3 1 9

## OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 10.—Soap Powders and Soap Extracts.</i>		
Employees engaged in the manufacture and preparation for sale of soap powders and soap extracts—		
Employees in charge of and actually working at power mixer .. .. .	5 17 0	5 14 0
Employees milling soap powder .. .. .	5 17 0	5 14 0
Assistants to employees milling soap powder .. .. .	5 10 0	5 7 0
Leading hands—7s. 6d. per week additional		
All other male adults .. .. .	5 7 0	5 4 0
All female adults .. .. .	3 3 6	3 1 9
<i>Division 11.—Soap Section (General).</i>		
Employees engaged in the preparation of crude glycerine—		
Employees in charge of and actually working evaporator .. .. .	6 1 6	5 18 6
Assistant evaporators .. .. .	5 10 0	5 7 0
Employees engaged in press room—		
Oliver filter men .. .. .	6 1 6	5 18 6
Press room ganger .. .. .	6 0 6	5 17 6
Employees in charge of and working in oilene department .. .. .	5 13 0	5 10 0
Pumpmen .. .. .	5 12 0	5 9 0
Men in charge of and working at black acid presses .. .. .	5 11 0	5 8 0
All other male adults .. .. .	5 7 0	5 4 0
All female adults .. .. .	3 3 6	3 1 9
Employees engaged in preparation of tallow—		
Man in charge of liquefying tallow .. .. .	5 19 0	5 16 0
Assistant liquefying tallow .. .. .	5 15 6	5 12 6
Tallow bleachers .. .. .	5 12 0	5 9 0
Tallow samplers .. .. .	5 12 0	5 9 0
Tallow blowers by air .. .. .	5 12 0	5 9 0
All other male adults .. .. .	5 7 0	5 4 0
All female adults .. .. .	3 3 6	3 1 9
<i>Division 12.—Candles.</i>		
Employees engaged in the manufacture and preparation for sale of candles—		
Acidifiers .. .. .	6 1 6	5 18 6
Stillmen .. .. .	6 1 6	5 18 6
Glycerine distillers .. .. .	6 1 6	5 18 6
Evaporators .. .. .	6 1 6	5 18 6
Employees engaged on filter press and/or making chemicals .. .. .	6 1 6	5 18 6
Candle moulders after 12 months' experience .. .. .	5 16 0	5 13 0
Vatmen .. .. .	5 16 0	5 13 0
Cupboard runners .. .. .	5 15 0	5 12 0
Stillman's assistant and/or pumpmen .. .. .	5 12 0	5 9 0
Employees preparing charcoal for refinery .. .. .	5 12 0	5 9 0
Candle moulders with less than twelve months' experience .. .. .	5 11 0	5 8 0
Cupboard runners who are required to remain in the cupboard at a temperature of over 100 deg. F. for more than half an hour continuously on any day—6d. a day extra		
All other male adults .. .. .	5 7 0	5 4 0
All female adults .. .. .	3 3 6	3 1 9
<i>Division 13.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials—		
Employees in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain .. .. .	6 7 0	6 4 0
Mill hand .. .. .	5 19 6	5 16 6
Employees working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain		
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement	5 14 0	5 11 0
<i>Division 14.—Dried Fruits.</i>		
Employees engaged in the preparation for sale of dried fruits—		
All adult male employees .. .. .	5 13 0	5 10 0
<i>Division 15.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches—		
Sawyers .. .. .	6 0 0	5 17 0
Peelers .. .. .	5 16 0	5 13 0
Compo-mixer's foremen .. .. .	5 17 0	5 14 0
Tool grinders .. .. .	5 14 0	5 11 0
Compo-mixers .. .. .	5 12 0	5 9 0
Men in charge of and making cardboard inners .. .. .	5 12 0	5 9 0
Paste makers .. .. .	5 12 0	5 9 0
Men engaged on $\frac{1}{2}$ -in. cardboard inners .. .. .	5 12 0	5 9 0
Employees hand dipping or hand dipping book matches .. .. .	5 12 0	5 9 0

## OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 15.—Matches—continued.</i>		
Employees engaged in the manufacture and preparation for sale of matches—continued.		
Wax mixers .. .. .	5 12 0	5 9 0
Skillet and/or splint choppers .. .. .	5 10 0	5 7 0
Logmen and assistant sawyers .. .. .	5 13 0	5 10 0
Dippers on automatic match machines .. .. .	5 12 0	5 9 0
Slitters .. .. .	5 10 0	5 7 0
Fillers, emptiers, cleaners of compo kettles .. .. .	5 12 0	5 9 0
Gum grinders .. .. .	5 10 0	5 7 0
Dogmen .. .. .	5 10 0	5 7 0
Employees packing outer skillets .. .. .	5 10 0	5 7 0
Men working at painting machines .. .. .	5 10 0	5 7 0
All other male adults .. .. .	5 7 0	5 4 0
All female adults .. .. .	3 3 6	3 1 9
Leading hands—7s. 6d. per week additional		
<i>Division 16.—General.</i>		
Storemen and packers shall be paid at the rates prescribed from time to time by the Determination of the Storemen, Packers and Sorters Wages Board in the Section—"any other place".		
The following additional rates shall be paid to the undermentioned classes of employees when employed at work specified in Divisions 9, 10, 11, or 12 hereof—		
Employees stacking soda ash from lorry to stack .. .. .		0 6
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash) .. .. .		0 3
Employees carrying pulverized pumice or silicate .. .. .		0 3
Employees cleaning evaporator tubes .. .. .		0 6
Employees mixing Cooee cleaner by present methods .. .. .		0 9

## DEFINITIONS.

## 3. For the purposes of this Determination, unless a contrary intention appears:—

- Bagged goods carrier means an employee engaged in carrying cereal or other bagged goods in their raw state but not engaged in the manufacture or delivery of goods;
- Bagged goods stacker means an employee engaged in stacking cereal or other bagged goods in the raw state but not engaged in the manufacture or delivery of goods;
- Caustic soda or silicates preparer means an employee engaged in preparing caustic soda or silicates for soap makers;
- Continuously employed means employed for the six months immediately preceding the 25th day of December in each year: Provided that interruptions of employment due to slackness of work, sickness or accident up to six days in a year or absence with the consent of the employer shall not be regarded as breaking the continuity of the employment;
- Digester means an employee in charge of and actually working a digester;
- Employee means a person who is employed by an employer;
- Employer means an employer upon whom this Determination is made binding;
- Grocers' sundries means cereal foods (except wheaten flour), spices, condiments, coffee, chicory, cocoa and all kinds of goods commonly known as grocers' sundries;
- Leading hand means an adult male employee appointed as such where considered necessary by the employer and who, while working under the supervision of a foreman or assistant foreman, gives instructions and/or is responsible for work done by other employees;
- Miller means an employee in charge of one or more grinding departments;
- Mill assistant means an employee (working under the direction of a miller) who supervises the running of grinding, rolling or cleaning machines;
- Milling room foreman means an employee in charge of and actually working at the milling of soap;
- Mill hand means an employee working at a mill used for grinding of moulders' blacking, moulders, plumbago preparations, charcoal or coal dust;
- Mixer or blender means an employee in charge of and working in one or more mixing or blending departments;
- Month means a period from a day in one month to the corresponding day or the nearest corresponding day in the following month;
- Polishing materials means oils, boot blacking, boot paste, boot polish, harness dressing, harness compounds, ebonite shine, stove polish, metal polish, knife polish, washing blue, moulders' blacking, moulders' lumbago preparations, grinding charcoal or coal dust;
- Soapmakers' assistant means an employee who is occasionally a soap boiler;
- The Union means the Manufacturing Grocers Employees' Federation of Australia;
- Year means a period of twelve complete months commencing on 25th December in each year.

## CONTRACT OF EMPLOYMENT.

*Weekly Employment.*

4. (a) Employees may be engaged by the week and when so engaged must be available, ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service at any time shall be from day to day at the weekly rate fixed.

(c) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period or to close down for any period on the days other than the holidays prescribed in clause 13 hereof or the period of annual leave the weekly wage shall not apply.

*Casual Employment.*

(d) A casual employee is one employed for 22 hours or less in any one week, but no employee shall be deemed a casual worker where after employment for at least one week he is dismissed before he has worked 22 hours in the succeeding week or where his non-employment for more than 22 hours is wholly attributable to causes over which the employer has no control. A casual employee unless dismissed for misconduct shall be paid at the rate of time and a third for all work performed.

## PIECEWORK.

5. (a) The employer, in conjunction with his employees and representatives of the Union, may fix his own piecework rates, bonus systems, provided such rates and payments enable an employee of average capacity working under like conditions to earn at least 15 per cent. above the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory whether they be adults, improvers or juveniles. In the event of a dispute occurring in the fixation of piecework rates, and remaining unsettled by the employer and his employees' the employer or the secretary of the Union, or the secretary of the Victorian branch thereof, shall refer such dispute to the Secretary for Labour, and the decision of the Secretary for Labour shall be final and binding on the parties to the dispute.
- (b) Pieceworkers who are required to wait on or about the employer's premises for work on any one day for more than half an hour shall be paid for such waiting time at the rate based on the minimum weekly wage.
- (c) A weekly piecework employee shall be allotted in each week sufficient piecework to enable such employee to earn at least the prescribed rate fixed in this Determination for the class of work performed. If such work is not provided, and the employee is ready and willing to perform any other work provided, then such employee shall be paid the basic wage or minimum rate (as the case may be) applicable to the employee so employed.
- (d) Pieceworkers working overtime for less than 15 minutes or any fraction of 15 minutes shall have their payment computed on the basis of the average amount of work done in 15 minutes.
- (e) A list of piecework or bonus rates shall be posted in the relevant department.
- (f) The amounts earned by piecework shall be increased or decreased by the amount that the weekly rates of wage vary in accordance with clause 32 of this Determination.

## SHIFT WORKERS.

6. (a) Shift workers shall have a break for meals without deduction of pay.
- (b) Shift workers engaged in working a second or third shift daily shall receive payment at ordinary time plus 10 per cent.
- (c) Shift workers on a second or third shift who are unable to travel to and from work on workmen's tickets shall be paid 1s. 6d. a week in addition to their ordinary rate of pay.
- (d) Shift work including overlapping shifts may be arranged by agreement between the employer and the Union.

## MIXED FUNCTIONS.

7. Where during any day an employee is employed on work requiring the performance of functions involving different rates of wages prescribed by this or any other Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee had performed such only of the said functions as involved the highest rate of wages.

## HOURS.

8. The maximum ordinary hours shall not exceed 44 per week.

## STARTING AND FINISHING TIMES.

9. (a) Except for shift workers ordinary hours shall be worked in five days of eight hours and one day (Saturday) of four hours or in five days of eight hours 48 minutes each, continuously (except for breaks for meals) between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday at the discretion of the employer: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and the Union.
- (b) The employer shall fix the starting and finishing times: Provided that no change in such fixed times shall be made except by agreement between the employer and the Union: And provided further that one week's notice of such change shall be given to the employees.

## OVERTIME.

10. All work performed outside the starting and finishing times provided for in clause 9 of this Determination or fixed pursuant to an agreement under clause 9 of this Determination shall be paid for at the rate of time and a half for the first two hours and double time thereafter: Provided that an employee who works a double shift, that is a consecutive shift through the absence of another employee, shall be paid at the rate of time and a half for the first four hours and double time thereafter. In computing overtime as aforesaid each day's overtime shall stand alone.

Overtime rates shall be paid on the basis of a minimum of a quarter of an hour. A fraction of a quarter of an hour shall be paid for as a quarter of an hour.

Piecework or bonus work done outside the starting and finishing times shall be paid for at ordinary rate plus one-half for the first two hours and at double rates thereafter.

Shift workers shall be paid at the rates prescribed herein for overtime plus 10 per cent. of ordinary time.

## MEAL TIME.

11. (a) A lunch period of at least one half-hour for each employee shall be fixed in each factory between noon and 2 p.m. for other than shift workers.
- (b) No employee shall be required to work more than five hours from the starting of work in the morning without a break for lunch.
- (c) Work performed during the usual meal hours shall be paid for at time rate and a half, but where the total hours worked (including time worked during such meal time) do not exceed the prescribed daily number of hours, then such time shall be deemed to mean an additional payment at half ordinary time rate only for such meal time. In each case the employee shall be allowed time for a meal.

## REST PERIOD.

12. Women workers shall be allowed an interval of 10 minutes between 10 a.m. and 11 a.m. and between 3 p.m. and 4 p.m. for rest. Such intervals shall be observed at times convenient to the employer and shall count as time worked.

## HOLIDAYS AND SUNDAYS.

13. (a) For all work performed on Sundays employees shall be paid at not less than the rate of double time or double piecework rates according as they are time or piecework workers.
- (b) For all work performed on any of the holidays prescribed by sub-clause (c) of this clause, time workers shall be paid at not less than the rate of ordinary time in addition to their weekly or daily or hourly rates and pieceworkers shall be paid double piecework rates.
- (c) The following holidays shall be allowed to all weekly employees without any deduction from pay:—New Year's Day, Australia Day, Good Friday, the Saturday before Easter Sunday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day, or any other day by Act of Parliament or proclamation substituted for any of the above-named holidays.
- (d) Notwithstanding the provisions of sub-clause (c) of this clause, an employee engaged by the week shall not be entitled to the aforesaid holidays without deduction from pay if he or she shall be absent from employment on the working day before or the working day after a holiday without reasonable excuse or without the consent of the employer.
- (e) Pieceworkers shall be paid for holidays not worked at the rates of wages payable to employees on time work doing the same class of work.
- (f) When Christmas Day, Boxing Day, or New Year's Day, or a proclaimed substitute therefor, falls on a day other than a Sunday, and payment of wages for such day or days is not included in the weekly wage, then employees shall receive payment for each of such days if they are not otherwise paid for such days.
- (g) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period, or to close down for any period on days other than the holidays prescribed by sub-clause (c) of this clause, the weekly wage shall not be payable in respect of such period.

PAYMENT OF WAGES.

14. Wages shall be paid in the employer's time weekly on a week day other than Saturday and not more than two days' pay shall be kept in hand.

LIMITATION OF EMPLOYER'S LIABILITY.

15. Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period, such employee shall not recover from his employer any further sums in respect of any services rendered to such employer during such period unless within three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

MEAL MONEY.

16. Should an employee be required to work overtime for any period in excess of one hour after the usual time of ceasing duty, he shall either be supplied with a meal at the employer's expense, or be allowed 2s. for each meal required if the expense is incurred: Provided that this clause shall not apply where the employee was notified the previous day of the intention to work overtime: Provided further that where the employee was notified the previous day of the intention to work overtime and such overtime was not worked, he shall be entitled to the meal allowance herein provided.

SICK LEAVE.

17. (a) An employee on weekly hiring who is absent from his or her work on account of personal illness, or on account of injury by accident shall be entitled to leave of absence without deduction from pay, subject to the following conditions and limitations:—

- (i) He or she shall not be entitled to such leave of absence unless he or she has been in the service of the employer concerned for at least three months immediately prior to such absence.
  - (ii) He or she shall not be entitled to such leave of absence for any period in respect of which he or she is entitled to Workers' Compensation.
  - (iii) He or she shall within twenty-four hours of the commencement of such absence inform the employer of his or her inability to attend for work and as far as practicable shall then state the nature of the illness or injury and the estimated duration of the absence.
  - (iv) He or she shall, if required by the employer, prove to the satisfaction of the employer by statutory declaration or by such other means as the employer may reasonably require (or, in the event of any dispute, to the satisfaction of the Secretary for Labour) that he or she was unable on account of such illness or injury to attend for work on the day or days for which he or she claims to be entitled to such leave of absence.
  - (v) He or she shall not be entitled in any year to such leave of absence in excess of six days of working time, notwithstanding that he or she may be employed during such year by more than one employer.
- (b) A pieceworker entitled to leave of absence without deduction of pay under this clause shall be paid in respect thereof at the time work rate applicable to the class of work usually performed by him or her.

ANNUAL LEAVE.

18. (a) Employers shall in each year give their employees continuously employed as herein defined seven consecutive days' leave: Provided that shift workers continuously employed as defined herein shall receive nine consecutive days' leave.

(b) "Continuously employed" for the purpose of this clause means employed (breaks arising from slackness of work being regarded as being employed) for the six months immediately preceding the 25th day of each December. Any employee dismissed during the three weeks immediately preceding the 25th day of December shall be entitled to payment of one week's wage in lieu of annual leave.

(c) Employees who are not continuously employed for the six months immediately preceding the 25th day of December shall receive in lieu of annual leave one half day's wage for each complete month's service in that year or since their last annual leave, whichever is the shorter period: Provided that shift workers in such circumstances shall receive payment for five and one-eighth hours at the ordinary rates for the respective classification for each complete month's service as aforesaid.

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

(e) The employer may allow annual leave to an employee before the right thereto has accrued due but where leave is taken in such a case a further period of annual leave shall not commence to accrue until the expiration of the year in respect of which such annual leave has been taken.

(f) Each employee before going on leave shall be paid a week's wage or the proportionate amount under sub-clause (c) hereof except a shift worker who shall be paid the wage for one week and two days or the proportionate amount under sub-clause (c) hereof. Payment in the case of employees on piecework shall be at the time rates prescribed for the respective classes of work.

WOMEN WORKERS—WEIGHT CARRYING.

19. No woman worker shall be required to carry more than 30 lb. in weight.

MATCH FACTORY FRAMES.

20. All frames in match factories shall be finished off, rubbed down, made free from rough edges and glue, and properly felted so that the employees will not cut or injure their hands.

CONDITIONS APPLICABLE TO THE SOAP, SOAP POWDER AND SOAP EXTRACT AND SOAP (GENERAL) SECTIONS OF THE INDUSTRY.

21. Any male worker under 21 years of age whose work involves—

- (i) lifting any weight in excess of 1 cwt.; or
  - (ii) slabbing abrasive soap; or
  - (iii) stripping soap frames; or
  - (iv) entering driers; or
  - (v) handling caustic soda or any other corrosive substance;
- shall, while so engaged, be entitled to payment therefor at the rate of wage hereinbefore fixed for a male adult employee performing the same class of work.

DRIED FRUITS SECTION—BOOTS AND OVERALLS.

22. Two pairs of boots shall be supplied annually to men employed on seeding machines; all males shall be paid an allowance of 5s. annually for overalls.

SUPPLY OF MATERIALS.

23. The undermentioned materials shall be provided free of charge by every employer:—

- (i) All necessary tools of trade which shall be kept in good repair by the employer.
- (ii) Goggles for employees engaged in work injurious to the eyes.
- (iii) Uniforms required by the employer to be worn by the employee: Women and girls shall be provided with overalls. Coupons in accordance with the National Security Regulations shall be supplied by the employees.

## DESTRUCTION OF CLOTHING.

24. Where satisfactory evidence is produced by an employee that when dissolving caustic soda, using solutions of caustic soda or mineral acids his or her clothing has been destroyed through no fault of such employee, reparation shall be made by the employer.

## MEAL ROOMS.

25. Every employer shall set aside a separate room or portion of the factory as a dining room wherein the employer shall provide adequate table and seating accommodation. Hot water shall be provided and the room kept clean at the employers' expense.

## FIRST AID.

26. (a) A first aid ambulance chest shall be placed in some accessible place upon the premises.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act 1928* requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles:—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution .. .. .	1 bottle
Bandages, cotton and gauze .. .. .	1 dozen assorted sizes
Castor oil .. .. .	2 oz.
Iodine, tincture of .. .. .	2 oz.
Manual, first-aid .. .. .	1
Petrolatum, carbolyzed .. .. .	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety .. .. .	1 packet
Sal volatile .. .. .	6 oz.
Scissors .. .. .	1 pair
Tourniquet .. .. .	1
Tweezers .. .. .	1 pair
Cotton, absorbent .. .. .	} An adequate assortment
Gauze, sterilized, plain .. .. .	
Lint, absorbent .. .. .	
Plaster, adhesive .. .. .	

(b) Every employer shall appoint, where possible, an employee in charge of first aid, and shall fix extra remuneration (if any) to be paid to such employee according to individual circumstances and notify the Union.

## RIGHT OF ENTRY OF UNION OFFICIALS.

27. (a) Any official or officials of the Union authorized by the Secretary in writing shall have power to inspect any part of the factory, workshop or place where it is believed that a breach of the Determination is occurring or has occurred. The employer on such inspection shall provide access to the wages books or time sheets or record of any employee, and the official or officials of the Union shall be entitled to interview any employee. The work and duties of the employees shall be interfered with as little as possible by any such authorized official.

(b) A duly accredited representative of the Union shall have the right to enter employers' factories during the mid-day meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions:—

- (i) That he gives 24 hours' notice to the management of his intention to interview employees.
- (ii) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (iii) That he interviews employees only at the place where they are taking their meal.

## POSTING OF DETERMINATION AND NOTICES.

28. (a) Each employer shall erect in a suitable position in his factory a notice board for the purpose of posting any notice thereon in connexion with meetings or other business of the Union which it may require to have posted. Any such notice shall be signed by the president, secretary or shop steward.

(b) A copy of this Determination shall be posted in a conspicuous place in each factory.

## SHOP STEWARDS.

29. The employer shall recognize any employee appointed by the Union as a shop steward to collect Union dues and levies within the respective factories.

## TERMINATION OF EMPLOYMENT.

30. (a) Seven days' notice of intention to terminate employment shall be given on any day of the week by either employer or employee provided that any such notice given to an employee solely for the purpose of avoiding payment for prescribed holidays shall not deprive such employee of payment for holidays occurring between such notice and re-engagement, if any.

(b) Nothing contained in this Determination shall affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any day on which the employee cannot be usefully employed because of a strike by the Union, or any other Union, or through any breakdown of machinery, or any stoppage of work for which the employer cannot reasonably be held responsible.

(c) In the event of such dismissal wages shall be paid up to the time of such dismissal. If an employee's services be terminated during the course of a week he shall be paid all money due to him at the termination of his services or such money shall be forwarded to him by post within twenty-four hours thereafter.

## PERIODICAL ADJUSTMENT OF WAGES.

31. *Adult Males.*—The wages rates set out in clause 2 are based upon the following basic wage ingredient and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board, hereby determines that the rates for adult males shall be automatically increased or decreased by the same amount and at the same time as such basic wage ingredient.

The basic wage ingredient shown hereunder shall be adjusted as prescribed in clause 32.



*Basic Wage Ingredient.*

Place.	Basic Wage Ingredient.	Index Number Set Assigned.
In all parts of Victoria except Ballarat and Bendigo Districts Within Ballarat and Bendigo Districts—3s. less than the contemporaneous basic wage ingredient for Melbourne	£ s. d. 4 17 0	Melbourne

## ADJUSTMENT OF BASIC WAGE INGREDIENT.

32. (a) (i) Until the beginning of the first pay period to commence in May, 1944, the amount of the basic wage ingredient shall be as prescribed in clause 31.

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

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

(iii) The index number set to be applied is that assigned to Melbourne.

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

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

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

Table.

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

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

(b) *Adult Females.*—Adult female rates shall be adjusted as follows:—By increasing or decreasing by the amount of the difference from time to time in the basic wage ingredient for females. Such basic wage ingredient shall be 54 per cent. of the basic wage ingredient for males, calculated to the nearest 3d., half or less than half of 3d. to be disregarded. The weekly wage payable shall be the basic wage ingredient as so obtained plus the margins and loadings shown in clause 33.

(c) *Junior Employees.*—The rates of apprentices, improvers, and juvenile workers shall be adjusted from time to time by increasing or decreasing the adjustable ingredient of their wage in the same proportion as any increase or decrease of the male basic wage ingredient of the wages rates per week of adult employees bears to the basic wage ingredient of £4 18s. Provided that any such adjustment shall be calculated to the nearest 3d. per week, half or less than half of 3d. to be disregarded, and are to be made upon the following rates:—

## APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

Age.	Adjustable Rate Ingredient.	Industry Loading (Constant).	Special Loading (Constant).
	Per Week.	Per Week.	Per Week.
<i>Males.</i>	s. d.	s. d.	s. d.
Under 16 years of age .. .. .	26 6	1 3	1 3
16 years of age and under 17 years of age .. .. .	32 9	1 9	1 6
17 years of age and under 18 years of age .. .. .	40 3	2 0	2 0
18 years of age and under 19 years of age .. .. .	48 3	2 6	2 6
19 years of age and under 20 years of age .. .. .	56 9	3 0	2 9
20 years of age and under 21 years of age .. .. .	70 9	3 6	3 9
<i>Females.</i>			
Under 16 years of age .. .. .	24 6	2 3	2 9
16 years of age and under 17 years of age .. .. .	25 9	2 6	2 9
17 years of age and under 18 years of age .. .. .	31 3	3 0	3 6
18 years of age and under 19 years of age .. .. .	35 0	3 3	4 0
19 years of age and under 20 years of age .. .. .	40 3	3 9	4 6
20 years of age and under 21 years of age .. .. .	45 6	4 3	5 3

## MARGINAL RATES.

33. In addition to the basic wage ingredient as provided in clause 31 of this Determination the following margins and loadings shall be the minimum rates payable to adults engaged in the occupations named.

	Margin per Week.	Industry Loading Per Week.	Special Loading Per Week.
<i>Division 1.—Grocers' Sundries.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Employees engaged in the manufacture of grocers' sundries—			
Stone dressers and/or millers .. .. .	17 6	5 0	5 0
Honey blenders .. .. .	17 6	5 0	5 0
Employees roasting and/or grinding and who mix or blend coffee or chicory .. .. .	12 6	5 0	5 0
Employees roasting and/or grinding, but who do not mix or blend, coffee or chicory .. .. .	10 6	5 0	5 0
Roasters of other commodities than coffee or chicory .. .. .	10 6	5 0	5 0
Coffee essence maker .. .. .	10 0	5 0	5 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper or ginger .. .. .	10 0	5 0	5 0
Bagged goods carriers and/or stackers .. .. .	7 6	5 0	5 0
Cellarmen in charge and working at loading and despatching by-products .. .. .	10 0	5 0	5 0
Mixers or blenders .. .. .	9 0	5 0	5 0
Kilnmen and/or bleachers .. .. .	5 0	5 0	5 0
Mill assistants .. .. .	5 0	5 0	5 0
Employees engaged drawing off finished products and/or by-products in cereal mills .. .. .	5 0	5 0	5 0
Bag repairers .. .. .	3 0	5 0	5 0
Employees engaged at oat cleaning and/or grading .. .. .	5 0	5 0	5 0
Women assisting in filling and lidding tins or containers of pepper, cayenne or red ochre—6d. per hour additional .. .. .			
Leading hands—7s. 6d. per week additional .. .. .			
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 2.—Starch, Starch Products and Cornflour.</i>			
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—			
Stone dresser and/or miller .. .. .	17 6	5 0	5 0
Employees in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations .. .. .	10 0	5 0	5 0
Persons in charge of and actually working at starch draining boxes and/or cornflour runs .. .. .	10 0	5 0	5 0
Steepmen .. .. .	7 6	5 0	5 0
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations .. .. .	5 0	5 0	5 0
Employees grinding starch and/or cornflour .. .. .	5 0	5 0	5 0
Mill assistants .. .. .	5 0	5 0	5 0
Employees assisting the person in charge of starch draining boxes and/or cornflour runs .. .. .	5 0	5 0	5 0
Starch and cornflour shovellers .. .. .	5 0	5 0	5 0
Employees engaged on crustling stores and/or drying rooms and/or tunnels .. .. .	5 0	5 0	5 0
Leading hands—7s. 6d. per week additional .. .. .			
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 3.—Rice.</i>			
Employees engaged in the manufacture and preparation for sale of rice and rice products—			
Stone dressers and/or millers .. .. .	17 6	5 0	5 0
Mill assistants .. .. .	5 0	5 0	5 0
Employees engaged drawing off broken rice, bran, straw, and/or rice .. .. .	5 0	5 0	5 0
Employees engaged taking off and/or sewing and/or stacking rice .. .. .	5 0	5 0	5 0
Rice meal rammers .. .. .	3 0	5 0	5 0
Rice hull packers .. .. .	3 0	5 0	5 0
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 4.—Gluten, Glucose and Allied Products.</i>			
Employees engaged in the manufacture and preparation for sale of gluten, glucose, and allied products—			
Vacuum pan men .. .. .	10 0	5 0	5 0
Converter men .. .. .	10 0	5 0	5 0
Flour mixers or employees feeding mixers and/or bagging dry gluten .. .. .	8 0	5 0	5 0
Pumpmen .. .. .	5 0	5 0	5 0
Employees on tanks, gluten washers, gluten squeezers, gluten dryers .. .. .	5 0	5 0	5 0
Employees engaged on char filters, filter press operators, bulk cornflour baggers and sewers .. .. .	5 0	5 0	5 0
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 5.—Macaroni and Allied Products.</i>			
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—			
Employees engaged drying macaroni, vermicelli and allied products .. .. .	20 0	5 0	5 0
Paste makers .. .. .	6 0	5 0	5 0
Hydraulic press attendants .. .. .	6 0	5 0	5 0
Women working in dough room and vermicelli twisting and spaghetti spreading .. .. .	5 0	5 0	6 0
All other male adults .. .. .	Nil	5 0	5 0
All other female adults .. .. .	Nil	5 0	6 0

## MARGINAL RATES—continued.

	Margin per Week.	Industry Loading Per Week.	Special Loading Per Week.
	s. d.	s. d.	s. d.
<i>Division 6.—Cereal Breakfast Foods.</i>			
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—			
Men in charge of and working cereal cookers .. .. .	15 0	5 0	5 0
Men in charge of and working rollers .. .. .	15 0	5 0	5 0
Men in charge of and working at toasting flakes or biscuits (oven men) ..	15 0	5 0	5 0
Grinding and milling machinists .. .. .	6 0	5 0	5 0
Fillers and/or makers .. .. .	6 0	5 0	5 0
Pressmen .. .. .	6 0	5 0	5 0
Conveyor workers .. .. .	6 0	5 0	5 0
Leading hands—10s. per week additional			
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 7.—Malt Extract.</i>			
Employees engaged in the manufacture and preparation for sale of malt extract—			
Leading vacuum pan attendants .. .. .	17 6	5 0	5 0
Men on crushers, mixers, fillers, vacuum pans and men in charge of and working at dehydration .. .. .	10 0	5 0	5 0
All other male adults .. .. .	3 0	5 0	5 0
All female adults .. .. .	3 0	5 0	6 0
<i>Division 8.—Maize Products.</i>			
Millers and/or stone dressers .. .. .	17 6	5 0	5 0
Employee engaged on cornflour packing machine .. .. .	12 6	5 0	5 0
Converter men .. .. .	10 0	5 0	5 0
Employee in charge of and working at macerators .. .. .	10 0	5 0	5 0
Vacuum pan men .. .. .	10 0	5 0	5 0
Men in charge of and working in drip rooms .. .. .	10 0	5 0	5 0
Dextrine and/or custard mixer or blender .. .. .	9 0	5 0	5 0
Weighbridge attendants .. .. .	9 0	5 0	5 0
Steepmen .. .. .	7 6	5 0	5 0
Silk reel repairers .. .. .	7 6	5 0	5 0
Maize receiving and cleaning operators .. .. .	5 0	5 0	5 0
Millers' assistants .. .. .	5 0	5 0	5 0
Employees engaged on char filters .. .. .	5 0	5 0	5 0
Char kilnmen .. .. .	5 0	5 0	5 0
Samplemen .. .. .	5 0	5 0	5 0
Oliver filter men .. .. .	5 0	5 0	5 0
Liquor pressers .. .. .	5 0	5 0	5 0
Feed press valvemmen .. .. .	5 0	5 0	5 0
Feed dryers .. .. .	5 0	5 0	5 0
Cones men .. .. .	5 0	5 0	5 0
Oil expeller men .. .. .	5 0	5 0	5 0
Reels and cracker men .. .. .	5 0	5 0	5 0
Flushing system men .. .. .	5 0	5 0	5 0
Neutralizer men .. .. .	5 0	5 0	5 0
Drip room men .. .. .	5 0	5 0	5 0
Paddlers .. .. .	5 0	5 0	5 0
Pumpmen .. .. .	5 0	5 0	5 0
Starch house kilnmen .. .. .	5 0	5 0	5 0
Polly feed and/or oil meal baggers and sewers .. .. .	5 0	5 0	5 0
Bulk cornflour baggers and sewers .. .. .	5 0	5 0	5 0
Assistant operators on macerators .. .. .	5 0	5 0	5 0
Women employed at scraping starch .. .. .	5 0	5 0	6 0
Women employed on custard powder filling machines .. .. .	5 0	5 0	6 0
Leading hands—7s. 6d. per week additional			
All other male adults .. .. .	Nil	5 0	5 0
All other female adults .. .. .	Nil	5 0	6 0
<i>Division 9.—Soap.</i>			
Employees engaged in the manufacture and preparation for sale of soap—			
Assistant soapmaker .. .. .	17 6	5 0	5 0
Soap mixers .. .. .	6 0	5 0	5 0
Belt makers and fitting U leathers .. .. .	14 0	5 0	5 0
Milling room foremen .. .. .	10 6	5 0	5 0
Caustic soda and/or silicate preparers .. .. .	10 6	5 0	5 0
Soap crutcher by power .. .. .	10 0	5 0	5 0
Soda crystal maker .. .. .	7 0	5 0	5 0
Soap cutting machinist .. .. .	7 0	5 0	5 0
Soap crutcher by hand .. .. .	7 0	5 0	5 0
Head soap cutter by hand .. .. .	7 0	5 0	5 0
Men in charge of and actually working automatic stamping and/or wrapping and/or packing machines .. .. .	5 0	5 0	5 0
Soap pumpmen .. .. .	7 6	5 0	5 0
Stampers by foot or hand .. .. .	3 0	5 0	5 0
Assistant soda crystal maker .. .. .	2 6	5 0	5 0
Soap cutter by hand .. .. .	2 6	5 0	5 0
Lye runner .. .. .	2 6	5 0	5 0

## MARGINAL RATES—continued.

	Margin per Week.	Industry Loading Per Week.	Special Loading Per Week.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>Division 9.—Soap—continued.</i>			
Employees engaged in the manufacture and preparation for sale of soap— <i>continued.</i>			
Men in charge of and actually milling soap .. .. .	10 0	5 0	5 0
Soap miller .. .. .	3 0	5 0	5 0
Employees working at automatic driers .. .. .	3 0	5 0	5 0
Leading hands—10s. per week additional			
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 10.—Soap Powders and Soap Extracts.</i>			
Employees engaged in the manufacture and preparation for sale of soap powders and soap extracts—			
Employees in charge of and actually working at power mixer ..	10 0	5 0	5 0
Employees milling soap powder .. .. .	10 0	5 0	5 0
Assistants to employees milling soap powder .. .. .	3 0	5 0	5 0
Leading hands—7s. 6d. per week additional			
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 11.—Soap Section (General).</i>			
Employees engaged in the preparation of crude glycerine—			
Employees in charge of and actually working evaporator .. ..	14 6	5 0	5 0
Assistant evaporators .. .. .	3 0	5 0	5 0
Employees engaged in press room—			
Oliver filter men .. .. .	14 6	5 0	5 0
Press room ganger .. .. .	13 6	5 0	5 0
Employees in charge of and working in Oilene department .. ..	6 0	5 0	5 0
Pumpmen .. .. .	5 0	5 0	5 0
Men in charge of and working at black acid presses .. .. .	4 0	5 0	5 0
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
Employees engaged in preparation of tallow—			
Man in charge of liquefying tallow .. .. .	12 0	5 0	5 0
Assistant liquefying tallow .. .. .	8 6	5 0	5 0
Tallow bleachers .. .. .	5 0	5 0	5 0
Tallow samplers .. .. .	5 0	5 0	5 0
Tallow blowers by air .. .. .	5 0	5 0	5 0
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 12.—Candles.</i>			
Employees engaged in the manufacture and preparation for sale of candles—			
Acidifiers .. .. .	14 6	5 0	5 0
Stillmen .. .. .	14 6	5 0	5 0
Glycerine distillers .. .. .	14 6	5 0	5 0
Evaporators .. .. .	14 6	5 0	5 0
Employees engaged on filter press and/or making chemicals .. ..	14 6	5 0	5 0
Candle moulders after 12 months' experience .. .. .	9 0	5 0	5 0
Vatmen .. .. .	9 0	5 0	5 0
Cupboard runners .. .. .	8 0	5 0	5 0
Stillman's assistant and/or pumpman .. .. .	5 0	5 0	5 0
Employees preparing charcoal for refinery .. .. .	5 0	5 0	5 0
Candle moulders with less than 12 months' experience .. .. .	4 0	5 0	5 0
Cupboard runners who are required to remain in the cupboard at a tem- perature of over 100 deg. F. for more than half an hour continuously on any day—6d. a day extra			
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 13.—Polishing Materials.</i>			
Employees engaged in the manufacture and preparation for sale of polishing materials—			
Employees in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain .. ..	20 0	5 0	5 0
Mill hand .. .. .	12 6	5 0	5 0
Employees working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain .. .. .	7 0	5 0	5 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement			
<i>Division 14.—Dried Fruits.</i>			
Employees engaged in the preparation for sale of dried fruits—			
All adult male employees .. .. .	6 0	5 0	5 0

## MARGINAL RATES—continued.

	Margin per Week.	Industry Loading Per Week.	Special Loading Per Week.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>Division 15.—Matches.</i>			
Employees engaged in the manufacture and preparation for sale of matches—			
Sawyers .. .. .	18 0	5 0	Nil
Peelers .. .. .	12 0	5 0	2 0
Compo-mixer's foremen .. .. .	10 0	5 0	5 0
Tool grinders .. .. .	10 0	5 0	2 0
Compo-mixers .. .. .	7 6	5 0	2 6
Men in charge of and making cardboard inners .. .. .	7 6	5 0	2 6
Paste makers .. .. .	7 6	5 0	2 6
Men engaged on $\frac{3}{4}$ -in. cardboard inners .. .. .	5 0	5 0	5 0
Employees hand dipping or hand dipping book matches .. .. .	7 6	5 0	2 6
Wax mixers .. .. .	7 0	5 0	3 0
Skillet and/or splint choppers .. .. .	6 0	5 0	2 0
Logmen and assistant sawyers .. .. .	6 0	5 0	5 0
Dippers on automatic match machines .. .. .	5 0	5 0	5 0
Slitters .. .. .	5 0	5 0	3 0
Fillers, emptiers, cleaners of compo kettles .. .. .	5 0	5 0	5 0
Gum grinders .. .. .	5 0	5 0	3 0
Dogmen .. .. .	4 0	5 0	4 0
Employees packing outer skillets .. .. .	3 0	5 0	5 0
Men working at painting machines .. .. .	3 0	5 0	5 0
All other male adults .. .. .	Nil	5 0	5 0
All adult females .. .. .	Nil	5 0	6 0
Leading hands—7s. 6d. per week additional			

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

J. V. WILLOX, Secretary.

Melbourne, 1st March, 1944.

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1944-1945

Published by Authority.

No. 371

**THURSDAY, MARCH 9.**

[1944

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

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

2.		Wages.			
Apprentices or Improvers.		Other Employees.			
		Within the Cities of Ballarat and Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	Within the Cities of Geelong, Geelong West, and Warramboul, and the Town of Newtown and Chilliwell.	All other parts of Victoria where this Determination applies.	Per Week of—
Per Week of 46 Hours.		s. d.	s. d.	s. d.	Hours.
<b>WAGES.</b>					
Under 15 years of age ..	22 9				
15 years of age ..	30 6				
16 years of age ..	40 9				
17 years of age ..	50 9				
18 years of age ..	61 9				
19 years of age ..	78 6				
20 years of age ..	86 3				
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.					
The Board has prescribed a form of indenture which must be used.					
<b>PROPORTION (in any shop or place).</b>					
<i>Apprentices.</i>					
One apprentice to every three or fraction of three workers receiving not less than 10s. 6d. per week of 46 hours.					
<i>Improvers.</i>					
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.					
"Worker" includes an owner or partner acting as working manager.					
Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager ..		130 9	132 9	136 9	46
Head cellarmen, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits ..		122 6	124 6	128 6	46
Canvasser, i.e., an employee soliciting or collecting orders ..		108 0	110 0	114 0	46
Driver of motor vehicle with a carrying capacity of not more than 25 cwt. ..		103 0	105 0	109 0	46*
Driver of motor vehicle with a carrying capacity of over 25 cwt. ..		105 9	107 9	111 9	46*
Driver of three or more horses ..		108 0	110 0	114 0	46*
Driver of two horses ..		105 9	107 9	111 9	46*
Driver of one horse ..		103 0	105 0	109 0	46*
Stableman ..		100 6	102 6	106 6	46
All others—					
21 years of age ..		102 6	102 6	102 6	46
22 years of age ..		103 3	105 3	109 3	46
23 years of age or over ..		108 0	110 0	114 0	46

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

## 3. TIMES OF BEGINNING AND ENDING WORK.

	Drivers.		All others except Stablemen.	
	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:—

Stablemen—

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 ..

Time and a half.

## 5. ORDINARY WEEK'S WORK.

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

Stablemen

All others

46 hours.

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 1928*, 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. Provided 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, 1st March, 1944.

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



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[1944]

DETERMINATION OF THE SHOPS BOARD No. 1 (BOOT DEALERS).

2.

No. 38.—2019/44.

Apprentices or Improvers.		Other Employees.		
		Wages per Week of 46 Hours.		
			Within the Metropolitan District and such portion of the City of Sandringham as is not included within the said District; the Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.
PROPORTION (IN ANY SHOP OR PLACE).		FEMALES.	s. d.	s. d.
IMPROVERS.		Manageress of a shop or head saleswoman, i.e., the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by boot-leathers, notwithstanding she may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department—		
Females.		(a) Working singly	123 6	118 6
Two female improvers to one		(b) In charge of 1, 2, 3, or 4 persons	129 0	121 6
Four " " " two		(c) In charge of 5 or more persons	140 0	132 0
Five " " " three		Saleswomen—		
Six " " " four		21 years of age .. ..	48 0	48 0
Seven " " " five		22 years of age .. ..	52 6	52 6
Eight " " " six		23 years of age or over ..	62 6	58 6
Nine " " " seven				
Ten " " " eight				

and thereafter one additional female improver to every two or fraction of two additional

Provided that one female improver in lieu of one male improver, or one male improver in lieu of one female improver, may be employed.

## OVERTIME.

3. (a) All time worked in excess of 46 hours in any week shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) All time worked after 12.45 p.m. on Saturday shall be paid for at the rate of double time.

## TIME WAGES.

4. 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 at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that no such person shall be paid for less than two hours on any one Saturday and not less than three hours on any one day other than a Saturday.

## SPECIAL RATES.

5. Double time shall be the rate for all work done on Sunday and time and a half shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Saturday (except in the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street, in the City of Melbourne, where the rate of treble time shall be paid), Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day or after 1 p.m. on Show Day (in such localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* as are 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 abovenamed holidays, the special rate shall only be payable for work done on the day so substituted.

## NOTICE OF INTENTION TO WORK OVERTIME.

6. At least four hours' notice of intention to work overtime shall be given to an employee before such employee is required to work beyond the usual time of ceasing duty.

## MEAL ALLOWANCE.

7. An employee required to work any overtime in excess of one hour beyond the usual time of ceasing duty shall be paid a meal allowance of 1s. 6d. Such allowance shall be paid on the day upon which the overtime is worked and shall be in addition to any payment due for such overtime.

## GARMENT ALLOWANCE.

8. Any employee who is required to wear, when at work, a washable outer-garment, dust-coat, or overall, shall be paid 2s. per week in addition to the ordinary wage, unless the garment is both provided and laundered by the employer.

## BICYCLE ALLOWANCE.

9. Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 2s. per week in addition to the ordinary wage shall be paid to such employee.

## PAYMENT OF FARES.

10. Where an employee is required by his or her employer to move temporarily from one branch or shop to another all additional fares so incurred shall be paid by the employer.

## REFERENCE.

11. 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.

## SICK PAY.

12. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—(1) during the first year, one half day's ordinary pay for each complete month of service; (2) during any subsequent year of service, six days' ordinary pay, provided that evidence satisfactory to the employer is produced to prove that such absence was due to personal ill health or accident.

(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 eighteen 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.

## ANNUAL LEAVE.

13. Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted, in each year, annual leave on full pay (exclusive of the holidays mentioned in clause 5), as shown hereunder, viz. :—

On completing 1st year's service	..	..	..	..	Six consecutive working days
" " 2nd " "	..	..	..	..	Nine " " "
" " 3rd " "	..	..	..	..	Twelve " " "
" " each additional year's service	..	..	..	..	Twelve " " "

Such leave shall be given within three months of the completion of each year's service.

Should the services of an employee, who has served at least twelve months with the same employer, be terminated at any time thereafter he shall be entitled to *pro rata* holidays on full pay, but, should such employee be dismissed at any time for misconduct, he shall not be entitled to any such *pro rata* holidays.

## REST PERIOD.

14. 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.

## TIME AND WAGES RECORDS.

15. 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.

## TERMINATION OF EMPLOYMENT.

16. 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, as the case may be, in lieu thereof. This provision shall only apply in the case of the employee who has been employed continuously for three months or more.

## PAYMENT OF WAGES.

17. Wages shall be paid not later than Thursday in each week and must be paid during working hours.

NOTE.—Section 176 of the Factories and Shops Act 1928 (No. 3677) provides that, where the provisions of a Determination of a Wages Board apply, a true copy of such Determination shall be posted in some conspicuous place in such a position as to be easily read by the persons employed therein. Penalty not exceeding £10.

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

J. W. RYAN, Secretary.

Melbourne, 2nd March, 1944.



Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

[1944

## DETERMINATION OF THE MEAT PRESERVERS BOARD.

[N accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 18th July, 1938, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (1) Preserving meat;
- (2) Preparing food products from animal fat or from edible oils;
- (3) Putting up preserved meat or food products prepared from animal fat or from edible oils;

- (1) Preserving meat;
- (2) Preparing food products from animal fat or from edible oils;

1. That as from the 20th March, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

## WAGES.

					Males.			Females.		
					Weekly Rate.	War Time Loading.	Total Weekly Wage.	Weekly Rate.	War Time Loading.	Total Weekly Wage.
					<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years	..	..	..	..	33 0	1 3	34 3	31 6	1 0	32 6
16 years and under	17 years	..	..	..	38 3	1 3	39 6	35 6	1 3	36 9
17	..	18	..	..	46 6	1 6	48 0	39 6	1 3	40 9
18	..	19	..	..	55 3	2 0	57 3	45 0	1 6	46 6
19	..	20	..	..	68 6	2 3	70 9	50 3	1 9	52 0
20	..	21	..	..	84 9	3 0	87 9	57 3	1 9	59 0

One female improver to every 25 or fraction of 25 female workers receiving not less than 66s.3d. per week of 44 hours.

One male improver to every 25 or fraction of 25 male workers receiving not less than 116s. 6d. per week of 44 hours.  
One female improver to every 25 or fraction of 25 female workers receiving not less than 66s.3d. per week of 44 hours.

## OTHER EMPLOYEES.

MEAT PRESERVING SECTION.				ALL OTHER SECTIONS.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Leading hand, i.e., a person in charge of a department or shift	117 6	4 0	121 6	Leading Hand, i.e., a person in charge of a Department or shift	118 6	4 0	122 6
Assistant preserver .. ..	117 6	4 0	121 6	Mixer .. ..	119 6	4 0	123 6
Retort Hand, i.e., a person who loads and unloads retorts ..	115 6	4 0	119 6	Potman .. ..	119 6	4 0	123 6
Scaldor or braiser .. ..	115 6	4 0	119 6	Females engaged—			
Doughmaker .. ..	115 6	4 0	119 6	Patting, wrapping, stamping, or branding .. ..			
Females engaged—				Labelling, wiping tins, and carrying off from filling tables .. ..			
Stamping, or Branding ..				Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds .. ..	64 3	2 0	66 3
Labelling, keying, wiping tins, and carrying off from filling table .. ..				Taking away from automatic machines .. ..			
Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds ..	64 3	2 0	66 3	Wrapping premier jus for oleo presses .. ..			
Preparing for, placing in, taking away from machines and placing in trays ..				All others .. ..	112 6	4 0	116 6
Cutting Sausages .. ..							
All others .. ..	111 6	4 0	115 6				

## SHIFT WORKERS.

3. Shift workers shall not commence work before 1 p.m. on any day from Monday to Friday or before 10.30 a.m. on Saturday. They shall be paid at the ordinary rate for the class of work performed for all work done up to the time of ending work as fixed in clause 6 for certain other employees. For any balance up to 8 hours 10 minutes on days Monday to Friday and 3 hours 10 minutes on Saturday when the week's work is done in six days, and any balance up to 8 hours 48 minutes on days Monday to Friday when the week's work is done in five days, time and a quarter shall be paid.

## PRO RATA PAYMENT OF WAGES.

4. An employee other than a "Temporary Worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rates calculated pro rata according to the number of hours worked.

## ORDINARY WEEK'S WORK.

5. The number of hours which shall constitute a week's work shall be 44 which may be worked in periods not exceeding 8 hours 10 minutes on each day from Monday to Friday and 3 hours 10 minutes on Saturday, or in periods not exceeding 8 hours 48 minutes on each day from Monday to Friday.

## TIMES OF BEGINNING AND ENDING WORK.

6. The times of beginning and ending work each day for persons (other than potman or potman's assistant and shift workers) shall be as follows:—

## (a) In places where work is done on Saturday—

	Time of Beginning.	Time of Ending.
Mondays to Fridays .. ..	.. 7.15 a.m.	.. 5 p.m.
Saturdays .. ..	.. 7.15 a.m.	.. 11 a.m.

## (b) In places where work is not done on Saturday—

	Time of Beginning.	Time of Ending.
Mondays to Fridays .. ..	.. 7.15 a.m.	.. 5.30 p.m.

## OVERTIME.

7. The following overtime rates shall be paid for overtime.

- (a) Potman or potman's assistant (not being a shift worker) For work done in excess of 44 hours in any week .. } Time and a half
- (b) Others (not being shift workers) .. .. (1) Outside the hours fixed in clause 6 .. .. } Time and a half  
(Except after 12 noon on Saturday, when the rate shall be double time.)
- (2) Within the hours fixed in clause 6 in excess of the hours fixed in clause 5 .. .. } Time and a half
- (c) Shift workers .. .. (1) When the week's work is done in six days.
- (a) For work done in excess of 8 hours 10 minutes on any day from Monday to Friday or in excess of 3 hours 10 minutes on Saturday before 1.40 p.m. .. } Time and a half
- (b) After 1.40 p.m. on Saturday .. .. Double time
- (2) When the week's work is done in five days
- (a) For work done in excess of 8 hours 48 minutes on any day from Monday to Friday and on Saturday before noon .. } Time and a half
- (b) After 12 noon on Saturday .. .. Double time

## MINIMUM OF OVERTIME.

8. Employees called upon to work after meal time as provided in clause 9 after ordinary ceasing time shall be provided with a minimum of two hours' work, or shall be entitled to two hours' payment; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

## MEAL HOURS.

## General Conditions.

9. (i) Employees working at night shall not work continuously for more than four hours without an interval of one hour for a meal, except where a person other than a shift worker has had the ordinary tea hour and is finishing before midnight.
- (ii) Meal hour if worked shall be paid for at double time on prevailing rates; same to continue until such time as the employee has a full hour of leisure for a meal.

*Shift Workers Only.*

- (iii) Subject to sub-clauses (iv) and (v) hereof shift workers shall only be entitled to one meal hour per shift to be taken not earlier than four hours or later than five hours after commencing work. Provided that once the meal hour has been fixed it can only be altered by mutual agreement between the employer and employee concerned.
- (iv) Shift workers may, provided there is a mutual agreement between the employer and the employee, work the shift continuously with a crib time break of twenty minutes which shall count as time worked.
- (v) If a shift worker is required to work overtime he shall be entitled to a further meal at the end of the shift and before commencing such overtime.

*Employees other than Shift Workers.*

**Breakfast.**—A period of one hour at a time of the day to be arranged between employer and employees shall be allowed for breakfast to any person who commences work before 7.15 a.m.

**Dinner.**—A period of one hour between 12 noon and 1.30 p.m. shall be allowed for dinner.

**Tea.**—A period of one hour between 5 p.m. and 6 p.m. (when work is to continue after 6 p.m.) shall be allowed for tea.

*SUNDAYS AND HOLIDAYS.*

10. (a) Double time shall be paid for work done between 8 a.m. and 5 p.m. on Sundays and on the following holidays, viz :—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Union Picnic Day, and Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for the above-mentioned holidays, the special rate shall be payable for work done only on the day so substituted. Overtime at the rate of time and a half, calculated on the special rate mentioned in this clause, shall be paid for work done before 8 a.m. or after 5 p.m. on Sundays and holidays.

(b) Employees called upon to work on Sundays or holidays shall be provided with four hours' work, or shall be paid for four hours' work; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

(c) Employees (other than temporary workers) not called upon to work on a holiday shall be paid for such holiday at ordinary rates provided that any portion of the working week is or has been worked by them.

Notwithstanding the provisions of sub-clause (c) an employee who does not work on Anzac Day shall not be entitled to payment for such holiday.

*SICK LEAVE.*

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

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

For the purposes of this sub-clause, service prior to the 1st May, 1943 shall be disregarded.

*ANNUAL LEAVE.*

12. Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted one week's holiday on full pay in each year, and such holiday shall be given within three months of completion of each twelve month's service.

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

*SMOKE-OH.*

13. A "smoke-oh" period of 15 minutes without deduction of pay shall be allowed as follows :—

(a) To shift workers—

At intervals of not less than 2 hours nor more than 2½ hours after the commencement of work or of recommencing work after a meal break. Provided that where a meal break occurs within any such interval of 2½ hours the employee shall not be entitled to a "smoke-oh" during that interval.

(b) To other workers—

Each morning between the hours of 9.30 and 10.30 and each afternoon between the hours of 2.30 and 3.30.

*CHANGING TIME.*

14. Employers shall allow all employees 5 minutes changing time at the end of the ordinary day's work and such time shall be counted as time worked.

*TEMPORARY WORKERS.*

15. Temporary workers shall be paid at the rate of time and a third but the rates payable to such employees for overtime shall be based on the rates payable to an ordinary worker.

*LIMITATION OF PENALTY RATES.*

16. Where under any provision in this Determination (other than the provision contained in clause 9 (ii)), cumulative penalty rates would entitle an employee to a sum in excess of three times the ordinary week-day rate per hour of a permanent worker performing like work, the rate payable to such employee, whilst he is employed at work for which penalty rates are provided, shall not exceed three times the ordinary week-day rate referred to; excepting where an employee is called upon to work through a meal time on a Sunday or a holiday.

*DEFINITIONS.*

17. (a) A temporary worker shall mean any person who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.

(b) Juvenile worker shall mean a person under 21 years of age, other than an apprentice or an improver, who may be employed at—

Patting, wrapping, stamping, or branding;  
Labelling, keying, wiping tins, and carrying off from filling table;  
Filling or cleaning tins, jars, or moulds;  
Weighing, filling, emptying, stacking, capping, sealing, opening, packing, cleaning, or sterilizing tins, cartons, or bottles;  
Taking away from machines;  
Wrapping premier jus for oleo presses, washing margarine boxes, and assisting potman cleaning up; weighing and closing tins.

*MEAL ALLOWANCE.*

18. An employee required to work overtime for more than one and a quarter hours after the time of ending work in clause 6, shall be paid 2s. ten money unless notified on the previous day that his services will be needed. If having been notified accordingly he has provided himself with a meal he shall receive, in the event of the work not being done or ceasing before respective meal times, 2s. for each meal so provided.

*WEIGHT CARRYING.*

19. No female over the age of eighteen years shall be required to carry a greater weight than thirty pounds. Section 207 of the *Factories and Shops Act 1928* (No. 3677) provides that—"No person employing any girl under the age of eighteen years in a factory or shop shall permit such girl while so employed to lift or carry a greater weight than twenty-five pounds".

## WET WORK.

20. When female employees are engaged in wet work, employers shall take reasonable precautions to protect such employees from getting wet.

## FIRST-AID CHEST.

21. A first-aid chest, with all necessaries for same, shall be provided.

## MIXED FUNCTIONS.

22. Any person engaged on two or more classes of work in any day shall be paid at the highest rates prevailing for that day.

## DINING AND DRESSING ROOMS.

23. Proper dining and dressing rooms shall be provided, and shall be kept in a sanitary condition by the employer.

## WASHING DOWN.

24. For the purposes of washing down, hoses and water taps must be provided at convenient places.

## PAYMENT OF WAGES.

25. All employees to be paid weekly, and in the time of the employer.

## MINIMUM OF WORK.

26. All persons who are engaged for work shall be paid for eight hours' work at least on week days and three and a half hours' work at least on Saturday, even if they are not required to work.

## WAITING TIME.

27. When an employee has been notified to start work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time of duty.

## WASHING FACILITIES.

28. A proper place shall be provided for the purpose of washing clothes.

## RIGHT OF ENTRY OF UNION OFFICIALS.

29. The Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australasia shall be allowed to inspect all time and wages books at the place at which the time book or other record is kept between the hours of 10 a.m. and 2 p.m. on any working day excepting pay day or on the day immediately preceding pay day.

## APRONS TO BE PROVIDED.

30. Aprons shall be provided by the employer for employees doing the following classes of work—

(a) Males—Retort hands; potmen and assistants; washing cans; handling gravy pots; attending potato or vegetable machines; dicing machines, or mixers in canning process.

(b) Females—Putting meat into cans, or hand peeling potatoes or vegetables.

## CLOGS OR PROTECTIVE FOOTWEAR TO BE PROVIDED.

31. Clogs or protective footwear shall be provided for wet work.

## Persons employed in connexion with dehydration of meat.

32. † WAGES PER WEEK

## \* IMPROVERS AND JUVENILE WORKERS.

	s.	d.	
Under 17 years of age .. .. .	42	6	
17 years of age .. .. .	54	3	
18 years of age .. .. .	69	3	
19 years of age .. .. .	95	0	
20 years of age .. .. .	99	0	

Proportion of Improvers.  
One improver to every 25 or fraction of 25 workers receiving not less than the minimum wage.

\* The Board has determined that no apprentices shall be employed in this section.

## OTHER EMPLOYEES.

	£	s.	d.
Leading hand, i.e., a person in charge of a department or shift (Provided that where four or less retorts are in operation, the leading hand shall perform mixed functions and take charge of shift).	6	9	0
Retort hand .. .. .	5	10	6
Band saw operator .. .. .	5	19	6
All others .. .. .	5	15	6

† The above rates include a war loading of 3/- per week for adults and proportionate amounts for juniors.

## SHIFT WORK.

33. (a) Shift work shall be rostered. Employees engaged on other than day shift shall be paid 10 per cent. in addition to the rates shown in Clause 32.

(b) Shifts may be spread over six days, Monday to Saturday.

(c) The ordinary working hours shall be 44 per week, or 88 in any two consecutive weeks, provided that the maximum number of hours to be worked without payment of overtime shall be 48 in any one week or 88 in any two consecutive weeks.

## PRO RATA PAYMENT OF WAGES.

34. An employee other than a "Temporary Worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rates calculated pro rata according to the number of hours worked.

## ORDINARY WEEK'S WORK (other than Shift Workers).

35. The number of hours which shall constitute a week's work shall be 44 which may be worked in periods not exceeding 8 hours 10 minutes on each day from Monday to Friday and 3 hours 10 minutes on Saturday, or in periods not exceeding 8 hours 48 minutes on each day from Monday to Friday.

## TIMES OF BEGINNING AND ENDING WORK (other than Shift Workers).

36. The times of beginning and ending work each day shall be as follows:—

(a) In places where work is done on Saturday—

	Time of Beginning	Time of Ending.
Mondays to Fridays .. .. .	7.15 a.m.	5 p.m.
Saturdays .. .. .	7.15 a.m.	11 a.m.

(b) In places where work is not done on Saturday—

Mondays to Fridays .. .. .	7.15 a.m.	5.30 p.m.
----------------------------	-----------	-----------



## OVERTIME.

37. The following rates shall be paid for overtime :—

(a) Shift Workers.—For all work done in excess of 48 hours in any one week or 88 in any two consecutive weeks :—

(i) When the week's work is done in six days.—Time and a half on prevailing rates shall be paid provided that if any such overtime is done after 1.40 p.m. on a Saturday, double time on prevailing rates shall be paid for work so done after such hour on such day.

(ii) When the week's work is done in five days.—All work done before noon on a Saturday shall be paid for at the rate of time and a half on prevailing rates and for all work done after such hour double time on prevailing rates shall be paid.

(b) Others (not being shift workers) :—

(i) Outside the hours fixed in clause 36, (Except after 12 noon on Saturday, when the rate shall be double time); time and a half.

(ii) Within the hours fixed in clause 36 in excess of the hours fixed in clause 35; time and a half.

## MINIMUM OF OVERTIME.

38. Employees called upon to work after meal time as provided in clause 39 after ordinary ceasing time shall be provided with a minimum of two hours' work, or shall be entitled to two hours' payment; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

## MEAL HOURS.

## General Conditions.

39. (i) Employees working at night shall not work continuously for more than four hours without an interval of one hour for a meal, except where a person other than a shift worker has had the ordinary tea hour and is finishing before midnight

(ii) Meal hour if worked shall be paid for at double time on prevailing rates; same to continue until such time as the employee has a full hour of leisure for a meal.

## Shift Workers Only.

(iii) One half hour shall be allowed for crib in each shift which shall be counted as working time, and shall be taken at appropriate times to ensure that the quality of the product is maintained at the highest standard and with due regard to the convenience of the employees.

(iv) If a shift worker is required to work overtime he shall be entitled to a further meal at the end of the shift and before commencing such overtime.

## Employees other than Shift Workers.

*Breakfast.*—A period of one hour at a time of the day to be arranged between employer and employees shall be allowed for breakfast to any person who commences work before 7.15 a.m.

*Dinner.*—A period of one hour between 12 noon and 1.30 p.m. shall be allowed for dinner.

*Tea.*—A period of one hour between 5 p.m. and 6 p.m. (when work is to continue after 6 p.m.) shall be allowed for tea.

## SUNDAYS AND HOLIDAYS.

40. (a) Double time shall be paid for work done between 8 a.m. and 5 p.m. on Sundays and on the following holidays, viz :—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Union Picnic Day, and Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for the above-mentioned holidays, the special rate shall be payable for work done only on the day so substituted. Overtime at the rate of time and a half, calculated on the special rate mentioned in this clause, shall be paid for work done before 8 a.m. or after 5 p.m. on Sundays and holidays.

(b) Employees called upon to work on Sundays or holidays shall be provided with four hours' work, or shall be paid for four hours' work; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

(c) Employees (other than temporary workers) not called upon to work on a holiday shall be paid for such holiday at ordinary rates provided that any portion of the working week is or has been worked by them.

Notwithstanding the provisions of sub-clause (c) an employee who does not work on Anzac Day shall not be entitled to payment for such holiday.

## SICK LEAVE.

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

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

For the purposes of this sub-clause, service prior to 1st May, 1943, shall be disregarded.

## ANNUAL LEAVE.

42. Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted one week's holiday on full pay in each year, and such holiday shall be given within three months of completion of each twelve months' service.

If the employee leaves or is dismissed before the expiration of twelve months' service, then such employee shall be given one half-day's holiday or be paid one half day in respect of each calendar month's or part of a calendar month's service. Provided that an employee shall not be entitled to one half-day's holiday for part of a calendar month until he has completed six calendar months' continuous service with the same employer. For the purposes of this clause service prior to 1st May, 1943, shall be disregarded.

## SMOKE-ON.

43. A "smoke-on" period of 15 minutes without deduction of pay shall be allowed as follows :—

(a) To shift workers—

At intervals of not less than 2 hours nor more than 2½ hours after the commencement of work or of recommencing work after a meal break. Provided that where a meal break occurs within any such interval of 2½ hours the employee shall not be entitled to a "smoke-on" during that interval.

(b) To other workers—

Each morning between the hours of 9.30 and 10.30 and each afternoon between the hours of 2.30 and 3.30.

## CHANGING TIME.

44. Employers shall allow all employees 5 minutes changing time at the end of the ordinary day's work and such time shall be counted as time worked.

## TEMPORARY WORKERS.

45. Temporary workers shall be paid at the rate of time and a third but the rates payable to such employees for overtime shall be based on the rates payable to an ordinary worker.

## LIMITATION OF PENALTY RATES.

46. Where under any provision in this Determination (other than the provision contained in clause 39 (ii)), cumulative penalty rates would entitle an employee to a sum in excess of three times the ordinary week-day rate per hour of a permanent worker performing like work, the rate payable to such employee, whilst he is employed at work for which penalty rates are provided, shall not exceed three times the ordinary week-day rate referred to; excepting where an employee is called upon to work through a meal time on a Sunday or a holiday.

## DEFINITIONS.

47. (a) A temporary worker shall mean any person who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.

(b) Juvenile worker shall mean a person under 21 years of age, other than an improver, who may be employed at—

Patting, wrapping, stamping, or branding;  
Labelling, keying, wiping tins, and carrying off from filling table;  
Filling or cleaning tins, jars, or moulds;  
Weighing, filling, emptying, stacking, capping, sealing, opening, packing, cleaning, or sterilizing tins, cartons, or bottles;  
Taking away from machines;  
Picking meat from bones.

## MEAL ALLOWANCE.

48. An employee required to work overtime for more than one and a quarter hours after the time of ending work in clause 36 shall be paid 2s. tea money unless notified on the previous day that his services will be needed. If having been notified accordingly he has provided himself with a meal he shall receive, in the event of the work not being done or ceasing before respective meal times, 2s. for each meal so provided.

## WEIGHT CARRYING.

49. No female over the age of eighteen years shall be required to carry a greater weight than thirty pounds. Section 207 of the *Factories and Shops Act* 1928 (No. 3677) provides that—"No person employing any girl under the age of eighteen years in a factory or shop shall permit such girl while so employed to lift or carry a greater weight than twenty-five pounds".

## WET WORK.

50. When female employees are engaged in wet work, employers shall take reasonable precautions to protect such employees from getting wet.

## FIRST-AID CHEST.

51. A first-aid chest, with all necessaries for same, shall be provided.

## MIXED FUNCTIONS.

52. Any person engaged on two or more classes of work in any day shall be paid at the highest rates prevailing for that day.

## DINING AND DRESSING ROOMS.

53. Proper dining and dressing rooms shall be provided, and shall be kept in a sanitary condition by the employer.

## WASHING DOWN.

54. For the purposes of washing down, hoses and water taps must be provided at convenient places.

## PAYMENT OF WAGES.

55. All employees to be paid weekly, and in the time of the employer.

## MINIMUM OF WORK.

56. All persons who are engaged for work shall be paid for eight hours' work at least on week days and three and a half hours' work at least on Saturday, even if they are not required to work.

## WAITING TIME.

57. When an employee has been notified to start work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time of duty.

## WASHING FACILITIES.

58. A proper place shall be provided for the purpose of washing clothes.

## RIGHT OF ENTRY OF UNION OFFICIALS.

59. The Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australasia shall be allowed to inspect all time and wages books at the place at which the time book or other record is kept between the hours of 10 a.m. and 2 p.m. on any working day excepting pay day or on the day immediately preceding pay day.

## APRONS TO BE PROVIDED.

60. Aprons shall be provided by the employer for employees doing the following classes of work—

- (a) Males—Retort hands; washing cans; handling gravy pots;  
(b) Females—Putting meat into cans.

## CLOGS OR PROTECTIVE FOOTWEAR TO BE PROVIDED.

61. Clogs or protective footwear shall be provided for wet work.

## ALL PERSONS TO WHOM THIS DETERMINATION APPLIES.

## PERIODICAL ADJUSTMENT OF WAGES.

62. The wages rates for males set out in clauses 2 and 32 are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of apprentices, improvers, juvenile workers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause 63.

## Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies .. .. .	£ s. d. 4 11 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

63. (a) Until the beginning of the first pay period to commence in May, 1944, the amount of the basic wage shall be as prescribed in clause 62.

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

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

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

Table.

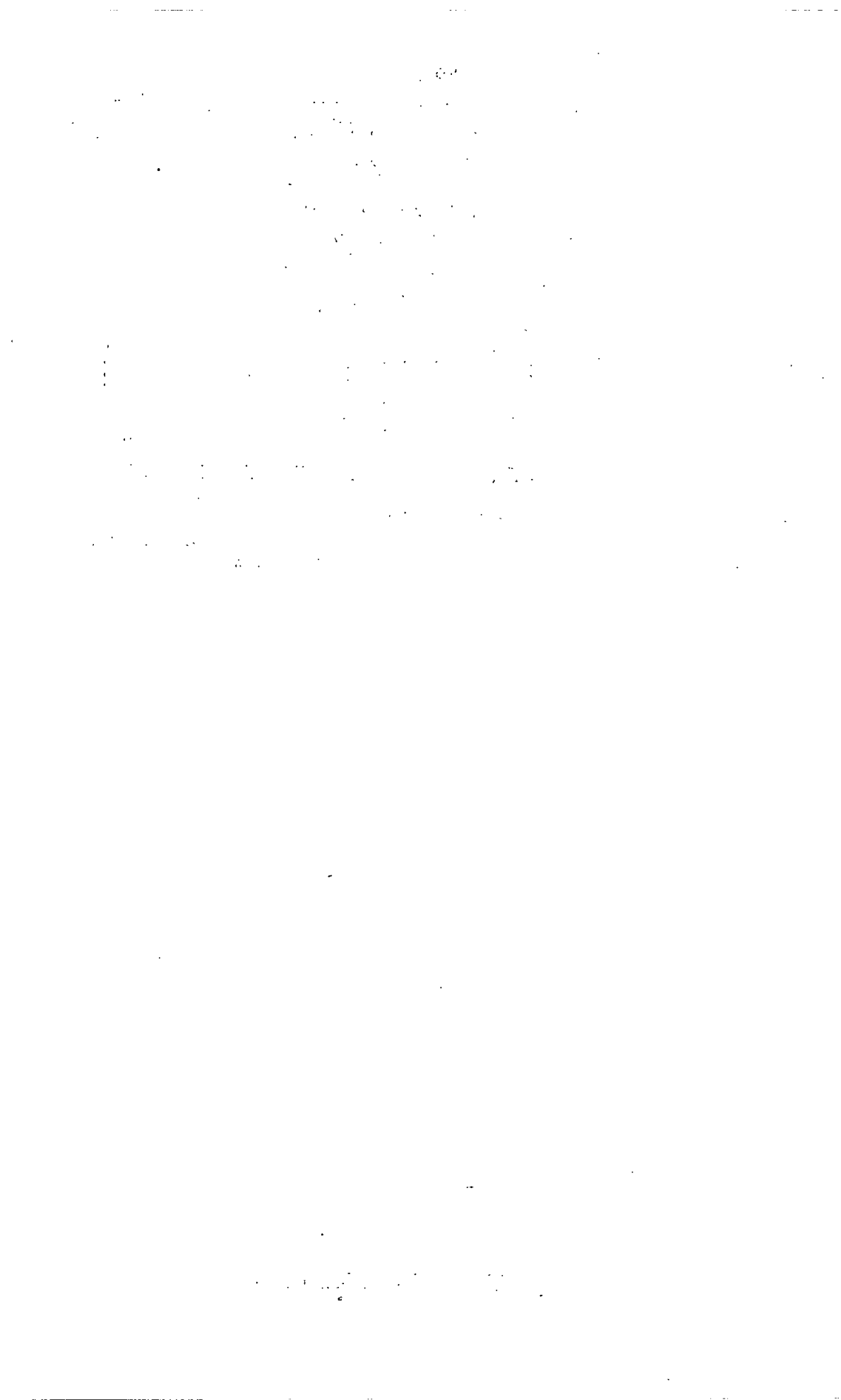
Index Number Divisions.				Basic Wage.	Index Number Divisions.				Basic Wage.
				£ s. d.					£ s. d.
994-1006	..	..	..	4 1 0	1118-1129	..	..	..	4 11 0
1007-1018	..	..	..	4 2 0	1130-1141	..	..	..	4 12 0
1019-1030	..	..	..	4 3 0	1142-1154	..	..	..	4 13 0
1031-1043	..	..	..	4 4 0	1155-1166	..	..	..	4 14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

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

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

J. V. WILLOX, Secretary.

Melbourne, 3rd March, 1944.





# VICTORIA GOVERNMENT GAZETTE.

*Published by Authority.*

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No. 40]

THURSDAY, MARCH 9.

[1944

Factories and Shops Acts.

## DETERMINATION OF THE RUBBER TRADE BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts, such portions of the City of Sandringham as are not within the said Metropolitan District, the Cities of Ballarat, Bendigo, and Warrnambool, the Boroughs of Eaglehawk and Sebastopol, and such portion of the Shire of Dandenong as is within a radius of one mile of the Spring Vale Post Office.

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

(1) employed in or in connexion with the trade of—

- (a) a maker of all kinds of rubber goods;
- (b) a reclaimer of rubber; and
- (c) a maker of solution;

(2) employed in the repairing of all kinds of rubber goods;

(3) employed preparing or manufacturing articles of xylonite or celluloid—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 21st February, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2

### APPRENTICES OR IMPROVERS.

				Wages per Week of 44 Hours.		Except in the fancy goods section no female shall be employed until she attains the age of fifteen years.
				Males.	Females.	
				s. d.	s. d.	
Under 16 years of age	..	..	..	27 9	22 0	
16 years of age	..	..	..	37 6	27 0	
17 " "	..	..	..	46 6	32 3	
18 " "	..	..	..	56 0	37 0	
19 " "	..	..	..	65 9	42 3	
20 " "	..	..	..	74 9	44 9	
And thereafter the minimum wage.						

### Proportion.

#### MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 97s. per week of 44 hours.

#### MALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 97s. per week of 44 hours.

#### FEMALE APPRENTICES.

##### *Fancy Goods Section.*

Three female apprentices to every adult female worker receiving not less than 51s. per week of 44 hours.

##### *All Other Sections.*

One female apprentice to each adult female worker receiving not less than 51s. per week of 44 hours.

#### FEMALE IMPROVERS.

##### *Fancy Goods Section.*

Such number of improvers as shall not together with apprentices exceed in the aggregate three to each adult female worker receiving not less than 51s. per week of 44 hours.

*All Other Sections.*

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 51s. per week of 44 hours.

(a) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any Union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

(b) Notwithstanding anything hereinbefore contained, female workers receiving the adult female wage prescribed for the class of work being performed by them, shall be counted as adult female workers in calculating the proportion of females, but in calculating such wage, bonuses shall not be considered as part of the wage.

3

ADULT MALES (other than those employed preparing or manufacturing articles of xylonite or celluloid).

	Wages per Week of 44 Hours.
1. Employee engaged on any operation connected with or incidental to the handling, preparation, manufacture, or repair of rubber and/or rubber goods and/or goods in the manufacture of which rubber is used (except storemen and packers not herein specifically provided for) other than those set out hereunder	£ s. d. 4 17 0
2. Sifter and/or drier of compounding ingredients	4 19 0
3. Operator in charge of drying machine	5 1 0
4. Weigher and/or assembler of compounds for mixing, calendering, &c.	5 4 0
5. Storeman and packer as defined herein	5 1 0
6. Wrapper of goods made by wrapped process	4 19 0
7. Operator in charge of lead-covered hose stripping machine	5 1 0
8. Operator in charge of hose-making machine (wrapped process)	5 3 0
9. Helper on hose-making machine (wrapped process)	5 1 0
10. Lead-covering machine helper	5 1 0
11. Operator in charge of lead-covering machine (hose)	5 7 6
12. Maker of wrapped hose by hand-made process	5 10 0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement	5 1 0
14. Operator on washing mill and/or grinding waste	5 1 0
15. Operator on warming and/or masticating mill and/or reclaim refining mill	5 3 0
16. Operator on cracker mill	5 1 0
17. Operator on mixing mill	5 10 0
18. Reclaimer or employee engaged on acid tank	5 1 0
19. Employee on digester machine	5 3 0
20. Spreader in charge of machine (not otherwise classified)	5 4 0
21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting	5 10 0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	5 0 0
23. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tire making and/or joining (not otherwise classified)	5 1 0
24. Operator engaged on motor, motor cycle and/or bicycle tube joint curing	5 3 0
25. Operator building pneumatic tire on flat and/or crown drum and/or on flat top core (excluding bicycle tire)	5 5 0
26. Operator building pneumatic tire on core (excluding flat top core and/or bicycle tire)	5 7 6
27. Inspector and/or examiner and/or tire tester	5 3 0
28. Tester with water	4 17 0
29. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	5 3 0
30. Operator in charge of cotton creels	5 3 0
31. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine	5 1 0
32. Maker of packing	5 3 0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing and/or sanding machine	5 3 0
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— First year	5 1 0
Second and third year	5 7 6
Thereafter	5 12 0
35. Operator employed fitting solid tire to wheel (motor vehicle or otherwise)	5 5 0
36. Operator employed fitting pneumatic tire to rim and/or wheel	5 1 0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically operated punching press	5 3 0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers and/or strips and/or buffing cylindrical rollers up to 3 feet in length	5 3 0
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	5 7 6
40. Operator on lathe engaged fashioning biased bowls	5 7 6
41. Operator dipping ballons and/or other dipped goods	5 3 0
42. Operator of rubber thread cutting lathe	5 5 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	5 3 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	4 17 0
45. Operator in charge of vulcanizing press, more than 4 feet in length	5 7 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length	5 5 0
47. Helper on vulcanizing press, more than 4 feet in length	5 3 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires	5 10 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires and/or air bags	5 7 6
50. Operator in charge of person engaged in making and/or moulding solid motor tires	5 7 6
51. Operator engaged in making and/or moulding solid motor tires	5 1 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tires and/or tubes and/or air bags	5 3 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding	5 5 0
54. Operator in charge hand making transmission conveyor and/or elevator belting	5 7 6
55. Operator engaged hand making transmission conveyor and/or elevator belting	5 4 0
56. Operator engaged on belt making machine	5 1 0
57. Operator laying mats, tiles, or rubber flooring	5 10 0
58. Repairer of used motor and/or motor cycle tire and/or tube and/or air bags	5 10 0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tire and/or tubes	5 3 0
60. Operator re-treading new tires	5 1 0
61. Maker of air bags with extruded material	5 3 0
62. Maker of air bags (not otherwise classified)	5 10 0
63. Operator in charge of forcing machine	5 5 0
64. Operator in charge of forcing machine straining rubber	5 1 0

## ADULT MALES (other than those employed preparing or manufacturing articles of xylonite or celluloid).

	Wages per Week of 44 Hours.
65. Operator in charge of textile cutting machine .. .. .	5 3 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	5 1 0
67. Operator engaged in the individual making of surgical mechanical and/or sporting goods who designs, lays out, cuts to shape and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article .. .. .	5 12 0
68. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts .. .. .	5 3 0
69. First assistant on calender 48 inches and over .. .. .	5 7 6
70. First assistant on calender under 48 inches .. .. .	5 1 0
71. Operator in charge of calender 72 inches and under .. .. .	5 19 0
72. Operator in charge of calender over 72 inches .. .. .	6 4 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing) .. .. .	5 8 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning or tying, table hand .. .. .	5 3 0
75. Storeman in charge of moulds .. .. .	4 19 0
76. Operator engaged on sand blasting in a properly enclosed cabinet .. .. .	5 1 0

## ADULT FEMALES (other than those employed preparing or manufacturing articles of xylonite or celluloid).

	Wages per Week of 44 Hours.
	£ s. d.
77. Adult female employee who individually fabricates complete shoes, goloshes and/or rubber boots, or who lasts up shoes and/or rubber boots .. .. .	2 16 6
78. Adult female employee employed tire making and/or case making and/or individually fabricating motor and/or motor cycle and/or bicycle tires and/or tubes and/or mechanical surgical and/or sporting goods .. .. .	2 15 6
79. Adult female employee employed on sewing machine .. .. .	2 16 6
80. Female employees engaged in the production of fabric covered corrugated gas mask connecting tubes .. .. .	2 19 0
81. Adult female employee on machine used in the production of rubber goods and/or goods containing rubber and/or employed on part making any rubber goods and/or goods containing rubber (including rubber footwear) .. .. .	2 14 0
82. Adult female employee employed on dipped goods .. .. .	2 14 0
83. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching .. .. .	2 14 0
84. Adult female employee employed on wire or bead making .. .. .	2 15 6
85. Adult female employees not specially provided for .. .. .	2 11 0

Preparing or manufacturing articles of xylonite or celluloid.

## ADULT MALES.

	Wages per Week of 44 Hours.
	£ s. d.
86. Machine operators and/or process workers .. .. .	5 5 0
ADULT FEMALES.	
87. All adult Females .. .. .	2 14 0*

\* N.B. See note (ii) at end of this clause.

NOTES:—(i) The wages rates of all employees covered by this Determination shall be increased by the addition of the following loadings:—

	per week.
	s. d.
Adult males .. .. .	6 0
Adult females .. .. .	5 0
Junior males and junior females .. .. .	3 0

These loadings shall not be subject to adjustments pursuant to cost of living fluctuations and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

\* (ii) Notwithstanding anything elsewhere in this Determination contained, the minimum weekly wage for adult females shall be not less than 75 per cent. of the needs basic wage plus 3/- prosperity loading. (Such amount being £3/11/3.)

This method of calculating the minimum weekly wage for adult females shall remain in operation during the period of the present war and shall terminate at the expiration of six months thereafter.

## 4.

## SPECIAL RATES.—

(a) Any female or junior (male or female) employed in any way in the making, finishing, or packing of preventatives, pessaries, or sheaths, shall receive the male basic wage provided herein, and in addition thereto shall receive the margin provided for a male operator engaged in the individual making of surgical goods.

(b) Any employee engaged in the process of acid curing, cold curing, or vapour curing (as defined in clause 23 hereof) shall be paid at the rate of 4s. per hour.

(c) Employees engaged in processing free carbon black or slioking and/or spraying motor and/or motor cycle tires or actually working on acid vats in reclaiming shall be paid the sum of 1s. per day in addition to the rate herein fixed for the class of work performed.

(d) Employees using a spray gun for the purpose of spraying motor and/or motor cycle and/or bicycle tires, other than the spraying of trade marks, transfer marks, or other distinguishing signs, shall be paid the sum of 1s. per day in addition to the rates herein prescribed for the class of work performed. Such payment shall include any payment made under sub-clause (c) hereof.

(e) Employees engaged on continuous work shifts shall be paid an additional 1s. per shift on afternoon and night shift. Instead of paying the said sum of 1s. for each afternoon or night shift the employer may at his option pay the sum of 8d. for each continuous work shift.

(f) Employees, not engaged on continuous work shifts, working on night shift, as defined in clause 5 hereof, shall be paid an additional 1s. per shift.

## 5.

## DEFINITIONS.

"Storeman and packer" means a male employee employed handling raw materials before manufacture or a male employee handling manufactured products in the factory immediately they are manufactured and before such manufactured products are delivered to a store or warehouse or such part of a factory as is used for that purpose. "Adult female," as used in this Determination, shall include junior female workers receiving the adult female wage under sub-clause (b) 2 hereof.

"Night shift" means any shift worked wholly or partially between the hours of 8 p.m. and 6 a.m., but shall not include any shift worked on continuous work shift.

"Union," in this Determination, shall mean The Federated Rubber Workers' Union of Australia.

#### 6. HOURS OF DUTY.

(a) The ordinary hours of duty for employees not engaged on continuous work shifts, shall not without payment of overtime at the rates and subject to the conditions hereinafter appearing, exceed 8 hours 48 minutes on each of the first five days of the week, and 4 hours on Saturday, and shall not exceed 44 hours in any week.

(b) The ordinary hours of duty of employees on continuous work shifts shall not without payment of overtime at the rates and subject to the conditions hereinafter appearing, exceed eight in any one day; nor 48 in any one week; nor an average of 44 per week during the period of employment upon such shifts; nor a total of 132 during any three consecutive working weeks of the period of employment upon such shifts.

Employees on continuous work shifts shall work such shifts up to six per week as may be required. A meal break, not exceeding twenty minutes shall be granted with pay on each shift exceeding four hours, and shall be arranged by the employer at a convenient time as near as practicable to the middle of the shift. Continuous work shifts shall be worked in rotation.

(c) The hours of duty of any night shift worker shall be consecutive with breaks for meals.

(d) No male junior worker, under the age of eighteen years, shall work between the hours of 10.30 p.m. and 6 a.m.

(e) The starting or finishing time of any employee must be the same for at least one week unless overtime is paid: provided that the starting or finishing times may be changed in the case of sickness or accident or breakdown of plant or equipment, or in the case of an employee replacing another who does not turn up for work at his usual starting time.

(f) Females may be employed on continuous or rotating shift operations, provided that the following shift allowances shall be paid:—

Continuous shifts—										Per shift.
										s. d.
Morning shift	..	..	..	..	..	..	..	..	..	1 0
Afternoon shift	..	..	..	..	..	..	..	..	..	2 0
Night shift	..	..	..	..	..	..	..	..	..	3 0
Rotating shifts—										
Afternoon	..	..	..	..	..	..	..	..	..	2 0
Night	..	..	..	..	..	..	..	..	..	3 0

For the purpose of this sub-clause "afternoon shift" shall mean any shift worked wholly or partly between 8 p.m. and 11 p.m. "Night shift" shall mean any shift worked wholly or partly between 11 p.m. and 6 a.m.

#### 7. OVERTIME.

(a) Except as hereinafter provided all time worked before or after the employee's starting or finishing time shall be paid for at the rate of time and one-half for the first four hours, and double time thereafter.

(b) On continuous work shifts, when one or more employees fail to report for duty without having given 24 hours' notice of intention of being absent, a corresponding number of employees on the preceding shift may be worked overtime at the rate of time and a quarter for the first two hours, and double time thereafter.

(c) The laws in force at the date of commencement of this Determination governing overtime in factories in the State of Victoria, except in regard to the payment of tea money to females, shall, where not inconsistent with this Determination, be deemed to be incorporated in this Determination as part thereof: provided, however, that the number of days upon which males under sixteen years of age, or females may be called upon to work overtime, shall be thirty in each year, and such additional number of days as may be approved by the Secretary of Labour.

For the purposes of this sub-clause "year" shall mean twelve calendar months, starting with the 1st day of November each year.

#### 8. MEALS.

(a) Any male employee not informed the day before that he is required to work overtime shall be allowed the sum of 2s. for meal money, if the overtime so worked exceeds one hour in any day or shift. If an employee, pursuant to notice in that regard, has provided himself with a meal and is not required to work overtime, he shall be paid 2s. for the meal so provided: provided that this payment need not be made if the employee concerned could not work overtime on account of a strike by the Union or any other Union, or through any breakdown of machinery, or any stoppage of work brought about by any cause whatsoever which the employer could not reasonably prevent.

(b) Any female required to work overtime in excess of 30 minutes in any one day shall be paid 1s. meal money.

(c) An interval of not less than 30 minutes shall be allowed for the midday meal, as near as possible to the middle of the day's work: provided that on shift operations, other than continuous work shift, a meal period of not less than 20 minutes in each shift shall be provided, which shall not count as time worked.

(d) Any employee required for duty during his usual meal time shall be paid at the rate of time and a half until he be allowed the usual length of time for a meal, unless he is allowed to have his meal at his job and is paid at the rate of time and a half during the time of his usual meal time.

#### 9. MAXIMUM NUMBER OF HOURS WORKED.

(a) No employee shall be required to work in the factory, workshop, or repair-shop for more than twelve hours in any one day or night.

(b) No employee engaged on day work, shift-work, or night shift, after completing the recognized hours which constitute the day's work or shift, shall be called upon to work an extra shift.

(c) No employee shall be required to work in the factory or workshop for more than twelve hours without a break of eight hours' rest before commencing a shift or day's work.

#### 10. RECORD OR TIME BOOK.

(a) Each employer shall keep some card or check used in connexion with a mechanical clock or a time and wages book, showing the name of each employee, his occupation, the hours worked each day, and the wages, allowances and overtime paid each week: provided that the requirement in respect to his occupation shall be deemed to be shown as required if the item number set out against the employee's classification in clause 3 hereof be shown in lieu of the said occupation.

(b) The records referred to in sub-clause (a) hereof shall be open for inspection by a duly accredited official of the Union (as to members of his Union) during the usual office hours at the employer's office or other convenient place: provided that no inspection shall be demanded unless the secretary of the Union or of a branch thereof suspects that a breach of this Determination has been or is being committed: provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment: provided also that no demand for production need be complied with unless 24 hours' notice in writing of the intention to inspect shall have been given to the employer concerned.

#### 11. HOLIDAY AND SUNDAY WORK.

(a) All weekly wage employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day, Anzac Day, the day observed as King's Birthday, Christmas Day, and Boxing Day or such other day in substitution for any specified day as may be agreed upon between the Union and any employer.

(b) If any of the above holidays occur on a Sunday or a Saturday, and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday if a working day as for a half day, but not otherwise: provided that if the employee is a shift worker, working a full day on Saturday he shall be paid for the full day.

(c) Any employee absenting himself from work on any portion of the working day preceding or following a holiday provided for in this clause without reasonable excuse or without permission from his employer, shall not be entitled to payment for such holiday.



(d) Shift workers may be required to work until the completion of their shifts on holidays without the payment of holiday rates, provided they are not required to work on the night shift commencing on a holiday. Where a holiday, prescribed by this Determination, is observed on a Monday, shift workers may be given time off on the shift commencing on the Sunday night preceding a holiday, and in such event shall be required to work on the usual night shift commencing on the holiday, without additional pay.

(e) Notwithstanding anything to the contrary contained in this Determination, if any employer shall give to any employee a notice of termination of engagement expiring or taking effect as a dismissal within seven days of the date on which any of the said holidays fall or are observed, such employer shall pay to the employee so dismissed, a day's pay for each such holiday falling or being observed within seven days of the termination of the engagement, unless the engagement is determined by the employer by reason of the misconduct of the employee: provided that this sub-clause shall not apply to any employee who at the date of the expiration of such notice shall not have been employed by the employer concerned for at least 80 per cent. of the ordinary working time of the three consecutive weeks immediately preceding the expiration of such notice: provided further that when any holiday is observed on a non-working day, the employee concerned shall not be entitled to payment for such holiday.

(f) Any employee who is employed on a Sunday or any holiday provided for in this clause shall for all time worked on that day be paid at the rate of double time.

#### ANNUAL HOLIDAY.

12. (a) Except as hereinafter provided employers shall in each year give their employees who are in their employ on the 24th day of December and who have actually worked for an aggregate of six months in the immediately preceding twelve months a holiday of forty-four working hours, and shall pay the full wages prescribed by this Determination for such holiday.

For the purpose of this sub-clause the words "actually worked" shall include periods of absence for which payment is received under any Workers' Compensation Act.

(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) Any employee dismissed during the three weeks immediately preceding the 25th day of December (who except for such dismissal would be entitled to annual holiday) shall be entitled to payment of 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 Secretary for Labour.

(e) If any employer does not require any employee to work during the period during which the majority of employees at each factory are granted annual holidays, and such employee is not entitled to annual holiday under this clause, such employee shall not be entitled to payment of wages for the said period or part thereof during which he is not required to work.

#### TERMS OF ENGAGEMENT.

13. (a) To become entitled to payment of a weekly wage, an employee must perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employee affected, and in accordance with the terms of this Determination.

(b) An employee engaged for the first time shall for the first three weeks of such engagement be employed from day to day at the weekly rate fixed by this Determination.

(c) Any employee failing to attend for duty shall lose pay for the time of such non-attendance unless such employee produces or forwards, within 48 hours of commencement of such absence, a medical certificate, or other evidence satisfactory to the management, that such non-attendance was due to personal accident arising out of and in the course of employment in respect of which no payment is received under any Workers' Compensation Act, or to personal ill health necessitating such absence: provided that any employee shall be entitled to payment for non-attendance on the ground of personal ill health for not more than four days in any one year of his or her employment.

(d) Employment shall be determined only by a week's notice on either side, but such notice may be given at any time during any week: provided that any employer may dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in any such case the employee shall be paid up to the time of dismissal only: provided further, that any employer may deduct payment for any day or part thereof an employee cannot be usefully employed because of any strike by the Union, or any other Union, or through any breakdown of machinery, or any stoppage of work by any cause whatsoever which the employer cannot reasonably prevent.

(e) Casual employees may be engaged at hourly rates, provided such rates calculated from hour to hour are 10 per centum higher than the rates prescribed for weekly employees doing the same class of work.

(f) Employees who leave without proper notice may, at the option of the employer, be called upon to forfeit to the employer up to three days' pay.

#### PAYMENT OF WAGES.

14. (a) Wages shall be paid not later than Wednesday in each week. Provided that in the xylonite and celluloid section arrangements existing at the 29th October, 1942, may be continued.

(b) No employer shall keep more pay in hand than has accrued to any employee up to the end of the preceding calendar week.

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

(d) Any employee leaving on proper notice or dismissed shall be paid his wages on leaving or being dismissed: provided that when an employee is dismissed outside ordinary office hours he shall be paid not later than 10 a.m. on the next working day. In the case of pieceworkers or bonus workers, the time wages only need be paid in accordance with the foregoing provisions.

#### MIXED FUNCTIONS.

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

(b) Any employee who is transferred to a lower grade of work than that upon which he is usually employed, shall be paid at the higher wage for the remainder of the day or shift on which such transfer takes place, and from the commencement of the next working day or shift he shall be paid at the appropriate wage for the class of work performed.

#### TOOLS OF TRADE.

16. (a) The employer shall provide all tools of trade.

(b) Any employee engaged on acid vats, or on reclaiming or washing raw rubber, or in wet places, shall be supplied with apron or overalls, and rubber or other suitable boots, free of charge.

#### SEATS FOR FEMALE WORKERS.

17. When practicable, seats shall be provided for all females whilst on duty.

#### HEAVY WEIGHTS.

18. (a) No male employee shall be required to pull, drag, or push more than 10 cwt.: provided that this sub-clause shall not apply to any truck on rails nor to any truck fitted with ball or roller bearings.

(b) No female employee shall be required to lift or carry more than 30 lb.

(c) No male employee shall be required to lift or carry excessive weights. Any dispute about what constitutes "excessive weights" shall be referred to the Secretary of Labour.

#### REST TIME FOR FEMALES.

19. A rest time of ten minutes shall be allowed to all females in the forenoon and afternoon at a time to be fixed by the employer as nearly as may be practicable to the middle of the stretch of work.

#### HEALTH OR HYGIENIC CONDITIONS.

20. (a) Every employer shall in each factory supply suitable dining-room accommodation.

(b) Every employer shall provide sufficient boiling water for employees at meal hours.

(c) Every employer shall supply drinking water in each department of the factory.

(d) Any employee engaged as a reclaim worker or moulder of motor and/or motor cycle tires, calender hands, mill hands, compound hands, and employees engaged in the wet sponge rubber department, shall be provided with a lock-up cupboard, suitable baths or showers, and a changing-room.

(e) All dipping vats, excluding those containing latex and varnishing solutions, shall be provided with covers.

(f) Sifting boxes or machines shall be rendered reasonably dust proof.

(g) Hoods and exhaust flues shall be installed over all mixing mills, dry heaters, chalking or sifting machines, and buffs, provided that no hood or exhaust flue shall be required to be installed over any portable buff.

(h) The provisions of sub-clauses (a), (b), (c), and (d) hereof shall have no application to repair shops.

21.

#### SICKNESS.

(a) Any employee may leave work at any time on account of occupational sickness or accident arising out of and in the course of his employment, and shall be entitled to re-employment at the termination of the sickness or recovery from the accident: provided that a satisfactory medical certificate, if called for, is produced to the employer or his representative at the time of application for re-employment, and provided that notice of his inability to work be conveyed to the employer within 48 hours of such inability arising.

(b) Any employee so leaving work for more than seven days may be required to give to his employer seven days' prior notice of his fitness to resume work.

(c) In no case shall an employee be entitled to re-employment in pursuance of this clause after the expiration of six months from the first notification of the sickness or the accident causing the absence.

(d) This clause shall apply only to employees who are entitled to benefits under the Workers' Compensation Act of the State concerned.

(e) Any employee injured on the employer's premises, whether the injury is incidental to his or her work or not, shall report such injury at a first-aid room or other appointed place before leaving the premises.

22.

#### FIRST-AID ATTENDANT.

(a) First-aid appliances and a certified first-aid attendant shall be provided by employers at all factories, and where female employees are employed such first-aid attendant, or another first-aid attendant, shall be a female. Such female attendant may do other work.

(b) The provisions of sub-clause (a) hereof shall have no application to repair shops.

(c) A sufficient first-aid outfit shall be provided and maintained on the premises by employers at all repair shops.

23.

#### PROCESS OF COLD CURING, ETC.

(a) No person shall be engaged acid curing, cold curing, or vapour curing for more than two consecutive hours, and every person so engaged must have at least four hours interval before resuming same. The employer shall provide fresh milk and respirators free of charge for persons engaged on this class of work.

(b) Provided that vapour curing in sub-clause (a) hereof shall include only vapour curing by bi-sulphide of carbon or benzine with chloride of sulphur.

24.

#### UNION DELEGATE.

(a) The general secretary or any branch secretary of the Union, or any official thereunto, authorized by the Union, shall not be prevented by any employer from visiting and conversing with the members of the Union in the dining-room or waiting-room (where provided) at meal times, or before or after the hours of work.

(b) If any such official make himself objectionable to the employer or to any manager or foreman or employee, the right of such official to visit may be determined by the respondent employer affected, and the Union may substitute another official in his stead.

(c) Any official of the Union shall have access to any repair shop for the purpose of interviewing any employee engaged therein.

25.

#### UNION BUSINESS.

Any member of the Federal Council of the Union or any member of the Committee of Management of any State branch thereof, may leave work to attend to the business of the Union, provided that at least three days' notice of such intention shall have been given to the employer. Any employee so absent shall not be paid for the period of such absence.

26.

#### NOTICE BOARD.

(a) A notice board shall be provided in the dining-room or in some other prominent position at the works.

(b) Any notice previously approved by the employer or his representative may be posted on such notice board.

(c) A copy of this Determination shall be posted and kept posted at the notice board provided pursuant to sub-clause (a) hereof not later than 28 days after the date of issue of such Determination.

27.

#### PERIODICAL ADJUSTMENT OF WAGES.

The wages rates, set out in clauses 2 and 3, 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.

The minimum rate of wage to be paid to adult employees shall be the rate ascertained in the following manner, namely:—Where the work is performed in the area or place mentioned in the first column of Table "A" hereunder written, a male employee shall be paid the rate mentioned in the fourth column, and a female employee shall be paid the rate mentioned in the fifth column, and where the employee is performing any of the classes of work mentioned in the first column of Table "B" hereunder written, the employee shall also be paid the marginal difference (if any) prescribed in the second column of the said Table "B."

TABLE "A."

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage for Adult Males.	Minimum Wage for Adult Females.	Index Number Set Assigned.
	Per Week.	Per Week.	Per Week.	Per Week.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Victoria .. .. .	4 11 0	0 6 0	4 17 0	2 11 0	Melbourne

#### Apprentices and Improvers.

The minimum rates of wage to be paid to apprentices and improvers shall be as follows:—

	Males.		Females.	
	Adjustable Portion of Wage.	Loading (Constant).	Adjustable Portion of Wage.	Loading (Constant).
	Per Week.	Per Week.	Per Week.	Per Week.
		s. d.		s. d.
Under 16 years of age..	30	0 6	45	0 6
16 years of age ..	40	1 0	55	0 6
17 " " ..	50	1 0	65	1 0
18 " " ..	60	1 6	75	1 0
19 " " ..	70	2 0	85	1 6
20 " " ..	80	2 0	90	1 6
	Per cent. of the adult male needs basic wage payable from time to time under this Determination (calculated to the nearest 3d.)		Per cent. of the minimum wage for adult females payable from time to time under this Determination less 3s. (calculated to the nearest 3d.)	

TABLE "B."

*Adult Males (other than those employed preparing or manufacturing articles of xylonite or celluloid).*

First Column. Class of Work.	Second Column. Marginal Difference per Week.
	<i>s. d.</i>
1. Employee engaged on any operation connected with or incidental to the handling, preparation, manufacture or repair of rubber and/or rubber goods and/or goods in the manufacture of which rubber is used, excepting storemen and packers not herein specifically provided for other than those set out hereunder ..	Nil
2. Sifter and/or drier of compounding ingredients ..	2 0
3. Operator in charge of drying machine ..	4 0
4. Weigher and/or assembler of compounds for mixing, calendering, &c. ..	7 0
5. Storeman and packer as defined herein ..	4 0
6. Wrapper of goods made by wrapped process ..	2 0
7. Operator in charge of lead-covered hose stripping machine ..	4 0
8. Operator in charge on hose-making machine (wrapped process) ..	6 0
9. Helper on hose-making machine (wrapped process) ..	4 0
10. Lead-covering machine helper ..	4 0
11. Operator in charge of lead-covering machine (hose) ..	10 6
12. Maker of wrapped hose by hand-made process ..	13 0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement ..	4 0
14. Operator on washing mill and/or grinding waste ..	4 0
15. Operator on warming and/or masticating mill and/or reclaim refining mill ..	6 0
16. Operator on cracker mill ..	4 0
17. Operator on mixing mill ..	13 0
18. Reclaimer or employee engaged on acid tank ..	4 0
19. Employee on digester machine ..	6 0
20. Spreader in charge of machine (not otherwise classified) ..	7 0
21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting ..	13 0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing ..	3 0
23. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tire making and/or joining (not otherwise classified) ..	4 0
24. Operator engaged on motor, motor cycle and/or bicycle tube joint curing ..	6 0
25. Operator building pneumatic tire on flat and/or crown drum and/or on flat top core (excluding bicycle tire)..	8 0
26. Operator building pneumatic tire on core (excluding flat top core and/or bicycle tire) ..	10 6
27. Inspector and/or examiner and/or tire tester ..	6 0
28. Tester with water ..	Nil
29. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire ..	6 0
30. Operator in charge of cotton creels ..	6 0
31. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine ..	4 0
32. Maker of packing ..	6 0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing and/or sanding machine ..	6 0
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— First year ..	4 0
Second and third years ..	10 6
Thereafter ..	15 0
35. Operator employed fitting solid tire to wheel (motor vehicle or otherwise) ..	8 0
36. Operator employed fitting pneumatic tire to rim and/or wheel ..	4 0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically operated punching press ..	6 0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers and/or strips and/or buffing cylindrical rollers up to 3 feet in length ..	6 0
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length) ..	10 6
40. Operator on lathe engaged fashioning biased bowls ..	10 6
41. Operator dipping balloons and/or other dipped goods ..	6 0
42. Operator of rubber thread cutting lathe ..	8 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater ..	6 0
44. Helper on self-contained mould and/or curing pan and/or dry heater ..	Nil
45. Operator in charge of vulcanizing press, more than 4 feet in length ..	10 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length ..	8 0
47. Helper on vulcanizing press, more than 4 feet in length ..	6 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires ..	13 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires and/or air bags ..	10 6
50. Operator in charge of person engaged in making and/or moulding solid motor tires ..	10 6
51. Operator engaged in making and/or moulding solid motor tires ..	4 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tires and/or tubes and/or air bags ..	6 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding ..	8 0
54. Operator in charge hand making transmission conveyor and/or elevator belting ..	10 6
55. Operator engaged hand making transmission conveyor and/or elevator belting ..	7 0
56. Operator engaged on belt making machine ..	4 0
57. Operator laying mats, tiles, or rubber flooring ..	13 0
58. Repairer of used motor and/or motor cycle tire and/or tube and/or air bags ..	13 0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tires and/or tubes ..	6 0
60. Operator re-treading new tires ..	4 0
61. Maker of air bags with extruded material ..	6 0
62. Maker of air bags (not otherwise classified) ..	13 0
63. Operator in charge of forcing machine ..	8 0
64. Operator in charge of forcing machine straining rubber ..	4 0
65. Operator in charge of textile cutting machine ..	6 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand ..	4 0
67. Operator engaged in the individual making of surgical mechanical and/or sporting goods who designs, lays out, cuts to shape and/or builds up, and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article ..	15 0
68. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts ..	6 0
69. First assistant on calender, 48 inches and over ..	10 6

TABLE "B"—continued.

*Adult Males (other than those employed preparing or manufacturing articles of xylonite or celluloid)—continued.*

First Column. Class of Work.	Second Column. Marginal Difference per Week.
	<i>s. d.</i>
70. First assistant on calender, under 48 inches .. .. .	4 0
71. Operator in charge of calender, 72 inches and under .. .. .	22 0
72. Operator in charge of calender, over 72 inches.. .. .	27 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing) .. .. .	11 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning or tying, table hand .. .. .	6 0
75. Storeman in charge of moulds .. .. .	2 0
76. Operator engaged on sand blasting in a properly enclosed cabinet .. .. .	4 0

*Adult Females (other than those employed preparing or manufacturing articles of xylonite or celluloid).*

77. Adult female employee who individually fabricates complete shoes, goloshes and/or rubber boots, or who lasts up shoes and/or rubber boots .. .. .	5 6
78. Adult female employee employed tiremaking and/or casemaking and/or individually fabricating motor and/or motor cycle and/or bicycle tires and/or tubes and/or mechanical surgical and/or sporting goods .. .. .	4 6
79. Adult female employee employed on sewing machine .. .. .	5 6
80. Female employees engaged in the production of fabric covered corrugated gas mask connecting tubes .. .. .	8 0
81. Adult female employee on machine used in the production of rubber goods and/or goods containing rubber and/or employed on part making any rubber goods and/or goods containing rubber (including rubber footwear) .. .. .	3 0
82. Adult female employee employed on dipped goods .. .. .	3 0
83. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching .. .. .	3 0
84. Adult female employee employed on wire or bead making .. .. .	4 6
85. Adult female employees not specially provided for .. .. .	Nil

*Preparing or Manufacturing Articles of Xylonite or Celluloid.*

## ADULT MALES.

First Column. Class of Work.	Second Column. Marginal Difference per Week.
	<i>s. d.</i>
86. Machine operators and/or process workers .. .. .	8 0
ADULT FEMALES.	
87. All adult females .. .. .	3 0

## 28. ADJUSTMENT OF NEEDS BASIC WAGE AND OF MINIMUM WAGE FOR ADULT FEMALES.

(a) Until the beginning of the first pay period to commence in May, 1944, the amounts of the basic wage and of the minimum wage for adult females shall be as prescribed in clause 27.

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

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

- (i) The index number set to be applied to a place is that assigned thereto in Table "A" of clause 27 hereof.
- (ii) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (iii) The amounts assigned in the following table (or in any extension thereof) to the index number division comprising that number are to be ascertained.
- (iv) The basic wage and minimum wage for adult females shall be of those assigned amounts during such period of or near a quarter.

TABLE.

Index Number Divisions.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage for Adult Males.	Minimum Wage for Adult Females.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
797-808 .. .. .	3 5 0	0 6 0	3 11 0	1 18 0
809-820 .. .. .	3 6 0		3 12 0	1 18 6
821-833 .. .. .	3 7 0		3 13 0	1 19 0
834-845 .. .. .	3 8 0		3 14 0	1 19 6
846-858 .. .. .	3 9 0		3 15 0	2 0 0
859-870 .. .. .	3 10 0		3 16 0	2 0 6
871-882 .. .. .	3 11 0		3 17 0	2 1 0
883-895 .. .. .	3 12 0		3 18 0	2 1 6
896-907 .. .. .	3 13 0		3 19 0	2 2 0
908-919 .. .. .	3 14 0		4 0 0	2 2 6
920-932 .. .. .	3 15 0		4 1 0	2 3 0
933-944 .. .. .	3 16 0		4 2 0	2 3 6
945-956 .. .. .	3 17 0		4 3 0	2 4 0
957-969 .. .. .	3 18 0		4 4 0	2 4 6
970-981 .. .. .	3 19 0		4 5 0	2 5 0
982-993 .. .. .	4 0 0		4 6 0	2 5 6
994-1006 .. .. .	4 1 0		4 7 0	2 6 0
1007-1018 .. .. .	4 2 0		4 8 0	2 6 6
1019-1030 .. .. .	4 3 0		4 9 0	2 7 0
1031-1043 .. .. .	4 4 0		4 10 0	2 7 6
1044-1055 .. .. .	4 5 0		4 11 0	2 8 0
1056-1067 .. .. .	4 6 0		4 12 0	2 8 6
1068-1080 .. .. .	4 7 0		4 13 0	2 9 0
1081-1092 .. .. .	4 8 0		4 14 0	2 9 6
1093-1104 .. .. .	4 9 0		4 15 0	2 10 0
1105-1117 .. .. .	4 10 0		4 16 0	2 10 6
1118-1129 .. .. .	4 11 0		4 17 0	2 11 0
1130-1141 .. .. .	4 12 0		4 18 0	2 11 6
1142-1154 .. .. .	4 13 0		4 19 0	2 12 0
1155-1166 .. .. .	4 14 0		5 0 0	2 12 6
1167-1179 .. .. .	4 15 0		5 1 0	2 13 0
1180-1191 .. .. .	4 16 0		5 2 0	2 13 6
1192-1203 .. .. .	4 17 0		5 3 0	2 14 0

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

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

J. V. WILLOX, Secretary.

Melbourne, 1st March, 1944.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

**No. 41]**

**THURSDAY, MARCH 9.**

**[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 8th March, 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.
<b>Males—</b>							<b>Males.</b>		
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 .. .. .	139 0	139 0
1st 6 months	22 0	22 0	26 6	27 6	27 6	34 6			
2nd 6 months	22 0	22 0	26 6	27 6	27 6	48 6			
2nd year—							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 .. .. .	131 0	131 0
1st 6 months	27 6	27 6	34 6	45 6	45 6	60 0	Person in charge of an order tailoring establishment .. .. .	139 0	139 0
2nd 6 months	27 6	27 6	34 6	45 6	52 0	64 6			
3rd year—									
1st 6 months	31 6	37 0	45 6	63 0	63 0	75 6			
2nd 6 months	31 6	37 0	45 6	63 0	75 6	84 6			
4th year ..	42 0	48 6	63 0	..	..	..			
5th year ..	51 6	63 0	..	..	..	..			
6th year, and until 21 years of age ..	63 0	..	..	..	..	..			
<b>Females—</b>									
1st year—									
1st 6 months	15 6	20 6	26 6	27 6	28 6	30 0			
2nd 6 months	15 6	20 6	26 6	27 6	28 6	30 0			
2nd year—									
1st 6 months	22 0	27 0	30 0	31 6	33 6	34 6			
2nd 6 months	22 0	27 0	30 0	31 6	33 6	41 6			
3rd year—									
1st 6 months	28 0	30 0	34 6	34 6	34 6	45 6			
2nd 6 months	28 0	30 0	34 6	34 6	34 6	47 6			
4th year ..	30 0	34 6	41 6	..	..	..			
5th year ..	34 6	41 6	..	..	..	..			
6th year, and until 21 years of age ..	41 6	..	..	..	..	..			

\* 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.  
No. 41—2020/44.

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.
<b>APPRENTICES.</b>  <i>Males.</i>  One male apprentice to every three or fraction of three male workers receiving not less than 88s. 6d. per week of 46 hours.  <i>Females.</i>  One female apprentice to every three or fraction of three female workers receiving not less than 47s. 6d. per week of 46 hours.  An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.  <b>IMPROVERS</b> <i>Males</i>  One male improver to every male person receiving not less than 88s. 6d. per week of 46 hours.  <i>Females.</i> Two female improvers to one female person receiving not less than 47s. 6d. per week thereafter— Four female improvers to two female persons, and One female improver to each additional female person of 46 hours. Provided that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.	<i>Males.</i> Pattern-men, assemblers, or salesmen— 21 years of age .. .. . 98 0 22 years of age .. .. . 108 0 23 years of age or over .. .. . 125 0 Canvassers, who are in any way connected with the sale of goods .. .. . 128 0 Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods .. .. . 128 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 .. .. . 117 0 Packers or storemen .. .. . 112 6 Porters .. .. . 112 6 All others .. .. . 125 0 <i>Females.</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 .. .. . 139 0 Departmental manageress— (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 .. .. . 131 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 .. .. . 76 6 Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments— 21 years of age .. .. . 93 6 22 years of age .. .. . 105 6 23 years of age or over .. .. . 125 0 Other saleswomen or pattern women, or assemblers— 21 years of age .. .. . 51 6 22 years of age .. .. . 59 6 23 years of age or over .. .. . 65 0 Packers .. .. . 111 0 Canvassers who are in any way connected with the sale of goods .. .. . 65 0 Porters .. .. . 111 0 All others .. .. . 65 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. 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.

### 4. 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.

### 5. 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.

\* 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.



## 6. 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 1s. 6d. meal money in addition to the overtime rates as prescribed for in this Determination.

## 7. 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.

## 8. 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.

## 9. 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.

## 10. 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.

## 11. 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.

## 12. 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 14), 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.

## 13. 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.

## 14. 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.

## 15. 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.

## 16. 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.

## 17. 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.

## 18. PAYMENT OF WAGES.

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

**Note.**—Section 176 of the *Factories and Shops Act* provides that where the provisions of a *Determination of a Wages Board* apply, a true copy of such *Determination* shall be posted in some conspicuous place in such a position as to be easily read by the employees working thereat. Penalty not exceeding £10.

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

J. W. RYAN, Secretary.

Melbourne, 2nd March, 1944.





# VICTORIA GOVERNMENT GAZETTE.

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No. 42]

THURSDAY, MARCH 9.

[1944

Factories and Shops Acts.

## DETERMINATION OF THE CEMETERY EMPLOYEES BOARD.

NOTE.—This Determination on the 5th December, 1941, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, and the Order in Council thereunder, the Wages Board appointed to "determine the lowest price or rates which may be paid to any person employed in or about a cemetery as a grave digger, grave decorator, gatekeeper, labourer, or gardener" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 25th February, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.				Other Employees.			
				Wages.			
				Within the Metropolitan District.		All other Parts of Victoria.	
				Per Hour.	Per Week of 44 Hours.	Per Hour.	Per Week of 44 Hours.
				s. d.	s. d.	s. d.	s. d.
1st year	..	..	..	24	0		
2nd "	..	..	..	28	0		
3rd "	..	..	..	32	6		
4th "	..	..	..	39	0		
5th "	..	..	..	50	0		
Wages per Week of 44 Hours.							
s. d.							
Grave diggers	..	..	..	2 9 <sup>3</sup> / <sub>11</sub>	121 6	2 8 <sup>1</sup> / <sub>11</sub>	117 6
All others	..	..	..	2 5 <sup>5</sup> / <sub>11</sub>	108 0	2 4 <sup>10</sup> / <sub>11</sub>	106 0
PROPORTION (WITHIN ANY PLACE).							
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.							

### ALLOWANCES.

3. (a) Any employee who is required to set and/or fire explosives shall be paid 2/- extra per day for each day or part of a day on which he performs such operations, and any person who has been directed by the management to assist such an employee shall be paid 1/- extra per day for each day or part of a day on which he is so required to assist.

(b) Any employee who is engaged in boring holes in stone by hand or machine for any period in excess of two hours on any day shall be paid 1/- per day extra for each day on which he is so required to work.

### EXHUMATIONS.

4. Workmen employed for the purpose of exhumations shall be paid for the first body exhumed from any grave the sum of one pound and for each additional body exhumed from the same grave a further ten shillings shall be paid.

### TIME OF BEGINNING AND ENDING WORK.

5. Time of Beginning. Time of Ending.
- 7.30 a.m. .. 12 noon on the day on which the half-holiday is locally observed.
- 7.30 a.m. .. 5.15 p.m. on the other working days of the week.

## OVERTIME.

6. All work done outside the hours specified as the times of beginning and ending work, or for any work done within such hours in excess of 44 hours in any week, shall be paid at the rate of time and a half. Provided that any employee who is required to do any work after 1 p.m. on the day on which the half holiday is locally observed shall receive a minimum payment for four hours' work at such overtime rate. Such overtime shall be paid for in cash, and employees shall not be booked time off in lieu thereof.

## HOLIDAYS.

7. (a) Employees shall, as far as practicable, be entitled to the following holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this condition shall only apply for the day so substituted, or should any such holiday occur on a Sunday and a day is not so substituted, employees shall be entitled to a holiday in lieu of same on a day to be arranged between the employees and the Trust concerned.

(b) Any employee who having been instructed to report for work on any holiday mentioned in sub-clause (a) hereof shall if he so reports be entitled to payment as follows:—

(i) An allowance of 5/- if not given a start at work.

(ii) A full day's wage if required to do any work on any such day.

The allowance or wage provided for in (i) and (ii) hereof are in addition to the payment of a day's pay to which an employee is entitled under sub-clause (a).

## SUNDAYS.

8. All work done on Sundays shall be paid for at double time. Provided that any employee who is required to be on duty solely for the purpose of opening or closing the cemetery and/or for acting as a patrolman or as a supervising attendant shall receive a minimum payment of 6s., and any employee called on duty to do any other work shall receive a minimum payment of one pound for each Sunday he is so required to work.

## PICNIC DAY.

9. The 3rd Wednesday in February in each year shall be observed as a holiday within a radius of 20 miles of the General Post Office, Melbourne, and at Ballarat, Bendigo, and Geelong. Employees (except those required to carry out essential services) shall be entitled to such holiday without deduction of pay.

Employees required to carry out essential services may receive ordinary rates of pay only for work done on such day, but shall within one month receive another day off in lieu of such picnic holiday or have one day added to the annual leave provided for in clause 12.

## FARE ALLOWANCE.

10. Any employee residing outside a radius of five miles from his place of employment shall in addition to any other amounts to which he may be entitled under this Determination receive the sum of Two shillings per week as a fare allowance.

## TERMS OF ENGAGEMENT.

11. Any employee (other than a casual employee) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this Determination.

## ANNUAL HOLIDAY.

12. (a) Any employee (other than a casual employee) who has been in the service of an employer for a period of not less than twelve months, shall be granted 6½ days' (exclusive of Sundays and the days mentioned as holidays in clause 7) annual holidays in each year on full pay. Such leave shall be granted within three months of becoming due. For the purpose of computing annual leave Saturday shall be deemed to be half a day. An employer by mutual arrangement with an employee may pay such employee 6½ days' additional pay in lieu of the annual leave provided in this sub-clause.

(b) Any employee who is granted leave as prescribed in sub-clause (a) hereof shall receive payment for such leave period before ceasing work on the last working day preceding such leave period.

(c) Any employee who has been in the service of an employer for a period exceeding twelve months and who is discharged for any reason other than for a misdemeanour shall be entitled to holiday pay consisting of one-half day's pay for each month of service subsequent to the date when the last previous annual leave provided for in sub-clause (a) became due.

## PAYMENT OF WAGES.

13. Wages shall be paid not later than Thursday in each week.

## SICK LEAVE.

14. Any employee (other than a casual employee) who has not less than twelve months' service with the same employer shall be entitled to leave of absence on account of ill health or accident, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that same is not the result of his own misconduct. If the conditions hereinbefore stated have been complied with, the employee shall also be entitled during such absence in any year to payment as follows:—

(a) For the first two weeks, full pay.

(b) For the next two weeks, half pay.

Provided that where, under any scheme of insurance or an accident relief or provident fund, to secure the benefit of which the employer has paid the necessary premium or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient with such compensation to make up the full or half pay as the case may be.

For the purpose of this clause a year shall mean a period of twelve months commencing on the 1st day of January in each year.

## WET PLACES.

15. Employees required to work in wet places shall be provided with leather or rubber knee boots. Suitable and adequate overhead covering shall be provided for all employees engaged in grave digging.

## DEFINITION.

16. A casual employee is a person who is not required to report for duty on each or every ordinary working day, but who is called upon to do certain specified work at irregular intervals.

## TERMINATION OF EMPLOYMENT.

17. Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker. This clause does not operate in the case of a casual employee.

## PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates for males set out in clause 2 are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of apprentices or improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

The basic wage shown hereunder shall be adjusted as proscribed in clause 19.

## Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Throughout the State of Victoria .. .. .	£ s. d. 4 11 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

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

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

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

- (1) The index number set to be applied is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of 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.					Index Number Divisions.				
Basic Wage.					Basic Wage.				
£ s. d.					£ s. d.				
994-1006	..	..	..	..	1118-1129	..	..	..	..
1007-1018	..	..	..	..	1130-1141	..	..	..	..
1019-1030	..	..	..	..	1142-1154	..	..	..	..
1031-1043	..	..	..	..	1155-1166	..	..	..	..
1044-1055	..	..	..	..	1167-1179	..	..	..	..
1056-1067	..	..	..	..	1180-1191	..	..	..	..
1068-1080	..	..	..	..	1192-1203	..	..	..	..
1081-1092	..	..	..	..	1204-1216	..	..	..	..
1093-1104	..	..	..	..	1217-1228	..	..	..	..
1105-1117	..	..	..	..	1229-1240	..	..	..	..

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

Melbourne, 1st March, 1944.

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

J. W. RYAN, Secretary.

