



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

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.				
Wages per Week of 44 Hours.				Within the Metropolitan District.		All other Parts of Victoria.		
<i>s. d.</i>				Per Hour.	Per Week of 44 Hours.	Per Hour.	Per Week of 44 Hours.	
				<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year .. .. .	..	..	..	..	..	..	..	
2nd .. .. .	..	..	..	..	..	..	..	
3rd .. .. .	..	..	..	..	..	..	..	
4th .. .. .	..	..	..	..	..	..	..	
5th .. .. .	..	..	..	..	..	..	..	
PROPORTION (WITHIN ANY PLACE).								
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.								
				Grave diggers .. .. .	2 9 <sup>2</sup> / <sub>22</sub>	121 6	2 8 <sup>1</sup> / <sub>22</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

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.				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.

Melbourne, 1st March, 1944.

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

J. W. RYAN, Secretary.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 43]

THURSDAY, MARCH 9.

[1944

Factories and Shops Acts.

## DETERMINATION OF THE POTTERY 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 27th day of November, 1939, 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) making pottery, tiles or pipes, except where such work is subject to the Determination of any Wages Board heretofore appointed.

(b) digging clay, except where such work is subject to the Determination of any Wages Board heretofore appointed has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 22nd February, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

### APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

### MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.		
		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age .. .. .	At the Rates prescribed for Adults	23 0	1 3	24 3
15 years of age .. .. .		26 9	1 6	28 3
16 " " .. .. .		30 9	1 6	32 3
17 " " .. .. .		36 3	1 9	38 0
18 " " .. .. .		49 3	2 6	51 9
19 " " .. .. .		58 0	3 0	61 0
20 " " .. .. .	71 3	3 9	75 0	

### FEMALES.

Wages per Week of 44 hours.

	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months .. .. .	22 6	1 3	23 9	..	..	..	..	..	..
2nd 6 months .. .. .	26 3	1 3	27 6	..	..	..	..	..	..
1st year .. .. .	..	..	..	26 3	1 3	27 6	30 9	1 6	32 3
2nd " .. .. .	29 9	1 6	31 3	32 0	1 9	33 9	35 9	1 9	37 6
3rd " .. .. .	32 0	1 9	33 9	35 9	1 9	37 6	41 0	2 0	43 0
4th " .. .. .	35 9	1 9	37 6	41 0	2 0	43 0	45 6	2 3	47 9
5th " .. .. .	41 0	2 0	43 0	45 6	2 3	47 9	..	..	..
6th " .. .. .	45 6	2 3	47 9	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

FEMALES—continued.

Wages per Week of 44 hours.

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months .. .. .	..	..	..	..	..	..	..	..	..
2nd 6 months .. .. .	..	..	..	..	..	..	..	..	..
1st year .. .. .	32 0	1 9	33 9	36 0	1 9	37 9	42 6	2 3	44 9
2nd " .. .. .	41 0	2 0	43 0	45 6	2 3	47 9	..	..	..
3rd " .. .. .	45 6	2 3	47 9	..	..	..	..	..	..
4th " .. .. .	..	..	..	..	..	..	..	..	..
5th " .. .. .	..	..	..	..	..	..	..	..	..
6th " .. .. .	..	..	..	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in depth.	Employed in All Other Places.		
		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age .. .. .	..	22 3	1 3	23 6
15 years of age .. .. .	..	24 3	1 3	25 6
16 " " .. .. .	} At the Rates prescribed for Adults.	29 9	1 6	31 3
17 " " .. .. .		33 6	1 9	35 3
18 " " .. .. .		47 9	2 6	50 3
19 " " .. .. .		55 6	3 0	58 6
20 " " .. .. .		68 3	3 9	72 0

FEMALES.

Wages per Week of 44 hours.

	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months .. .. .	22 3	1 3	23 6	..	..	..	..	..	..
2nd 6 months .. .. .	25 0	1 3	26 3	..	..	..	..	..	..
1st year .. .. .	..	..	..	25 0	1 3	26 3	26 3	1 3	27 6
2nd " .. .. .	28 0	1 6	29 6	31 0	1 9	32 9	32 9	1 9	34 6
3rd " .. .. .	31 0	1 9	32 9	33 3	1 9	35 0	38 9	2 0	40 9
4th " .. .. .	33 3	1 9	35 0	38 9	2 0	40 9	44 3	2 3	46 6
5th " .. .. .	38 9	2 0	40 9	44 3	2 3	46 6	..	..	..
6th " .. .. .	44 3	2 3	46 6	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

Commencing Age.

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months .. .. .	..	..	..	..	..	..	..	..	..
2nd 6 months .. .. .	..	..	..	..	..	..	..	..	..
1st year .. .. .	30 9	1 9	32 6	33 9	1 9	35 6	38 9	2 0	40 9
2nd " .. .. .	38 9	2 0	40 9	44 3	2 3	46 6	..	..	..
3rd " .. .. .	44 3	2 3	46 6	..	..	..	..	..	..
4th " .. .. .	..	..	..	..	..	..	..	..	..
5th " .. .. .	..	..	..	..	..	..	..	..	..
6th " .. .. .	..	..	..	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

Proportion (in any factory or place).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.  
 One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.  
*An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.*

Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.  
 Three female improvers to every female worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 387) and the Order in Council thereunder; such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellon, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.			Wages per Hour.	Wages per Week of 44 Hours.			Wages per Hour.
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
<b>All Departments.</b>								
Head burner .. .. .	107 0	5 0	112 0	2 6 <sup>8</sup> / <sub>11</sub>	104 0	5 0	109 0	2 5 <sup>8</sup> / <sub>11</sub>
All other burners .. .. .	103 0	5 0	108 0	2 5 <sup>8</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
Mouldmakers .. .. .	109 0	5 0	114 0	2 7 <sup>1</sup> / <sub>11</sub>	106 0	5 0	111 0	2 6 <sup>3</sup> / <sub>11</sub>
Clayhole men working underground in shaft and/or tunnel (employers to provide tools) .. .. .	113 0	5 0	118 0	2 8 <sup>2</sup> / <sub>11</sub>	113 0	5 0	118 0	2 8 <sup>2</sup> / <sub>11</sub>
All other clayhole men (employers to provide tools) .. .. .	104 0	5 0	109 0	2 5 <sup>8</sup> / <sub>11</sub>	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>
Men boring or using explosives .. .. .	108 0	5 0	113 0	2 6 <sup>8</sup> / <sub>11</sub>	105 0	5 0	110 0	2 6
<b>FEMALES.</b>								
Females .. .. .	55 3	2 9	58 0	1 3 <sup>8</sup> / <sub>11</sub>	52 3	2 9	55 0	1 3
<b>MALES.</b>								
<b>Glazed Pipes and Salt-glazed Ware.</b>								
Flanger .. .. .	108 0	5 0	113 0	2 6 <sup>8</sup> / <sub>11</sub>	105 0	5 0	110 0	2 5 <sup>8</sup> / <sub>11</sub>
Man in charge of plunger .. .. .	102 6	5 0	107 6	2 5 <sup>7</sup> / <sub>22</sub>	99 6	5 0	104 6	2 4 <sup>1</sup> / <sub>2</sub>
Pressers .. .. .	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>
Setters .. .. .	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>
Junction sticker .. .. .	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>
Man working pipe flanging machine .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Bitumen jointers .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>8</sup> / <sub>11</sub>
Drawers .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>2</sup> / <sub>11</sub>
Feeders of pipe machine .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
Man sorting pipes .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
Pipe dressers .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
Packers of goods into railway trucks .. .. .	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>	95 0	5 0	100 0	2 3 <sup>8</sup> / <sub>11</sub>
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	97 0	5 0	102 0	2 3 <sup>8</sup> / <sub>11</sub>	94 0	5 0	99 0	2 3
<b>Dust Tile Making.</b>								
Leading hand slip making .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Slip house attendants .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
Head placer inside a kiln .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Man dipping tiles and in charge of dipping room .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Man hand-pressing dust tiles with 6-in. press .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Sagger maker .. .. .	101 0	5 0	106 0	2 5 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Man operating lever on sagger machine .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
Head packer .. .. .	103 0	5 0	108 0	2 5 <sup>8</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
Packer who packs articles with protective substances into containers with secured lids .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>8</sup> / <sub>11</sub>
Other packers .. .. .	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>	95 0	5 0	100 0	2 3 <sup>8</sup> / <sub>11</sub>
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	97 0	5 0	102 0	2 3 <sup>8</sup> / <sub>11</sub>	94 0	5 0	99 0	2 3
<b>General Pottery and Insulator Making.</b>								
Sanitary ware presser .. .. .	103 0	5 0	108 0	2 5 <sup>8</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
Head packer .. .. .	103 0	5 0	108 0	2 5 <sup>8</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
Packer who packs articles with protective substances into containers with secured lids .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>8</sup> / <sub>11</sub>
Other packers .. .. .	98 0	5 0	103 0	2 3 <sup>8</sup> / <sub>11</sub>	95 0	5 0	100 0	2 3 <sup>8</sup> / <sub>11</sub>
Leading hand slip making .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Slip house attendants .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
Tea-pot hand pressers .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Man fixing handles or spouts .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>8</sup> / <sub>11</sub>
Hollow ware presser or head dipper .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Turner .. .. .	104 0	5 0	109 0	2 5 <sup>8</sup> / <sub>11</sub>	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>
Caster .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
<b>Stoneware thrower—</b>								
4th year's experience .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
5th year's experience .. .. .	103 0	5 0	108 0	2 5 <sup>8</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
and thereafter .. .. .	109 0	5 0	114 0	2 7 <sup>1</sup> / <sub>11</sub>	106 0	5 0	111 0	2 6 <sup>3</sup> / <sub>11</sub>
Head placer inside a kiln .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Other placers .. .. .	100 0	5 0	105 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>

**All Other Employees—continued.**

WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.			Wages per Hour.	Wages per Week of 44 Hours.			Wages per Hour.
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	
<b>General Pottery and Insulator Making</b> —continued.	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Sagger maker .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Jolly and jigger hands .. .. .	103 0	5 0	108 0	2 5 <sup>5</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
Pressers (screw and lever type inclusive) ..	102 6	5 0	107 6	2 5 <sup>7</sup> / <sub>22</sub>	99 6	5 0	104 6	2 4 <sup>1</sup> / <sub>2</sub>
Man carrying into or out of kiln .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Grinders of burnt ware .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>5</sup> / <sub>11</sub>
Potter's printer .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
Man operating lever on sagger machine ..	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>	94 0	5 0	99 0	2 3
<b>Plastic Tile and Terra-cotta Making.</b>								
Flower pot, or flower-pot saucer throwers	106 0	5 0	111 0	2 6 <sup>2</sup> / <sub>11</sub>	103 0	5 0	108 0	2 5 <sup>5</sup> / <sub>11</sub>
Facemen .. .. .	102 6	5 0	107 6	2 5 <sup>7</sup> / <sub>22</sub>	99 6	5 0	104 6	2 4 <sup>1</sup> / <sub>2</sub>
Pressers (screw and lever type inclusive) ..	102 6	5 0	107 6	2 5 <sup>7</sup> / <sub>22</sub>	99 6	5 0	104 6	2 4 <sup>1</sup> / <sub>2</sub>
Setters .. .. .	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 5 <sup>4</sup> / <sub>11</sub>
Vent makers .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Man in charge of plunge .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Drawers .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Man feeding tile press .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
Man taking off roofing tile press .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
Man sorting roofing tiles .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
Packers of goods into railway trucks ..	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>	95 0	5 0	100 0	2 3 <sup>8</sup> / <sub>11</sub>
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>	94 0	5 0	99 0	2 3

**TIME OF BEGINNING AND ENDING WORK.**

3. For all persons except burners and continuous shift-workers:—  
 Time of Beginning. .. .. . 7 a.m. .. .. . 1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.  
 Time of Ending. .. .. . 7 a.m. .. .. . 5.30 p.m. on each of the other five working days of the week.

**OVERTIME.**

4. \*(a) By persons employed as burners in excess of 8 hours on any one shift and 44 hours in any one week Time and a half.  
 (b) By persons employed on continuous shift work in excess of 8 hours on any one shift and 88 hours in any two consecutive weeks, or 48 hours in any one week .. .. . Time and a half.

\*(c) By any other person:—

Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work .. .. . Time and a half.  
 Outside the hours fixed as the time of beginning and ending work .. .. . Time and a half.

\* Provided that where a burner is required within eight hours of commencing or finishing a shift as a burner to do any work for which a rate other than that prescribed for a burner is fixed, he shall be paid for such shift work as a burner and for such other work as follows:—(i) For the first eight hours worked, whether at burning or such other work, ordinary pro-rata payment according to the class of work done; (ii) For the hours worked in excess of the first eight hours referred to in sub-clause (i) whether at burning or otherwise, payment for such excess at the overtime rate prescribed for such work.

**EXTRA RATES FOR SHIFT WORKERS.**

5. (a) Continuous shift workers employed between 11 p.m. and 7 a.m. shall be paid 1½d. per hour extra.  
 (b) Clayhole men working underground in shaft and/or tunnel on afternoon shift (i.e., a shift that commences not earlier than 3 p.m. and finishes between 6 p.m. and midnight) shall be paid 1½d. per hour extra.

**SPECIAL RATES.**

6. Double time shall be the penal rate payable to all employees for work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

**HOLIDAYS.**

7. (a) All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

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



ANNUAL LEAVE.

8. (a) Any employee who has been in the service of the same employer for a period of not less than twelve months shall be entitled to annual leave, without deduction of pay, for the days intervening between the gazetted days for Boxing Day and New Year's Day.

(b) Any employee who on the 26th December in any year has been continuously employed by the same employer for more than six months but less than twelve months shall be entitled to the annual leave prescribed in sub-clause (a) hereof, and shall be paid for same pro-rata, according to the number of completed months of service.

(c) Any such person who is required to work on any of the intervening days referred to in the preceding sub-clause shall be allowed, at a time suitable to himself and the employer, an equivalent number of days in lieu thereof as holidays without deduction of pay, or shall be paid double time for such days.

SICK LEAVE.

9. Where an employee has been in the service of an employer for a period of not less than three months, and is disabled by personal ill health, proof of which sickness is given to the employer by the production of a certificate from a legally qualified Medical Practitioner, statutory declaration, or other satisfactory evidence, within 48 hours of the employee's consequential absence, he or she shall, on account thereof, be entitled without deduction of pay at ordinary rates to absent himself or herself from work for a period not exceeding in the aggregate 4 days in any year of employment in the industry.

For the purpose of this clause the year shall be deemed to commence on July 1st, (beginning on July 1st, 1943) and to end on the next following June 30th.

MORNING TEA INTERVAL.

10. A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, and such interval shall be arranged by the employer so as to avoid the necessity of a stoppage of operations in the establishment.

TEA MONEY.

11. An allowance of 1s. 6d. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

BURNERS.

12. A burner shall be paid for the full number of hours of the shift worked.

WET PLACES.

13. Clayhole men working underground in shaft and/or tunnel who are required to work in a "wet place" for at least one hour during the shift shall be paid 1/- extra for such shift, unless the wet conditions occur only in the last two hours of the shift. A place shall be deemed to be wet when water other than rain is flowing or dripping from overhead to such an extent as to saturate the clothing of the worker, or when the worker is required to work in water more than 2 inches deep.

CRIB TIME.

14. A crib time not exceeding 30 minutes in a working shift of 8 hours shall be allowed clayhole men working underground in shaft or tunnel at a depth of 100 feet or over from the surface. Such crib time shall be counted as time worked.

PAYMENT OF WAGES.

15. Wages may be paid either weekly or fortnightly, but shall be paid not later than the first or second Friday respectively.

PIECEWORK.

16. That the lowest piecework prices payable for the following kinds of work shall be:—

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder, such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne Dandenong, Eltham, Ferntree Gully, Gisborne, Kailor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	..	..	2s. 1d. per trap
Boundary traps, 4 inches	..	..	1s. 5½d. "
Gully traps (flanged)	..	..	1s. 3½d. each
Disconnectors	..	..	1s. 3½d. "
Basins	..	..	1s. 3½d. "
Junctions	..	..	17s. 8½d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).

7 inches	..	..	13s. 0½d. per gross
8 "	..	..	17s. 8½d. "
9 "	..	..	21s. 6½d. "
10 "	..	..	26s. 5½d. "
11 "	..	..	30s. 6½d. "
12 "	..	..	33s. 10d. "

or 23s. 7½d. per gross all round.

Chambers (Hand Pressed).

12's	..	..	45s. 1d. per gross
9's	..	..	58s. 11d. "
6's	..	..	65s. 8d. "

Fluted chambers, finishing and handling .. 25s. 2d. "

6s. per gross extra to be allowed for embossed chambers.

Chambers (Jiggered).

	Jiggering.	Turning.	Handling.
	per gross.	per gross.	per gross.
12's	14s. 9½d.	12s. 1½d.	12s. 1½d.
9's	17s. 8½d.	14s. 5½d.	14s. 5½d.
6's	20s. 4½d.	16s. 5½d.	16s. 5½d.

6s 1½d. per gross extra to be allowed for embossed chambers.

Bed Slippers and Bed Pans (Hand Pressed).

Bed slippers, large and small	..	..	12s. 7d. per dozen
Bed pans	..	..	12s. 7d. "

Flwers (Hand Pressed).

9's	..	..	8s. 3½d. per dozen
6's	..	..	8s. 9½d. "

Lip Bowls (Hand Pressed).

No. 1 (11 inches or under)	..	..	39s. 9½d. per gross
No. 2 (12 inches)	..	..	44s. 6½d. "
No. 3 (13 inches)	..	..	50s. 8½d. "
No. 4 (14 inches or over)	..	..	57s. 4½d. "

Oval Cover Dishes, with Raised Foot (Hand Pressed).

7 and 8 inches	..	..	8s. 11½d. per dozen
9 and 10 inches	..	..	10s. 1½d. "

Soap Dishes.

3-piece soap dishes	..	..	38s. 3d. per gross
1-piece soap dishes	..	..	21s. 8½d. "

Male and Female Urinals.

Male and female urinals	..	..	7s. 10½d. per dozen
-------------------------	----	----	---------------------

Cottage Pans and Traps.

	Cane.	White.
Pans	20s. 8d. per dozen	22s. 6d. per dozen
Traps	20s. 8d. "	22s. 6d. "

Pans (Throwing).

Bread or Cream—	
Not more than 1½ gallons	51s. 7½d. per 100 gallons
More than 1½ gallons	47s. 10½d. "

Pudding Bowls

9's	..	..	22s. 0d. per gross
12's	..	..	16s. 1½d. "
18's	..	..	12s. 0½d. "
24's	..	..	7s. 4d. "

Jelly Moulds.

1, 1½, and 2 pints	..	..	47s. 2½d. per gross
--------------------	----	----	---------------------

Jars (Throwing).

Squat jars—	
Under 2 gallons	37s. 8½d. per 100 gallons
2 gallons and over	34s. 5½d. "

Spittoons (Hand Pressed).

Large	..	..	36s. 4½d. per gross
Small	..	..	30s. 2½d. "

Vases.

Vases	..	..	29s. 9d. per gross
-------	----	----	--------------------

An amount of 5s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).

**PIECEWORK—continued.**  
**Within the Metropolitan District, &c.—continued.**

**GENERAL POTTERY—continued.**

*Bottles (Throwing).*

Acid bottles, including stopping and stamping (3 gallon) .. .. 13s. 0½d. per dozen bottles

*Bung Jars and Demijohns (Throwing).*

1 gallon .. .. 2s. 8d. per dozen  
 2 gallon .. .. 4s. 7d. "  
 3 gallon .. .. 8s. 4½d. "  
 5 gallon .. .. 18s. 2d. "  
 1½d. per dozen extra for handle bottles.

*Pedestal Pans (Hand Pressed).*

Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in. or its equivalent in cubic inches—

*Straight fronts—*

Cane .. .. 5s. 9½d. each  
 White .. .. 6s. 0d. "

*Hollow fronts—*

Cane .. .. 4s. 11½d. "  
 White .. .. 5s. 7d. "

*Sizes exceeding the above dimensions—*

Cane .. .. 6s. 3d. "  
 White .. .. 7s. 2½d. "

*State pattern—*

Cane .. .. 5s. 6d. "  
 White .. .. 5s. 11½d. "

*Jugs (Throwing).*

30's .. .. 11s. 1½d. per gross  
 36's .. .. 12s. 8½d. "  
 30's .. .. 15s. 8½d. "  
 24's .. .. 17s. 3½d. "  
 12's .. .. 24s. 1½d. "

*Barrels (Throwing).*

Barrels .. .. 51s. 7½d. per 100 gallons

*Washing or Toilet Bowls (Hand Pressed).*

Plain .. .. 51s. 6d. per gross  
 Embossed .. .. 57s. 3d. "

*Foot Warmers (Hand Pressed).*

Plain .. .. 8s. 8½d. per dozen  
 Plain, with screw top .. .. 10s. 7½d. "  
 Embossed, with screw top .. .. 8s. 6d. "

*Jam Jugs.*

Handling jam jugs .. .. 13s. 4½d. per gross

*Syrup Jars.*

Large .. .. 16s. 1½d. per dozen  
 Small .. .. 12s. 0½d. "

*Filter Shells (Throwing).*

Dripstone .. .. 52s. 8½d. per 100 gallons

*Candles (making and shaving) .. .. 10½d. per gallon*

*Ginger Beer and Ale Bottles (Throwing).*

1 gallon (screwed) .. .. 38s. 2½d. per gross  
 Ale bottles .. .. 12s. 10d. "  
 Others .. .. 6s. 10½d. "

*Jugs (Hand Pressed).*

30's .. .. 35s. 10½d. per gross  
 24's .. .. 42s. 3½d. "  
 12's .. .. 52s. 4½d. "

**TERRA COTTA.**

*Flower-pots (Throwing and Finishing).*

3 inches .. .. 2s. 10½d. per gross  
 4 " .. .. 3s. 10½d. "  
 5 " .. .. 5s. 3½d. "  
 6 " .. .. 7s. 6½d. "  
 7 " .. .. 9s. 1½d. "  
 8 " .. .. 15s. 0½d. "  
 9 " .. .. 18s. 8½d. "  
 10 " .. .. 23s. 2½d. "  
 12 " .. .. 46s. 7d. "  
 13 " .. .. 65s. 7½d. "  
 14 " .. .. 89s. 7½d. "  
 15 " .. .. 110s. 11½d. "  
 18 " .. .. 225s. 1d. "

*Flower-pot Saucers (Throwing and Finishing).*

4 inches .. .. 2s. 9½d. per gross  
 5 " .. .. 3s. 9½d. "  
 6 " .. .. 5s. 9½d. "  
 7 " .. .. 7s. 8d. "  
 8 " .. .. 11s. 2d. "  
 9 " .. .. 14s. 7d. "  
 10 " .. .. 17s. 7½d. "  
 12 " .. .. 23s. 2½d. "  
 13 " .. .. 34s. 0½d. "  
 14 " .. .. 44s. 7½d. "  
 15 " .. .. 55s. 8d. "

*Ridging.*

Ridging made by hand from wood or plaster moulds .. .. 3s. 1½d. per dozen

*Crimp-pots and Saucers (Throwing and Finishing).*

*Crimp-pots.*

5 inches .. .. 10s. 5½d. per gross  
 6 " .. .. 13s. 3d. "  
 7 " .. .. 16s. 8d. "  
 8 " .. .. 23s. 6½d. "  
 9 " .. .. 26s. 7½d. "  
 10 " .. .. 33s. 4d. "

*Crimp-pot Saucers.*

6 " .. .. 6s. 6½d. per gross  
 8 " .. .. 8s. 9d. "  
 10 " .. .. 10s. 8d. "  
 15 " .. .. 15s. 7½d. "  
 20 " .. .. 20s. 7½d. "  
 25 " .. .. 25s. 10½d. "

*Seed Pans.*

8 inches .. .. 14s. 11½d. per gross  
 9 " .. .. 18s. 8d. "  
 10 " .. .. 20s. 9½d. "  
 12 " .. .. 31s. 1½d. "  
 13 " .. .. 38s. 8½d. "  
 14 " .. .. 48s. 8½d. "  
 15 " .. .. 60s. 1d. "

*Butter Coolers and Butter-cooler Saucers.*

*Butter Coolers.*

8's .. .. 6s. 5½d. per dozen  
 9's .. .. 7s. 3½d. "

*Butter-cooler Saucers.*

1s. 1½d. per dozen  
 1s. 4½d. "

*Chimney-pots.*

16 inches and under .. .. 10s. 5d. per dozen  
 Over 16 inches .. .. 12s. 11½d. "

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piecework prices above fixed may be net.

**Within all other parts of Victoria.**

**GLAZED PIPES AND SALT-GLAZED WARE.**

Boundary traps, 6 inches .. .. 2s. 0d. per trap  
 Boundary traps, 4 inches .. .. 1s. 4½d. "  
 Gully Traps (flanged) .. .. 11½d. each

*Cane Bakers (Hand Pressed).*

7 inches .. .. 12s. 4½d. per gross  
 8 " .. .. 16s. 11½d. "  
 9 " .. .. 20s. 9½d. "  
 10 " .. .. 24s. 11½d. "  
 11 " .. .. 29s. 0d. "  
 12 " .. .. 33s. 9½d. "  
 or 22s. 11½d. per gross all round.

*Chambers (Hand Pressed).*

12's .. .. 43s. 7d. per gross  
 9's .. .. 55s. 8½d. "  
 6's .. .. 61s. 1d. "  
 Fluted chambers, finishing and handling 23s. 8½d. "  
 5s. 9½d. per gross extra to be allowed for embossed chambers.

**GENERAL POTTERY.**

Disconnectors .. .. 1s. 2d. each  
 Basins .. .. 1s. 2d. "  
 Junctions .. .. 17s. 1d. per 100

*Chambers (Jiggered).*

*Jiggering.*

12's .. .. 13s. 10d. per gross  
 9's .. .. 16s. 11½d. "  
 6's .. .. 19s. 7½d. "  
 5s. 9½d. per gross extra to be allowed for embossed chambers.

*Turning.*

11s. 7½d. per gross  
 13s. 3½d. "  
 15s. 9½d. "

*Handling.*

11s. 7½d. per gross  
 13s. 3½d. "  
 15s. 9½d. "

*Bed Slippers and Bed Pans (Hand Pressed).*

Bed slippers, large and small .. .. 11s. 11½d. per dozen  
 Bed pans .. .. 11s. 11½d. "

*Ewers (Hand Pressed).*

9's .. .. 7s. 11½d. per dozen  
 6's .. .. 8s. 5½d. "

An amount of 5s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).

Within all other parts of Victoria—continued.  
PIECEWORK—continued.

Vases.		Cottage Pans and Traps.	
Vases .. .. .	28s. 4½d. per gross	Pans .. .. .	19s. 9½d. per dozen
<i>Bottles (Throwing).</i>		Traps .. .. .	19s. 9½d. " "
Acid bottles, including stopping and stamping (3 gallon) .. .. .	12s. 1½d. per dozen bottles	<i>Pans (Throwing).</i>	
<i>Bung Jars and Demijohns (Throwing)</i>		Bread or Cream—	
1 gallon .. .. .	2s. 6¾d. per dozen	Not more than 1½ gallons .. .. .	48s. 8½d. per 100 gallons
2 " .. .. .	4s. 4¾d. "	More than 1½ gallons .. .. .	44s. 4¾d. "
3 " .. .. .	7s. 8¾d. "	<i>Spittoons (Hand Pressed)</i>	
5 " .. .. .	17s. 3½d. "	Large .. .. .	34s. 7½d. per gross
10½d. per dozen extra for handle bottles.		Small .. .. .	29s. 1½d. "
<i>Pedestal Pans (Hand Pressed).</i>		<i>Washing or Toilet Bowls (Hand Pressed).</i>	
Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—		Plain .. .. .	48s. 3½d. per gross
Straight fronts—		Embossed .. .. .	54s. 7½d. "
Cane .. .. .	5s. 4¾d. each	<i>Foot Warmers (Hand Pressed).</i>	
White .. .. .	5s. 9½d. "	Plain .. .. .	8s. 4¾d. per dozen
<i>Hollow fronts—</i>		Plain, with screw top .. .. .	10s. 7½d. "
Cane .. .. .	5s. 0½d. "	Embossed, with screw top .. .. .	12s. 11½d. "
White .. .. .	5s. 4¾d. "	<i>Jam Jugs.</i>	
Sizes exceeding above dimensions—		Handling jam jugs .. .. .	12s. 9d. per gross
Cane .. .. .	5s. 10½d. "	<i>Syrup Jars.</i>	
White .. .. .	6s. 8½d. "	Large .. .. .	14s. 11½d. per dozen
<i>State Pattern—</i>		Small .. .. .	11s. 1½d. "
Cane .. .. .	5s. 1½d. "	<i>Pudding Bowls.</i>	
White .. .. .	5s. 9d. "	9's .. .. .	21s. 1¾d. per gross
<i>Jugs (Throwing).</i>		12's .. .. .	15s. 6d. "
39's .. .. .	11s. 5½d. per gross	18's .. .. .	11s. 7¾d. "
36's .. .. .	11s. 11½d. "	24's .. .. .	6s. 11½d. "
30's .. .. .	14s. 11½d. "	<i>Jelly Moulds.</i>	
24's .. .. .	14s. 11½d. "	1, 1½, and 2 pints .. .. .	44s. 11½d. per gross
12's .. .. .	24s. 0d. "	<i>Jars (Throwing).</i>	
<i>Barrels (Throwing).</i>		Squat jars—	
Barrels .. .. .	49s. 0½d. per 100 gallons	Under 2 gallons .. .. .	36s. 2½d. per 100 gallons
<i>Lip Bowls (Hand Pressed).</i>		2 gallons and over .. .. .	32s. 8d. "
No. 1 (11 inches or under) .. .. .	37s. 9d. per gross	<i>Filter Shells (Throwing).</i>	
No. 2 (12 inches) .. .. .	41s. 10½d. "	Dripstone .. .. .	48s. 10½d. per 100 gallons
No. 3 (13 inches) .. .. .	48s. 6d. "	Candles (making and shaving) .. .. .	
No. 4 (14 inches or over) .. .. .	54s. 6½d. "	9½d. per gallon	
<i>Oval Cover Dishes, with Raised Foot (Hand Pressed).</i>		<i>Ginger Beer and Ale Bottles (Throwing).</i>	
7 and 8 inches .. .. .	8s. 5½d. per dozen	1 gallon (screwed) .. .. .	35s. 6½d. per gross
9 and 10 inches .. .. .	9s. 8d. "	Ale bottles .. .. .	4s. 3¾d. "
<i>Soap Dishes.</i>		Others .. .. .	6s. 8½d. "
3-piece soap dishes .. .. .	37s. 8¾d. per gross	<i>Jugs (Hand Pressed).</i>	
1-piece soap dishes .. .. .	20s. 7½d. "	30's .. .. .	33s. 8d. per gross
<i>Male and Female Urinals.</i>		24's .. .. .	41s. 1½d. "
Male and female urinals .. .. .	7s. 6¾d. per dozen	12's .. .. .	49s. 7½d. "
TERRA COTTA.		<i>Crimp-pots and Saucers (Throwing and Finishing).</i>	
<i>Flower-pots (Throwing and Finishing).</i>		Crimp-pots. Crimp-pot Saucers.	
3 inches .. .. .	2s. 10d. per gross	5 inches .. .. .	9s. 11½d. per gross .. 6s. 7¾d. "
4 " .. .. .	3s. 6½d. "	6 " .. .. .	12s. 7¾d. " .. 8s. 4¾d. "
5 " .. .. .	5s. 4¾d. "	7 " .. .. .	10s. 3¾d. " .. 9s. 11½d. "
6 " .. .. .	7s. 2½d. "	8 " .. .. .	22s. 11½d. " .. 14s. 11½d. "
7 " .. .. .	8s. 10½d. "	9 " .. .. .	26s. 5½d. " .. 19s. 7½d. "
8 " .. .. .	14s. 4¾d. "	10 " .. .. .	32s. 5d. " .. 24s. 6½d. "
9 " .. .. .	17s. 10d. "	<i>Seed Pans.</i>	
10 " .. .. .	22s. 3¾d. "	8 inches .. .. .	14s. 3¾d. per gross
12 " .. .. .	31s. 1d. "	9 " .. .. .	17s. 9d. "
13 " .. .. .	64s. 9½d. "	10 " .. .. .	19s. 10d. "
14 " .. .. .	86s. 0½d. "	12 " .. .. .	28s. 7¾d. "
15 " .. .. .	106s. 6½d. "	13 " .. .. .	36s. 11½d. "
18 " .. .. .	213s. 3½d. "	14 " .. .. .	46s. 11½d. "
<i>Flower-pot Saucers (Throwing and Finishing).</i>		15 " .. .. .	55s. 10½d. "
4 inches .. .. .	2s. 7½d. per gross	<i>Butter Coolers and Butter-cooler Saucers.</i>	
5 " .. .. .	3s. 6½d. "	Butter Coolers. Butter-cooler Saucers.	
6 " .. .. .	5s. 6d. "	8's .. .. .	6s. 3½d. per dozen .. 1s. 0½d. per dozen
7 " .. .. .	7s. 0½d. "	9's .. .. .	6s. 8¾d. " .. 1s. 4d. "
8 " .. .. .	10s. 9d. "	<i>Chimney-pots.</i>	
9 " .. .. .	14s. 5d. "	16 inches and under .. .. .	9s. 9¾d. per dozen
10 " .. .. .	16s. 10d. "	Over 16 inches .. .. .	12s. 1d. "
12 " .. .. .	22s. 1d. "	NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piecework prices above fixed may be net.	
13 " .. .. .	33s. 9½d. "		
14 " .. .. .	42s. 9¾d. "		
15 " .. .. .	52s. 2½d. "		
<i>Ridging.</i>			
Ridging made by hand from wood or plaster moulds .. .. .	2s. 10½d. per dozen		

An amount of 5s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).

NOTE.—All piecework prices shall be calculated on the basis of articles "Good from hand."  
In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.  
Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

**PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.**

17. The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1923* (No. 3877), that any employer may fix and pay piecework prices to any person employed in the glazed pipes and salt-glazed ware, general pottery, tile, and terra-cotta sections of the trade at work for which piecework prices have not been specified above, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

**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 proportionate adjustments to the rates for females, and for apprentices and improvers, and to the piecework prices, shall be made at the same time as follows:—

(a) The rates for females and for apprentices and improvers to the nearest 3d., half or less than half of 3d. to be disregarded.

(b) The piecework prices as set out in clause 16 to the nearest farthing.

The basic wage shown hereunder shall be adjusted as prescribed in clause 19.

*Basic Wage.*

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

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

A. V. BARNES, J.P., Chairman.  
J. W. RYAN, Secretary.

Melbourne, 1st March, 1944.