



VICTORIA GOVERNMENT GAZETTE.

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No. 5]

THURSDAY, JANUARY 13.

[1944

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

NOTE.—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, and such portions of the city of Sandringham as are not included within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which has the power to determine the lowest prices or rates which may be paid to any person (including an outside salesman) employed in or in connexion with any shop other than shops of the following classes, that is to say:—

- a) A Butcher's shop, a Bookseller's and Newsagent's shop, a Confectionery and Pastry Shop, a Cooked Meat Dealer's shop, a Fish and Oyster shop, a Fruit and Vegetable shop, a Hairdresser's shop, a Tobacconist's shop;
- (b) A Boot Dealer's shop, a Boot Repair shop, a Bread shop, a Chemist's shop, a Dairy Produce Dealer's shop, a Draper's shop, a Dyer's and Clothes Cleaner's shop, a Fuel and Fodder Dealer's shop, a Furniture Dealer's shop, a Grocer's shop, a Haberdasher's shop, a Hardware shop, a Hatter's shop, a Men's Clothing shop, a Mercer's shop, a Milliner's shop, an Underclothing shop, a shop for the sale of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories, a shop for the sale of electrical goods or for the sale of wireless (radio) sets, parts, or accessories;

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 4th January, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES OR IMPROVERS.

Wages per week of 47 Hours in paint, colour, or wall-paper shops and 46 in any other place.

Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		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.	s. d.	s. d.	s. d.	s. d.
Males—							Females—						
1st year ..	22 0	22 0	25 9	27 0	27 0	47 0	1st year ..	18 6	19 6	25 9	27 0	28 6	30 3
2nd " ..	27 0	27 0	33 3	43 9	51 0	63 6	2nd " ..	22 0	26 6	30 3	31 3	32 0	40 6
3rd " ..	31 3	36 3	45 0	61 9	73 0	81 3	3rd " ..	27 6	30 3	33 3	33 3	33 3	46 6
4th " ..	41 6	48 3	61 9	..	..	..	4th " ..	30 3	33 9	40 6	..	..	..
5th " ..	50 6	61 9	..	..	..	..	5th " ..	33 3	40 6	..	..	..	..
6th " ..	61 9	..	..	..	..	..	6th " ..	40 6	..	..	..	..	..

PROPORTION (IN ANY SHOP).

Apprentices.

One apprentice to every three or fraction of three persons receiving not less than the minimum wage.

Improvers (Males).

One improver to every worker receiving not less than the minimum wage.

Improvers (Females).

Two improvers to every worker receiving not less than the minimum wage.

OTHER EMPLOYEES.

	Wages per week of 47 hours in paint, colour, or wall-paper shops and 46 in any other place.	
	Males.	Females.
	s. d.	s. d.
<i>Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles, a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas, or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies:—</i>		
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)	134 9	134 9
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department)—		
Male	126 0	
Female—		
Where one or more adult males are under her control		126 0
In other cases		70 9
Persons over 21 years of age (not being apprentices or improvers) without previous experience at the trade—		
1st six months' experience	66 3	37 9
2nd six months' experience	77 3	43 3
Other employees—		
21 years of age	91 9	50 9
22 years of age	102 6	57 3
23 years of age or over	119 9	64 0

TIMES OF BEGINNING AND ENDING WORK.

3. (a) Employees in paint, colour, or wall-paper shops—	Time of Beginning. (not earlier than)	Time of Ending. (not later than)
On the usual half-holiday	8 a.m.	12.45 p.m.
On the usual late trading night, or the night previous to a Public Holiday	8 a.m.	9 p.m.
On all the other working days of the week	8 a.m.	6 p.m.
(b) Employees in any other place—		
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.

OVERTIME.

- *4. The rate of time and a half shall be paid for all time worked by persons employed in—
 - (a) Shops and departments of shops where paints, colour, or wall-paper is sold—
 - (i) Within the times fixed for beginning and ending work—
 - In excess of 3 hours 55 minutes on the usual half-holiday.
 - In excess of 10 hours 25 minutes on the usual late trading night of the night previous to a Public Holiday.
 - In excess of 8 hours 10 minutes on all other working days of the week.
 - (ii) Outside the times of beginning and ending work.
 - (b) Other shops and departments of shops—
 - (i) Within the times fixed for beginning and ending work in excess of 46 hours.
 - (ii) Outside the times of beginning and ending work

* 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-one.

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

DAY'S WORK TO BE CONTINUOUS.

5. No employee, except in a case where he has been guilty of a misdemeanour, having commenced work, shall be required to take any time off (exclusive of intervals for meals) until he has completed the full number of hours for that day's work.

TIME RATE.

6. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to one-half the number of hours fixed for such ordinary week's work, 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.

and for time worked beyond the one-half aforesaid, shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work, together with any overtime rate which is applicable.

SICK PAY.

7. (a) Any employee not attending for duty who has had not less than twelve months' service with the same employer shall not lose his pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence, evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than five 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 15 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.

MEAL ALLOWANCE.

8. For each day upon which more than one hour's overtime is worked, each person who works such overtime shall be paid 2s. meal money in addition to the prescribed overtime rate.

MEAL INTERVALS.

9. 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 the usual late shopping night three-quarters of an hour between the hours of 5 p.m. and 7.15 p.m.

REST INTERVALS.

†10. Any employee who works four hours or longer without a meal interval shall be allowed a rest period of not less than ten minutes after two and a half hours' work. Such rest period shall be counted as time worked.

During such rest period the employee shall be permitted to take morning or afternoon tea as the case may be.

† NOTE.—Section 117 (3) of the *Factories and Shops Act 1928* (No. 3677) provides that no person shall be employed in any shop more than five hours without an interval for a meal.

CLOTHING ALLOWANCE.

11. Where any employee is required by his employer to wear any special uniform, dress or clothing, of some colour other than black or black and white it shall be supplied, paid for, and, if necessary, laundered by the employer. Provided that, subject to the approval in writing of an official representative of the Shop Assistants and Warehouse Employees' Federation of Australia, an employer may substitute some other colour for black, or black and white, for any employee or section of employees, and under such circumstances the employer shall not be required to supply, launder or pay for such special uniform, dress or clothing.

NOTICE OF INTENTION TO RATION.

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

ANNUAL HOLIDAYS.

13. (i) For each completed period of twelve months' continuous service, up to five years, with any employer, an employee shall be granted one week's holiday on full pay.

(ii) Any employee who has been in the service of the same employer for a period of five years or more shall be granted two weeks' holiday on full pay for his sixth and each subsequent year of service with that employer.

(iii) The appropriate annual holiday shall become due on the completion of each year of service with the same employer, and shall be given and taken within three months of its becoming due.

(iv) At least seven days' notice shall be given by the employer to the employee before the latter commences annual holidays which shall be exclusive of the holidays mentioned in clause 15.

(v) Any employee who leaves his employment or is dismissed for any cause other than misconduct, after six months' continuous service in any qualifying twelve-monthly period, shall be entitled to appropriate pro rata holiday payment for the period concerned.

TERMINATION OF EMPLOYMENT.

14. Seven days' notice of termination of employment shall be given by either employer or worker.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

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

Sunday	..	..	..	..	..	..	..	..	..	..	..	} Double time.
New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day (Metropolitan District only) 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	
Easter Saturday	..	..	..	..	..	..	..	..	..	..	..

If, by Act of Parliament or Proclamation, any other day be substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

PAYMENT OF WAGES.

16. Payment of all moneys due shall be made not later than Thursday of each week, and during working hours.

REFERENCE.

17. 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 duties performed. This provision shall apply only in the case of an employee who has been employed continuously for three months or more.

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

J. W. RYAN, Secretary.

Melbourne, 11th January, 1944.



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No. 6]

THURSDAY, JANUARY 13.

[1944

Factories and Shops Acts.

DETERMINATION OF THE WOOLLEN AND COTTON TRADE 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 1st December, 1931, 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 trade of:—

- (a) manufacturing woollen, worsted or cotton woven material or wool tops;
 (b) spinning textile yarns (but not spinning or preparing silk yarn)"—

has made the following Determination, namely:—

1. That on and after the 4th January, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2 (a)

JUNIORS.

WAGES PER WEEK OF 44 HOURS.

MALES.				FEMALES.									
			£ s. d.				£ s. d.						
Under 16 years of age	1	6	0	Under 16 years of age	..	..	..	1	5	6
16 years of age	1	8	6	At 16 years of age	..	..	..	1	8	6
16½	1	17	6	At 16½	..	..	..	1	11	6
17	2	2	6	At 17	..	..	..	1	14	6
17½	2	7	0	At 17½	..	..	..	1	17	6
18	2	11	6	At 18	..	..	..	2	0	6
18½	3	1	0	At 18½	..	..	..	2	3	6
19	3	6	6	At 19	..	..	..	2	7	0
19½	3	15	6	At 19½	..	..	..	2	9	6
20	4	0	0	At 20	..	..	..	2	12	6
20½	4	9	6	At 20½	..	..	..	2	18	0

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

No. 6.—14019/43.

(d)

OTHER EMPLOYEES.

WAGES PER WEEK OF 44 HOURS.

Woollen and Worsted Section.

ADULT MALES.

	£	s.	d.
Assistant foreman and/or overlooker	6	0	6
Wool Sorting and Wool Scouring and Carbonizing Department—			
Wool sorters	6	4	0
Wool scourers and/or carbonizers (other than foremen) responsible for mixing of liquor and the working of bowls	5	13	0
Truckers, pressers, and/or storemen (substantially employed as such)	5	7	0
All other machine operators and/or attendants	5	7	0
Dye House—			
Leading hands employed on dye machines or vats	5	11	0
Men on wet crabbers	5	9	0
All other machine operators and/or attendants	5	7	0
Wiley House—			
Leading hand (where more than 4 hands are employed)	5	13	0
Leading hand (where 3 or 4 hands are employed)	5	10	6
Operators and/or attendants	5	7	0
Waste Room—			
Operators and/or attendants	5	7	0
Carding Department—			
Head fettler (leading hand in carding room)	5	12	0
Card fettler	5	8	0
All other machine operators and/or attendants	5	6	0
Woollen Spinning Department—			
Man in charge of one pair of spinning mules	5	8	0
All other machine operators and/or attendants	5	6	0
Worsted Department—			
Jobber in charge and/or comb mechanic in charge	5	18	0
Jobber and/or comb mechanic	5	8	0
All other machine operators and/or attendants	5	6	0
Pin Setting Department—			
Pinsetter—			
First year's experience	5	8	0
Second year's experience	5	13	0
Thereafter—			
Faller pinsetter	5	18	0
Comb circle and French comb cylinder setter	6	4	0
Roller coverer—			
First year's experience	5	7	0
Second year's experience	5	11	0
Thereafter	5	19	0
Gill Box Reducing—Intermediate Roving and Spinning Departments—			
Man in charge of one set of spinning mules	5	8	0
All other machine operators and/or attendants	5	6	0
Winding, Warping, and Twisting Department—			
Warpers	5	8	0
Size machine hands	5	7	0
All other machine operators and/or attendants	5	6	0
Weaving Department—			
Twisters in and/or warp drawers in—			
First year's experience	5	6	0
Second year's experience	5	11	0
Thereafter	5	16	0
Warp tiers	5	6	0
Box loom tuners—			
First year's experience	5	9	0
Second year's experience	5	15	0
Thereafter	6	4	0
Plain loom tuners—			
First year's experience	5	7	0
Second year's experience	5	13	0
Thereafter	5	18	0
Oilers and cleaners	5	6	0
Card and/or chain makers	5	8	0
Weavers	5	9	0
Perchers	5	6	0
Finishing Department—			
Men in charge of milling, scouring and/or washing machines (where milling and scouring foreman is not employed)	5	10	6
Sulphur house hands (for time in sulphur house work)	5	13	9
Examiner of finished cloth	5	11	0
Piece carbonizers	5	9	0
Men engaged on unshrinkable finishing processes	5	9	0
Operators and/or attendants	5	6	0
Warehouse (Yarn and/or Cloth)—			
Leading hand in warehouse where warehouse foreman is not employed	5	10	6
Operators and/or attendants	5	6	0
General—			
Recorders	5	8	0
Yarn storemen	5	6	0
All adult males (in any section) not elsewhere specified	5	0	0

WAGES PER WEEK OF 44 HOURS.
OTHER EMPLOYEES—continued.
Woolen and Worsted Section—continued.

	First Three Months' Experience.		Second Three Months' Experience.		Thereafter.	
	£	s. d.	£	s. d.	£	s. d.
Assistant forewoman and/or overlooker	3	10 0	3	10 0	3	10 0
Worsted Department—Combing Section—						
All machine operators and/or attendants	2	18 0	3	1 6	3	5 0
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0
Gill Box, Reducing, Intermediate, Roving, and Spinning Departments—						
All machine operators and/or attendants	2	18 0	3	1 6	3	5 0
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0
Woolen and Worsted Operations—Winding, Warping, and Twisting Department—						
Warpers	2	18 0	3	2 6	3	7 0
All machine operators and/or attendants	2	18 0	3	1 6	3	5 0
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0
Weaving Department—						
Weavers	2	18 0	3	3 0	3	8 0
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0
Mending and Darning Department—						
Worsted menders and darners	3	5 0	3	5 0	3	11 0
Other menders and darners (except flannel and blanket menders)	3	4 0	3	4 0	3	7 0
Examiners and/or passers of pieces after mending	2	18 0	3	5 6	3	13 0
Other examiners and passers	2	18 0	3	2 0	3	6 0
Whipping machinists	2	18 0	3	1 6	3	5 0
Knotters and burlers	2	18 0	3	1 6	3	5 0
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0
Warehouse (Yarn and/or Cloth)—						
Yarn warehouse employees	2	18 0	3	0 0	3	1 6
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0
General—						
Recorders	2	18 0	3	2 6	3	7 0
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0
Cotton Section.						
ADULT MALES.						
Assistant foreman and/or overlooker when or where employed					6	0 6
Dye House and Bleach Croft—						
Leading hand employed on dye or bleaching machines or vats					5	11 0
All other machine operators and/or attendants					5	7 0
Waste Department—						
Leading hand in waste department where more than 4 hands engaged					5	13 0
Leading hand in waste department where 3 or 4 hands engaged					5	10 6
Scutching machine hand					5	9 0
All other machine operators and/or attendants					5	6 0
Blowing Room—						
Blow-room major and/or leading hand					5	13 0
Scutching machine hand					5	9 0
All other machine operators and/or attendants					5	7 0
Carding Department—						
Head stripper and grinder (leading hand in carding-room)					5	12 0
Stripper and grinder					5	9 0
All other machine operators and/or attendants					5	7 0
Combing Department—						
Jobber in charge and/or comb mechanic in charge					5	18 0
Jobber and/or comb mechanic					5	10 6
All other machine operators and/or attendants					5	7 0
Pin Setting Department—						
First year's experience					5	8 0
Second year's experience					5	13 0
Thereafter					6	4 0
Roller Coverer—						
First year's experience					5	7 0
Second year's experience					5	11 0
Thereafter					5	19 0
Drawing, Slubbing, Intermediate, Roving, and Spinning Departments—						
Ring jobber					5	18 0
All machine operators and/or attendants					5	6 0
Mule Spinning Department—						
Man in charge of one pair of spinning mules					5	8 0
All other machine operators and/or attendants					5	6 0
Twisting, Winding, Reeling, and Warping Departments—						
Warpers					5	8 0
Slasher sizer hand					5	7 0
All other machine operators and/or attendants					5	6 0
Weaving Department—						
Twisters in and/or warp drawers in—						
First year's experience					5	6 0
Second year's experience					5	11 0
Thereafter					5	16 0
Warp tiers					5	6 0
Rox loom tuners—						
First year's experience					5	9 0
Second year's experience					5	15 0
Thereafter					6	4 0
Plain loom tuners—						
First year's experience					5	7 0
Second year's experience					5	13 0
Thereafter					5	18 0
Card and/or chain makers					5	8 0
Weavers					5	9 0
Perchers					5	6 0
Oilers and cleaners					5	6 0

WAGES PER WEEK OF 44 HOURS.
OTHER EMPLOYEES—ADULT MALES—continued.
Cotton Section—continued.

	£	s.	d.
Finishing Department—			
Man in charge of finishing machines	5	10	6
Man examining finished cloth	5	11	0
All other machine operators and/or attendants	5	6	0
Warehouse (Yarn and/or Cloth)—			
Leading hand in warehouse where warehouse foreman is not employed	5	10	6
Operators and/or attendants	5	6	0
General—			
Recorders	5	8	0
Yarn storemen	5	6	0
Adult males (in any section) not elsewhere specified	5	0	0

ADULT FEMALES.

	First Three Months' Experience.	Second Three Months' Experience.	There- after.
	£ s. d.	£ s. d.	£ s. d.
Assistant forewoman and/or overlooker	3 10 0	3 10 0	3 10 0
Combing, Drawing, Slubbing, Intermediate, Roving, and Spinning Departments—			
All machine operators and/or attendants	2 18 0	3 1 6	3 5 0
Other female employees not elsewhere specified	2 18 0	2 18 0	2 18 0
Twisting, Winding, Reeling, and Warping Departments—			
Warpers	2 18 0	3 2 6	3 7 0
All machine operators and/or attendants	2 18 0	3 1 6	3 5 0
Other female employees not elsewhere specified	2 18 0	2 18 0	2 18 0
Weaving Department—			
Weavers	2 18 0	3 3 0	3 8 0
Other female employees not elsewhere specified	2 18 0	2 18 0	2 18 0
Mending and Darning Department—			
Menders and darners	3 4 0	3 4 0	3 7 0
Examiners and/or passers of pieces after mending	2 18 0	3 5 6	3 13 0
Other examiners and passers	2 18 0	3 2 0	3 6 0
Other female employees not elsewhere specified	2 18 0	2 18 0	2 18 0
Warehouse (Yarn and/or Cloth)—			
Yarn warehouse employees	2 18 0	3 0 0	3 1 6
Other female employees not elsewhere specified	2 18 0	2 18 0	2 18 0
General—			
Recorders	2 18 0	3 2 6	3 7 0
Other female employees not elsewhere specified	2 18 0	2 18 0	2 18 0

ADDITIONAL PAYMENTS.

3. An employee who is employed as first-aid man or woman and who holds a first-aid certificate shall be paid 5s. per week extra.
 - (b) An employee required to clean wool scouring pits which are in an unusually dirty or offensive condition shall be paid at double ordinary rate whilst employed in the cleaning of the pits.
 - (c) For picking over bales of wool waste or rags which are in an offensive or obnoxious condition an employee shall be paid 1s. per bale, in addition to his ordinary pay.

PIECE-WORK.

4. (a) Any employer may fix piece-work prices for any process provided such prices enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piece-work prices shall be posted in the mill or factory and a copy thereof forwarded to the secretary of the local branch of the union.
 - (b) Piece-work prices now paid may be re-adjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force, but thereafter such prices shall not be altered except by mutual agreement between the employer and piece-workers concerned or by authority of the Secretary for Labour.
 - (c) Effect shall be given in piece-work earnings to alterations of the needs basic wage, and the minimum wage for adult females made in accordance with the provisions of clause 28 of this Determination. For that purpose, an employer may alter his piece-work rates in accordance with paragraph (b) of this clause, or he may observe the following provisions:—
 - At the end of each working week, the aggregate earnings of each piece-worker for such week shall be ascertained, and where such piece-worker has worked on each and every day ordinarily worked in such week, such aggregate earnings shall be increased or decreased—
 - (i) In the case of males, by the sum by which the needs basic wage has been increased or decreased in accordance with the provisions of clause 28; and
 - (ii) in the case of females by the sum by which the minimum wage for adult females has been increased or decreased in accordance with the provisions of clause 28,
 but where the piece-worker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked, calculated to the nearest penny.
 - (d) If any groups of employees in any factory are dissatisfied with alterations made in piece-work rates, they shall have the right to refer the matter to the Secretary for Labour for investigation.
 - (e) Where an employee has worked part of the week on piece-work he or she shall be entitled to his or her earnings in full for the actual time worked on piece-work if the earnings are higher than the minimum rate for such time.
 - (f) Adults and juniors doing the same operations shall be paid the same piece-work prices.
 - (g) As far as practicable, different grades of work shall be equitably divided between piece-workers.
 - (h) A piece-worker who also instructs learners shall receive 10s. per week in addition to piece-work earnings for the first week, 7s. 6d. for the second week, and 5s. for the third week, but at the end of the third week, shall not be called upon to continue instructing a learner unless paid 5s. per week in addition to the piece-work earnings.
 - (i) Weavers on commencing a warp shall be provided with a ticket on which shall be entered particulars of class of work, the number of picks per inch, length of cut, speed of loom, and price per cut.
 - (j) A piece-worker (adult or junior) called upon to perform work before the usual starting time or after the usual finishing time on any day Monday to Saturday (inclusive), shall be paid, in addition to his or her normal piece-work price—
 - (i) for the first three hours on any one of such days—at a rate per hour equivalent to 1/33th of the weekly rate prescribed for an adult employee of the same sex employed on the same work; and
 - (ii) for any overtime extending beyond such three hours—at a rate per hour equivalent to 1/44th of the weekly rate prescribed for an adult employee of the same sex employed on the same work.

Youths under 18 years of age and females who work overtime extending over ten hours in any week shall for any overtime beyond such ten hours be paid the rate prescribed by paragraph (ii) above. Provided that in mills or factories where 44 hours are worked in five days Monday to Friday (inclusive), the maximum daily hours under this sub-clause for Saturday shall be four hours, before the increased overtime rate prescribed by paragraph (ii) shall operate.

(k) Piece-workers on the employer's premises, at the employer's request, ready and willing to work, shall for each pay period, receive at least the time rate prescribed for their occupations.

BONUS PAYMENTS.

5. (a) In all establishments in which tasks are set and employees are paid for extra production, the tasks shall be so set as to permit adults of average capacity and juniors of average capacity in receipt of wages in excess of 25s. per week to earn at least 15 per cent. above the rates prescribed for their occupations or so as to permit juniors of average capacity in receipt of wages between 17s. and 25s. per week to earn at least 20 per cent. in addition to the rates prescribed for their occupations.

(b) Particulars of the basis of bonus rates shall be supplied to the secretary of the local branch of the Union upon request being made to the employer for same.

(c) Adjustments of the bases of bonus rates shall be subject to mutual agreement between the employer and the bonus workers concerned, and if challenged, they may be reviewed by the Secretary for Labour.

(d) If the Union claims that any employer has wrongly based a bonus rate on the time rate for juniors, it may submit such claim to the Secretary for Labour.

MIXED FUNCTIONS.

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

HOURS.

7. Forty-four hours shall constitute a week's work.

OVERTIME.

8. (a) Overtime shall be paid for work performed before the usual starting time and after the usual finishing time of each shift or after any employee has completed the ordinary hours of duty, at time and a half for the first three hours on any one day, Monday to Saturday inclusive, and double time thereafter:

Provided, however, that in mills or factories where the 44 hours are worked in five days, Monday to Friday inclusive, time worked on Saturday shall be paid for at time and a half for the first four hours and double time thereafter.

(b) The usual starting and/or finishing time in any factory or part thereof shall not be altered, except on seven days' notice to the union.

(c) Employees required to work overtime for more than one hour without being notified the day immediately before that they will be required to work shall either be supplied with a meal by the employer or paid 1s. 6d. each. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money prescribed herein shall be paid.

(d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings and any tea money to which they might be entitled.

Provided that the said sums of 6d. and 3d. shall not be payable to piece-workers working overtime.

(e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day, Monday to Saturday inclusive, and ten hours in one week, and double time thereafter:

Provided that in mills or factories where the 44 hours are worked in five days, Monday to Friday inclusive, the maximum daily hours under this sub-clause for Saturday shall be four.

SHIFTS.

9. Shifts as hereunder set forth may be worked in the industry:—

(a) A day shift shall be a shift worked between the hours of 7 a.m. and 7 p.m. on Monday to Friday inclusive, and between the hours of 7 a.m. and noon on Saturday.

(b) A night shift shall be a shift worked between the hours of 7 p.m. and 7 a.m. on Monday to Saturday inclusive.

(c) By mutual arrangement between an employer and his employees, and, with the concurrence of the Union, the hours of duty prescribed herein for night-shift workers may be worked in four shifts without payment of overtime.

Under any such arrangement all hours of duty beyond ten hours, even if they come within the starting and finishing times of a shift, shall be paid for at overtime rates.

(d) Subject to the emergency provisions hereafter appearing, females shall be prohibited from working between the hours of 9 p.m. and 7 a.m. Male juniors under 18 years of age are prohibited from working after 9 p.m. Provided that for the duration of the war the following provisions shall apply:—

Female employees and male juniors under 18 years may be required to work between the hours of 6 a.m. and 9 p.m., subject to the following conditions:—

(i) 1s. per shift extra shall be paid for each short shift.

(ii) An additional 6d. per shift shall be paid for each shift commencing before 7 a.m.

(iii) Time and a half shall be paid for all time worked after noon on Saturday.

(iv) No employee under the age of 16 years shall be employed before 7 a.m., provided that employees under 16 years of age at present employed may continue to be so employed.

(v) (1) No short shift of females under these emergency provisions shall be substituted for any existing afternoon or night shift carried on by male labour.

(2) Where two shifts of females are employed by virtue of these provisions as well as a night shift of males, at least one shift of females shall be dispensed with, if and when it is desired to work only two shifts.

(e) Except in the case of employees employed under the provisions of sub-clause (d) of this clause, shift-workers (adult and junior), whilst working intermediate or night shifts, shall for such shifts be paid at the rate of 10s. per week in addition to the rates payable to day shift workers.

(f) Short shifts of male employees over 17 years of age may be worked at the discretion of the employer. For work done on such shifts (other than between noon on Saturday and midnight on Sunday), payment shall be made at the rate of 10s. per week of 44 hours in addition to the rates payable to day shift workers.

(g) As far as practicable employees shall work shifts in rotation.

(h) Subject to the provisions of sub-clause (d) of this clause and except in the case of employees working in a continuous process in the production of wool tops, for all work done by a shift worker on Saturday afternoon, time and a half shall be paid until 5 p.m., and thereafter double time.

(i) An employee who is required to change from one shift to another without two days' notice of such change of shifts, shall be paid 3s. extra as compensation for change.

(j) 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.

Provided that where an employee works two complete shifts on a holiday, both shifts shall be paid for as holiday shifts.

TERMS OF ENGAGEMENT.

10 (a) Engagement in the industry shall be on an hourly basis except that notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to stand down employees at any time when no work is offering, or to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct (in which case wages shall be paid up to the time of dismissal only), or to deduct payment for any day the employee cannot usefully be employed because of any strike by the Union or any other union, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

(b) In lieu of such 44 working hours' notice, except under circumstances referred to in sub-clause (a) hereof, the employer may pay 44 hours' wages, and vice versa, the employee leaving his or her employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Where the employer terminates the employment of an employee within two weeks prior to a day on which a holiday occurs, and such employee is re-engaged within a period of two weeks after such holiday or holidays, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least two weeks prior to the termination of employment.

(d) Subject to the continuance of existing practices of the Weaving Section of the industry, an employee starting work shall be entitled to at least half a day's pay if ready and willing to work for same.

MEAL HOURS.

11. (a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day provided that by mutual arrangement between the employees and the employer a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his meal hour. No employee shall be compelled to work more than five hours without a break for a meal.

Provided, however, that where three shifts are worked in a continuous process, and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Meal intervals, having been fixed, shall not be altered, except on seven days' notice to the Union.

HOLIDAYS AND SUNDAY WORK.

12. (a) Subject to the limitations mentioned hereinafter, the following days shall be regarded as public holidays under this Determination:—New Year's Day, Good Friday, Easter Saturday (in establishments working a six-day week), Australia Day, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, and Boxing Day, or any other day observed in lieu thereof, or observed by local custom, and substituted for one of the days hereinbefore mentioned, with the consent of the appropriate branch of the Union. Provided that, on and from the 1st day of November, 1943, in the Metropolitan District of Melbourne, Melbourne Cup Day, or while Regulation 5 of the National Security (Supplementary) Regulations (Statutory Rule No. 242 of 1942) or a Regulation to the same effect is in force the first Monday in November shall be substituted for King's Birthday.

(b) Employees shall be paid for any of such holidays as fall on an ordinary working day of their employer's establishment, such payment to be to the full extent of the ordinary daily wage.

(c) Piece-workers shall be paid for such holidays, even though not worked, at the ordinary rates payable to employees on time work doing the same class of work.

(d) Where an employee is absent from his or her employment on the working day, or part of the working day, before or after a holiday without reasonable excuse, or without the employer's consent, the employee shall not be entitled to payment for such holiday.

(e) When an employee is absent through illness or other reasonable cause from his or her employment for a period exceeding fourteen days the employee shall not be entitled to payment for any holidays occurring during such period of absence.

Provided that where an employer consents to an employee having leave beyond the fourteen days abovementioned, payment shall be made for such holiday or holidays occurring in the period of absence.

(f) Production work in any factory is prohibited on Sundays unless in extraordinary circumstances, and then only with the consent of the Secretary for Labour. Provided that this sub-clause shall not apply to employees engaged in the production of wool tops.

(g) All work done by time-workers on the holidays prescribed in sub-clause (a) hereof, and all work done by time-workers on Sundays, shall be paid for at the rate of ordinary time in addition to the ordinary rate; all such work done by piece-workers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piece-work earnings. Provided that in respect of work done in or in connexion with the production of wool tops payment shall be at half ordinary time rates in addition to the ordinary rate, and in the case of piece-workers at half the ordinary time rate in addition to piece-work earnings.

(h) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the resumption of work the next following working day, or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall, if worked on holidays and Sundays, be paid at the rate of time and a half.

SICK LEAVE.

13. (a) An employee who is absent from work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

(i) he shall not be entitled to paid leave of absence unless he has been in the service of the employer concerned for at least three months immediately prior to such absence;

(ii) he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation;

(iii) he shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty, and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence;

(iv) he shall prove to the satisfaction of the employer (or in the event of dispute to the Secretary for Labour) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed. For such purpose, the employer may require an employee to make a statutory declaration verifying the cause of his absence;

(v) he shall not be entitled in any year to leave in excess of 44 hours of working time, nor to payment in excess of 44 hours at ordinary rates, nor, in the case of an employee working short shift, payment in excess of a week's wages for such shift.

(b) A piece-worker entitled to paid leave of absence under this clause shall be paid at the time-work rate applicable to his classification.

(c) For the purpose of sub-clause (a) of this clause, an employer may arrange with the secretary of the local branch of the Union for the recognition of a specified date as the commencing date of each year; and, when so arranged, such date shall be binding for that purpose on the Union, that employer and all his employees. In the absence of any such arrangement, "year" for the purpose of sub-clause (a) of this clause shall mean:—

(i) In the case of an employee in the service of an employer on the 1st May, 1943, a year of service commencing on that date: except in a case where the employer has before that date allowed paid sick leave, when it shall mean the year of service then current;

(ii) In other cases, a year of service in the employ of the employer concerned.

ANNUAL LEAVE.

14. (a) A period of seven consecutive days' leave shall be allowed annually to all employees after twelve months' continuous service (less the period of annual leave) in any one or more of the occupations to which this Determination applies. In addition to the leave hereinbefore prescribed, seven-day shift-workers, that is shift-workers who are rostered to work regularly on Sundays and holidays, shall be allowed seven consecutive days' leave including non-working days.

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

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

(d) Where leave has been granted to an employee pursuant to sub-clause (c) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may for each two complete months of the qualifying period of twelve months not served by the employee, deduct from whatever remuneration is payable upon the termination of the employment one-sixth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 12 of this Determination.

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

(f) Each employee before going on leave shall be paid a week's wages, except a seven-day shift-worker, who shall be paid for the period of annual leave allowed; in his case, the amount of wages he would have received for that period if he had not been on such leave. For the purpose of this sub-clause and sub-clause (e) hereof, the week's wage shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece-work on bonus work, or any other system of payment by results, shall be at time rates.

(g) The annual leave provided for by this clause shall be allowed, and shall be taken, and, except as provided by sub-clause (e) hereof, payment shall not be made or accepted in lieu of annual leave.

(h) Service after the 1st January, 1943, only shall be taken into consideration for the purpose of calculating annual leave.

(i) For the purposes of this clause, service shall be deemed to be continuous, notwithstanding:—

- (i) Any interruption or determination of the employment by the employer if such interruption or determination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;
- (ii) Any absence from work on account of sickness or accident, and, in calculating the period of twelve months' continuous service, absence on account of sickness or accident to the extent of fourteen days in any twelve months shall be deemed to be part of the period of continuous service.

(j) The annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 12 of this Determination, and if any such holiday falls within an employee's period of annual leave there shall be added to that period one day for each such holiday falling as aforesaid.

(k) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question, and as ending at the beginning of the day which, in the latest month in question, has the same date number as that which the commencing day had in its month, and if there be no such day in such subsequent month, shall be reckoned as ending at the end of such subsequent month.

(l) Where the employer is a successor or assignee or transmittee of a business, if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transmittee, the employee in respect of the period during which he was in the service of the predecessor shall, for the purpose of this clause, be deemed to have been in the service of the employer.

(m) Notwithstanding anything elsewhere contained in this Determination, an employer who closes down his plant for the purpose of allowing the annual leave to which employees are entitled under this clause may, at his option, either:—

- (i) stand off without pay during such close-down any employee who has not then qualified for such leave;
- (ii) stand off during such close-down any employee who has not then qualified for a week's leave and pay him pro rata for the leave for which he has then qualified, on the basis of one-sixth of a week's wages in respect of each completed two months of continuous service during his current qualifying twelve-monthly period; or
- (iii) allow such employee annual leave in advance under the provisions of sub-clause (c) of this clause.

LIMITATIONS.

15. (a) Where practicable, each machine must be stopped when being cleaned. The cleaning to be done in his or her working hours by the employee whose duty it is to do so.

(b) No female shall be required to lift or carry any article or goods weighing more than 30 lb., without one assistant for every 30 lb. weight.

(c) The occupations in which females are employed at the time of the making of this Determination shall not be extended in any factory without the consent of the Secretary for Labour.

(d) No male employee under 18 years of age shall be permitted to operate the rotary hydros and milling machines in the finishing department.

(e) Work in the dye house and bleach house shall be confined to adult male employees, except where, with the consent of the Union or the approval of the Secretary for Labour, juniors are employed there for training purposes; but this clause shall not prevent the continued employment of juniors already employed on such work.

(f) To each pair of mules in the spinning department, one adult shall be employed as "in charge" thereof.

GENERAL.

16. (a) *Hot Water.*—Employees shall be provided by the employer with hot water free of charge.

(b) *Seats for Female Employees.*—When requested by employees, and where practicable, suitable seats shall be provided by the employer for female employees in positions handy to their work.

(c) *Rest Room.*—In factories where ten or more female employees are employed, a properly ventilated rest room shall be provided by the employer for the use of such female employees. It shall contain a suitable couch, two easy chairs, and a rubber hot-water bag.

(d) *Dining Room.*—Proper dining-room accommodation shall be provided by the employer when requested to do so by a majority of his employees.

(e) *First Aid.*—In each mill or establishment, the employer shall provide a properly equipped first-aid chest at a place or places reasonably accessible to all employees. Such chest shall, as to its contents, comply with the requirements of the Factories and Shops Acts.

(f) *Clothing.*—When requested by the representative of the Union, the employer shall provide employees working in the wool scouring, dye house, wiley house, milling and scouring, yarn dyeing, and piece carbonizing (except piece dyeing) departments with suitable protective clothing, such as gloves and top boots or clogs and (when working with acids) aprons. Employees shall take reasonable care of clothing so provided.

(g) *Tools of Trade.*—All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

(h) *Changing Accommodation.*—Separate dressing accommodation shall be provided by the employer for male and female employees.

(i) *Tea Break.*—Female employees shall be allowed a period of not less than ten minutes for rest and refreshment during each day or shift, to be taken at times to be mutually arranged; reasonable facilities shall be provided by the employer for female employees to have refreshments during such interval, if they so desire, provided—

- (i) that such period shall not be allowed within one hour of commencing or finishing work for the day or for a meal break; and

- (ii) this sub-clause shall not apply to employees working a short shift who are allowed crib time without deduction of pay ; and
- (iii) that employees shall conform to such arrangements as the employer may make to ensure the continuity of machine operations.
- (j) *Floor Coverings.*—Where practicable, suitable floor coverings shall be placed before machines, and no employee shall be called upon to stand on a bare concrete or brick or stone floor when operating or attending to a machine.
- (k) *Respirators.*—Respirators and goggles shall be supplied for the use of employees when cleaning out dust tower pit in cotton mills.
- (l) *Vacuum System.*—A vacuum system of card stripping or an individual unit system of dust extraction shall be installed and kept working in all card-rooms in the cotton section. For hand stripping, 6d. per complete set shall be paid in addition to an employee's ordinary rate of pay.

PAYMENT OF WAGES.

17. Wages shall be paid weekly, not later than Friday.
- Wages shall be paid during working hours, and any employee kept waiting for his or her wages beyond the ordinary working hours shall be paid at overtime rates for such waiting time.
- Where the services of an employee are dispensed with, wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.
- Not more than two days' pay of each employee shall be kept in hand by an employer.

NOTICE BOARDS.

18. The employer shall permit a notice board to be erected in a prominent position in his establishment, upon which representatives of the Union shall be allowed to post notices in connexion with Union meetings or other legitimate business of the Union, provided such notices are not objected to by the management. In the event of a conflict of opinion as to whether a notice is objectionable, the matter shall be referred to the Secretary for Labour.

POSTING OF DETERMINATION.

19. A copy of this Determination shall be posted by each employer in a prominent and accessible place in his establishment.

SHOP STEWARDS.

20. Shop stewards to the number of one in each department shall be recognized by the employer, and not more than three of such shop stewards shall be allowed time off during working hours to interview the employer if there is any legitimate complaint.

RIGHT OF ENTRY.

21. The secretary or branch secretary of the Union, or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time. If any official so authorized makes himself objectionable during any such visit, his right to visit may be determined by the employer affected. The official shall have the right to bring such refusal before the Secretary for Labour.

CERTIFICATE OF SERVICE.

22. An employee, if he or she asks for it, shall be entitled on termination of service to a certificate of length of service with an employer, and the nature of the work he or she was employed upon.

TIME AND WAGES BOOK.

23. (a) An employer shall keep a time and wages book or record in English, showing the name of each employee, the age and/or experience of each employee paid as a junior under clause 2 hereof, the occupation of each employee, the hours worked each day or each week and the wages and/or allowances paid each week.
- (b) (i) When any junior employee is engaged the employer shall obtain and file in his records a certificate or declaration as to the age and experience of such junior employee, which shall be open for inspection as provided herein.
- (ii) Any employee giving misleading or false information as to his or her experience and/or age shall be liable to penalties for breach of this Determination.
- (c) The time occupied by an employee in filling in time books or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.
- (d) The time and wages book or record shall be open for inspection to a duly accredited official of the 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 the branch secretary or organizer of any division suspects that a breach of this Determination is being, or has been, committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

OUTSIDE WORKERS.

24. (a) No work of any description or class covered by this Determination shall be done or performed except in the factory or workshop of an employer affected by this Determination unless a permit has been given to an employee by the Secretary for Labour to work outside such factory or workshop.
- (b) An employer shall not have more than one outside worker for every twenty indoor workers or fraction thereof.
- (c) An outside worker shall be deemed to be a person who works by himself or herself and is not employed in a workshop or factory.
- (d) The outside worker shall not work during any part of the day inside a workshop or factory.
- (e) Outside workers shall be paid the rates prescribed in this Determination.
- (f) Outside workers shall be provided free of charge with all yarn and/or other materials used in connexion with their work.
- (g) Where an employer delivers and/or collects the work of such outside workers, the outside workers shall not be charged for such delivery and/or collection.
- (h) Outside workers shall not employ any labour whatever except members of their own families.
- (i) *Record Book.*—An employer who has work done elsewhere than in his factory or workshop shall keep a record book in English which shall contain a correct account written in ink as follows :—
- (i) The name and address of the outside worker.
- (ii) The number of articles and description of the work given out.
- (iii) The price paid for such outside work.
- (iv) The record book shall be signed each week by each outside worker verifying the accuracy of the amount of wages received.
- (v) The record book shall be open for inspection at any time by any authorized officer of the Department of Labour.
- (j) No employer shall, except as provided herein, require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work of preparing any material for manufacture or materials so prepared)—
- (i) in any place other than his usual workshop or factory ; and/or
- (ii) by any person or persons other than his employees usually employed at such workshop or factory.
- (k) Nothing herein contained shall affect the right of an employer affected by this Determination to contract, sub-contract, let or sub-let to any person employing not less than four persons, exclusive of members of his own family, who conducts a workshop or factory, and is affected by this Determination.

LIMITATION OF EMPLOYER'S LIABILITY.

25. Where an employer affected by this Determination has made a payment to an employee bound by this Determination 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 prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of 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.

DEFINITIONS.

26. (a) (i) "An assistant foreman and/or overlooker" is a male employee who, under the direction of the management, supervises the work of eight or more other employees.
 (ii) "An assistant forewoman and/or overlooker" is a female employee who, under the direction of the management, supervises the work of eight or more other employees where no assistant foreman and/or male overlooker is employed.
 (iii) A leading hand is an employee who, under the direction of the management, supervises the work of a shift or gang of other employees, not exceeding seven in number.
 (b) Union means the Victorian Branch of the Australian Textile Workers' Union.
 (c) "Machine operator and/or attendant" means an employee who, in the course of his duty, is called upon to operate a machine, and does not include an employee whose sole duty is carrying material to and from a machine.
 (d) "Continuous process" means (i) in the case of employees engaged in or in connexion with the production of wool tops, the working of three or four shifts per day for six or seven days per week; and (ii) in other cases the working of three shifts per day between midnight on Sunday and noon on the following Saturday.
 (e) "Experience," for the purpose of calculating margins or rates under clause 2 of this Determination shall include all experience in the classification concerned, whether as a junior or an adult.
 (f) "Yarn Storeman" means an adult employee in a yarn store engaged in handling or receiving or distributing yarn, but does not include a wheeler.

PERIODICAL ADJUSTMENT OF WAGES.

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

The basic wage shown hereunder shall be adjusted as prescribed in clause 28.

Place.	Needs Basic Wage (Adjustable).	Constant Loading.	Total Basic Wage for Males.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within the area to which this Determination applies	4 12 0	5 0	4 17 0	{ Sydney .. } Melbourne .. } Adelaide .. } Perth .. } Hobart .. } Weighted average

(b) *Adult Females*.—The minimum wage for adult females shall be sixty per centum of the needs basic wage and constant loading for males, calculations to be made to the nearest sixpence. Any exact threepence in the result to be reckoned as sixpence.

(c) *Margins—Adult Males*.—To adult male employees of the undermentioned classes there shall be paid the total basic wage referred to in Clause 27, hereof, with the addition of the marginal additions set opposite such classes respectively.

Woolen and Worsted Section.

	Margin.
	£ s. d.
Assistant foreman and/or overlooker	1 3 6
Wool Sorting and Wool Scouring and Carbonizing Department—	
Wool sorters	1 7 0
Wool scourers and/or carbonizers (other than foremen) responsible for mixing of liquor and the working of bowls	0 16 0
Truckers, pressers, and/or storemen (substantially employed as such)	0 10 0
All other machine operators and/or attendants	0 10 0
Dye House—	
Leading hands employed on dye machines or vats	0 14 0
Men on wet crabbers	0 12 0
All other machine operators and/or attendants	0 10 0
Wiley House—	
Leading hand (where more than 4 hands are employed)	0 16 0
Leading hand (where 3 or 4 hands are employed)	0 13 6
Operators and/or attendants	0 10 0
Waste Room—	
Operators and/or attendants	0 10 0
Carding Department—	
Head fettler (leading hand in carding room)	0 15 0
Card fettler	0 11 0
All other machine operators and/or attendants	0 9 0
Woolen Spinning Department—	
Men in charge of one pair of spinning mules	0 11 0
All other machine operators and/or attendants	0 9 0
Worsted Department—	
Jobber in charge and/or comb mechanic in charge	1 1 0
Jobber and/or comb mechanic	0 11 0
All other machine operators and/or attendants	0 9 0
Pin Setting Department—	
Pin setter—	
First year's experience	0 11 0
Second year's experience	0 16 0
Thereafter—	
Faller pin setter	1 1 0
Comb circle and French comb cylinder setter	1 7 0
Roller coverer—	
First year's experience	0 10 0
Second year's experience	0 14 0
Thereafter	1 2 0
Gill Box Reducing—Intermediate Roving and Spinning Departments—	
Man in charge of one set of spinning mules	0 11 0
All other machine operators and/or attendants	0 9 0
Winding, Warping, and Twisting Department—	
Warpers	0 11 0
Size machine hands	0 10 0
All other machine operators and/or attendants	0 9 0

Woolen and Worsted Section—continued.

	Margin.		
	£	s.	d.
Weaving Department—			
Twisters in and/or warp drawers in—			
First year's experience	0	9	0
Second year's experience	0	14	0
Thereafter	0	19	0
Warp tiers	0	9	0
Box loom tuners—			
First year's experience	0	12	0
Second year's experience	0	18	0
Thereafter	1	7	0
Plain loom tuners—			
First year's experience	0	10	0
Second year's experience	0	16	0
Thereafter	1	1	0
Oilers and cleaners	0	9	0
Card and/or chain makers	0	11	0
Weavers	0	12	0
Perchers	0	9	0
Finishing Department—			
Men in charge of milling, scouring and/or washing machines (where milling and scouring foreman is not employed)	0	13	6
Sulphur house hands (for time in sulphur house work)	0	16	0
Examiners of finished cloth	0	14	0
Piece carbonizers	0	12	0
Men engaged on unshrinkable finishing process	0	12	0
Operators and/or attendants	0	9	0
Warehouse (Yarn and/or Cloth)—			
Leading hand in warehouse where warehouse foreman is not employed	0	13	6
Operators and/or attendants	0	9	0
General—			
Recorders	0	11	0
Yarn storemen	0	9	0
All adult males (in any section) not elsewhere specified	0	3	0
Cotton Section.			
Assistant foreman and/or overlooker when or where employed	1	3	6
Dye House and Bleach Croft—			
Leading hand employed on dye or bleaching machines or vats	0	14	0
All other machine operators and/or attendants	0	10	0
Waste Department—			
Leading hand in waste department where more than 4 hands engaged	0	16	0
Leading hand in waste department where 3 or 4 hands engaged	0	13	6
Scutching machine hand	0	12	0
All other machine operators and/or attendants	0	9	0
Blowing Room—			
Blow room major and/or leading hand	0	16	0
Scutching machine hand	0	12	0
All other machine operators and/or attendants	0	10	0
Carding Department—			
Head stripper and grinder (leading hand in carding room)	0	15	0
Stripper and grinder	0	12	0
All other machine operators and/or attendants	0	10	0
Combing Department—			
Jobber in charge and/or comb mechanic in charge	1	1	0
Jobber and/or comb mechanic	0	13	6
All other machine operators and/or attendants	0	10	0
Pin Setting Department—			
Pin setter—			
First year's experience	0	11	0
Second year's experience	0	16	0
Thereafter	1	7	0
Roller coverer—			
First year's experience	0	10	0
Second year's experience	0	14	0
Thereafter	1	2	0
Drawing, Slubbing, Intermediate, Roving and Spinning Departments—			
Ring jobber	1	1	0
All machine operators and/or attendants	0	9	0
Mule Spinning Department—			
Man in charge of one pair of spinning mules	0	11	0
All other machine operators and/or attendants	0	9	0
Twisting, Winding, Reeling, and Warping Departments—			
Warpers	0	11	0
Slasher sizer hand	0	10	0
All other machine operators and/or attendants	0	9	0

Cotton Section—continued.

	Margin.
	£ s. d.
Weaving Department—	
Twisters in and/or warp drawers in—	
First year's experience	0 9 0
Second year's experience	0 14 0
Thereafter	0 19 0
Warp tiers	0 9 0
Box loom tuners—	
First year's experience	0 12 0
Second year's experience	0 18 0
Thereafter	1 7 0
Plain loom tuners—	
First year's experience	0 10 0
Second year's experience	0 16 0
Thereafter	1 1 0
Card and/or chain makers	0 11 0
Weavers	0 12 0
Perchers	0 9 0
Oilers and cleaners	0 9 0
Finishing Department—	
Man in charge of finishing machines	0 13 6
Man examining finished cloth	0 14 0
All other machine operators and/or attendants	0 9 0
Warehouse (Yarn and/or Cloth)—	
Leading hand in warehouse where warehouse foreman is not employed	0 13 6
Operators and/or attendants	0 9 0
General—	
Recorders	0 11 0
Yarn storemen	0 9 0
Adult males (in any section) not elsewhere specified	0 3 0

(d) Junior Rates.—The minimum rates to be paid to junior employees shall be as follows:—

(i) Junior Males—

Age.	Percentage of Needs Basic Wage.	Constant Loading, Per Week.
		s. d.
Under 16 years of age	27½	0 6
16 years of age	30	0 9
16½ years of age	40	0 9
17 years of age	45	1 0
17½ years of age	50	1 0
18 years of age	55	1 0
18½ years of age	65	1 0
19 years of age	70	2 0
19½ years of age	80	2 0
20 years of age	85	2 0
20½ years of age	95	2 0

(ii) Junior Females—

Age.	Percentage of Needs Basic Wage.
Under 16 years of age	27½
At 16 years of age	31
At 16½ years of age	34
At 17 years of age	37½
At 17½ years of age	41
At 18 years of age	44
At 18½ years of age	47½
At 19 years of age	51
At 19½ years of age	54
At 20 years of age	57
At 20½ years of age	61

(iii) The total wage to be calculated to the nearest sixpence, any exact threepence in the result to be reckoned as sixpence

ADJUSTMENT OF ADULT WAGE.

28. (i) Adjustment of Basic Wage.—(a) Until the beginning of the first pay period to commence in February, 1944, the amounts of the basic wage shall be as prescribed in clause 27 (a).

(b) During each future period of or near a quarter beginning with the first pay period to commence in a February, a May, an August, or a November, 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 to a place is that assigned thereto in clause 27.
- (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 amounts assigned in the following table (or any extension thereof) to the Index Number Division comprising that Number are to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period of or near a quarter.

Table.

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

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

(ii) ADJUSTMENT OF WAGES OF ADULT FEMALES.—(a) For work done by adult female employees until the beginning of the first pay period to commence in February, 1944, the amounts of wage rates prescribed for them by clause 2 hereof shall be paid.

(b) Thereafter the amounts of wage rates prescribed for them by clause 2 hereof shall be increased or decreased (as the case may be) whenever and wherever there is any alteration in the minimum wage for adult females calculated in accordance with clause 27 hereof and by the amount of the relevant alteration in such minimum wage.

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

J. V. WILLOX, Secretary.

Melbourne, 11th January, 1944.