

CTORIA

GAZETTE. GOVERNMENT

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No. 481

FRIDAY, APRIL 13.

[1945

Factories and Shops Acts.

DETERMINATION OF THE POTTERY BOARD.

Note.—This Determination applies to the whole of the State of Victoria.

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 cons.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 March, 1945, the last previous Determination of this Board shall be revoked and replaced by this Determination.

APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council there-under; such portions of the Gities 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, Granbourne, Dandenong, Eitham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.

Wages per Week of 44 hours.

								Employed in	Emp	loyed in All Other Plac	ces.
	`					····		Clayholes exceeding 25 ft. in Depth.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage
5 yea		years of age	of age		••			At the	s. d. 23 3 27 0	a. d. 1 3 1 6	s. d. 24 6 28 6
3 ,, 7 ,, 3 ,,	•	"	••	•••	••			Rates prescribed for Adults	31 0 36 9 49 9 58 6	1 6 1 9 2 6 3 0	32 6 38 6 52 3
9 ,, 0 ,,		"	::		•••	••	::	Adults	58 6 72 0	3 0 3 9	61 6 75 9

FRMALES.

Wages per Week of 44 hours.

										Co	mmencing Ag	re.			
					15	Years o	r Un	der.			16 Years.			17 Усап.	
				Adjus Ra	table te.	Pit Emerg Load (No adjust	ency ling n-	Tot Was	#.} 30.	Adjustable Rate.	Plus Emergency Loading (Non- adjustable).	Total Wage	Adjustable Rate.	Plus Emergency Loading (Non- adjustable).	Total Wage,
lst 6 months				s. 22	d .	s. 1	d. 3	a. 24	d . 0`	s. d.	s. d.	#. d.	a. d:	s. d.	a. d.
nd 6 months	••			26	6	1	3	27	9	1	1 1	•••	1	::	
st year						١.		- · .		26 6	1 3	27 9	31 0	1 8	32 6
nd "				30	0	1	6	31	6	32 3	19	34 0	36 3	19	38 0
rd "				32	3	1	9	34	0.	361 3	1 9	38 0	41 6	2 0	43 6
lth "				36	3	1	9	38	0.	41 6	2.0	43 6	46' 0'	. 2 3	48 3
5th "				41	6	2	0	43	6	46 0	2 3	48 3			
3th "		••	• •	46	0	2	3	48	3.		[
and thereafter	the	minimum	Wage			ł	- 1			i'			i	{	

No. 48.-2717/45.

FEMALES-continued.

Wages per Week of 44 hours.

										C	пшев	ing Ag	ю.					
					-	18 Year	6.				19 Y	cars.					20 Years.	
	_			Adju Ra	stable ite.	Plus Emergen Londing (Non- adjustable	g	Tot Wa	al go.	Adjustable Rate.	CN		To Wa	tal go.	Adju Ra	stable ite.	Plus Emergency Loading (Non- adjustable).	Total Wage,
					d.	s. d.		s,	d.	s. d.	8.	d.	8.	d.	ø.	d.	s. d.	#. d.
ist 6 months							- 1					}						
2nd 6 months				1												• •		••
lst year				32	3	19	1	34	0	36 3	1	9	38	0	43	0	2 3	45 3
2nd ,,				41	6	2 0		43	6	46 0	2	3	48	3	1 .	• •	l l	••
Brd ,		• •		46	0	2 3		48	3									••
lth "							- 1										ļ •.• }	• •
th ,				l											l		,.	
Sth ,											1							
and thereafter	r the m	inimum	Wage	1		!					i i				ì] [

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES. Wages per Week of 44 hours.

								Em	oloyed in All Other Pla	005.
			- , .				Employed in Clayholes exceeding 25 ft. in depth.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	15 years	of age		.,) (s. d. 22 6	s. d. 1 3	s. d. 23 9 25 9
	rs of age	• •			• •	• •	At the	24 6	1 3	
٠,,	**	• •		• •	• •		Rates	30 0	1 6	31 6
**	,,			• •			> prescribed <	33 9	1 9	35 6
	,,						for	48 3	2 6	50 9
,,	,,						Adults.	56 0	3 0	59 0
"	,,	••		••			11 11	69 0	3 9	72 9

FEMALES. Wages per Week of 44 hours.

								Co	mmencing Ag	e .			
					15	Years or Unc	ier.	1	16 Years.			17 Years.	
				Adjus Ra	itable te.	Pius Emergency Loading (Non- adjustable).	Total Wage,	Adjustable Rate.	Plus Emergency Loading (Non- adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non- adjustable).	Total Wage.
					d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
lst 6 months				22	6	13	23 9		i I			•••	
2nd 6 months				25	3	13	2 6 6]		1		• •
lst year				Ι.		l l		25 3	1 3	26 6	26 6	13	27 9
2nd ,,				28	3	1 6	29 9	31 3	19	33 0	33 0	.19	34 9
and "				31	ž	1 9	33 0	33 6	19	35 3	39 3	2 0	41 3
41-			•••	33	Ğ	1 9	35 3	89 3	20	41 3	44 9	2 3	47 0
4h	• •	••		39	3	2 0	41 3	44 9	2 3	47 0	·	l I	
Al.		••	• •	44	ğ	2 3	47 0	1	i	• • • •	i	1 1	
and thereafter	the	minimum	WAFE	**	,"	~ ~	2	1	1 [•			

]				Cor	nmencing 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.
				s. d.	s. d.	a. d.	s. d.	s. d.	e. d.	e. d.	s. d.	s. d.
st 6 months			• •			• •	• • •	, [• •		!	• •
nd 6 months							<u>.</u>	1 1		00.0	l l	41 9
st year		• •	'• •	31 0	19	32 9	34 0	19	35 9	39 3	2 0	41 3
nd "		• •	• •	39 3	2 0	41 3	44 9	2 3	47 0		1	• •
rd "				44 9	2 3	47 0		1	• •			••
th ,,							· · ·	1	• •			• •
th ,					:		į		• •	1	1	
ith "			• •		1	••			• •		1 {	•
and thereafter	r the	minimum	wage	1	1	·	1)]		1	<u> </u>	

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.	Face Ord Ord Orthogram Shir and Distant Dar Kei	lories or in (es of i es of Tem trict; the ideno:	and Sho Council t landring Braybro plestowe the Cl Shires	hereu ham, bok, ties of fiam, b, Me	et 1928 inder; and H Broadn are n of Chel erwick, Ferntr elton,	(No. such eldelt neado ot w sea a Bull	S677) portio perg, as we, De ithin nd Mo a, Cre	d in the and the ms of the ms of the nd of the oneaster, the said ordialioe; inbourne, Gisborne, Romsey,		Wit	hin ail	other	parts	of Vi	etoria	
	Wag	ges pe	r Week	of 4	4 Hou	rs.			Wa	gos pe	r Weel	c of 4	4 Hou	rs.		
	Adjus Bat	table ie.	Plus Emerge Loadi (Not adjusta	ncy ng	Tot Was	al ge.	w	ages per Hour,	Adjus Ru	table te	Pirers Load (No adjust	ency ling n-	Tot Wa		W ₄	ges per Hour.
All Departments.	8. 108	d . 0	8. 5	d. 0	s. 113		<i>s</i> . 2	69/	a. 105	d . 0	8. 5	d. 0	8. 110	0	s. 2	6
All other burners	104 110	0		0	109 115	0	2 2	$\frac{5^{8}}{11}$	101 107	0	5 5	0	106 112	0 .	$\frac{2}{2}$	$\frac{4^{10}}{6^4}/_{11}$
Clayhole men working underground in shaft and/or tunnel (employers to provide			_		•••			0.5.4		^	_					04./
tools) All other clayhole men (employers to	114	0		0	119		.2	85/11	114	0	5	0	119	0	2 _. 2	8 ⁵ / ₁₁
provide tools)	105 109	0	_	0	110		2 2	$\frac{6}{7^1/_{12}}$	102 106	0	5 5	0	111	ő	2	$\frac{5^{2}}{6^{2}}$
Females	55	9	2	9	58	6	1	321/22	52	9	2	9	55	6	1	32/22
Males.								•					-			
Glazed Pipes and Salt-glazed Ware.	109	0	5	0	114	0	. 2	71/11	106	0	5	0	111	0	2	6
Man in charge of plunger Pressers	103 106	6 0	5 5	0	108 111	6	2 2	62/22	100 103	0	5 5	0	105 108	6	2 2	4 ¹⁷ /22 5 ⁵ /11 5 ⁶ /11
Setters	106 106	0	5	0	111	0	2 2	63/11 63/11	103	0	5	0	108	0	2	5°/11
Man working pipe flanging machine Bitumen jointers	102	0	5	0	107	0	2 2	$\frac{5^{3}}{4^{10}}_{11}$ $\frac{4^{10}}{5^{3}}_{11}$	99 98	0	5 5	0	104	0	2 2	$\frac{4^4}{11}$ $\frac{4^1}{11}$ $\frac{4^5}{11}$
Drawers Feeders of pipe machine	102	0	5 5	0	107 105	0	2 2	$\frac{5^{\circ}}{4^{?}}/_{11}$	99 97	0	5 5	ó 0	104 102	ó 0	2 2	39/11
Hand feeders of raw or burnt clay into crusher or grinding pan	102	Ö	5	0 .	107	0	2	$5^{\rm s}/_{\rm m}$	99	0	5	0	104'	0	2	44/11
Man carrying or wheeling into or out of kiln or to or away from kiln	100	0	5 5	0	105 105	0	2 2	$\frac{4^{7}}{11}$	97 97	. 0 0	5	0	102 102	0	2 2	$\frac{3^{9}}{11}$
Man sorting pipes Pipe dressers Packers of goods into railway trucks	100	0	5	0	105 104	0	2 2	4 ⁷ / ₁₁ 4 ⁴ / ₁₁	97 96	0	5 5	0	102	0	2 2	$\frac{3^{9}}{11}$ $\frac{3^{9}}{11}$
All others (except burners, mouldmakers, clayhole men, and men boring or using		•	ľ	Ū		v	-	- / 11	"	Ū		·		Ť		- / 11
explosives)	98	0	5	0	103	0	2	41/11	95	0	5	0	100	0	2	$3^2/_{11}$
Dust Tile Making. Leading hand slip making	103	0	5	0	108	0	2	56/11	100	0	5	0	105	0	2	47/11
Slip house attendants Head placer inside a kiln	100 103	0	5 5	0	105 108	0	2 2	$\frac{5^{6}}{4^{7}}_{11}$ $\frac{4^{7}}{5^{8}}_{11}$	97 100	0	5 5	0	102 105	0	.2	3°/11 4°/11
Man dipping tiles and in charge of dipping room	102	0	5	0	107	0	2	5²/11	99	0	5	. 0	104	0	2	44/21
Man hand-pressing dust tiles with 6-in. press	102	0	5	0	107	0	2	52/11	99	0	5	0	104	0	2	44/
Sagger maker Man operating lever on sagger machine		0		0	107 105	0	2 2	5 ³ / ₁₁ 4 ⁷ / ₁₁	99	0	5 5	0	104 102	0	2 2	44/11 39/11
Head packer Packer who packs articles with protective	104	0	5	0	109	0	2	54/11	101	0	5	0	106	0	2	410/11
substances into containers with secured lids	101			0	106		2 2	410/11	98 96	0	5 5	0	103 101		2 2	$\frac{4^{1}}{3^{6}}/_{11}$
Other packers All others (except burners, mouldmakers,	99	0	5	0	104	U	*	44/11	80	v	0	0	101	U	-	3 / 11
clayhole men, and men boring or using explosives)	98	0	5	0	103	0	2	41/11	95	0	5	0	100	0	2	32/11
General Pottery and insulator Making. Sanitary ware presser	104			0		0	2	58/11	101		5	0	106		2	410/11
Head packer Packer who packs articles with protective	104	U	5	0	109	U	2	50/11	101	U	5	0	106	U	2	410/11
substances into containers with secured lids	101			9	106		2	410/11	98		5	0	103		2 2	41/11
Other packers Leading hand slip making	103		5 5	0	104 108	0	2 2	$\frac{4^{1}}{11}$ $\frac{5^{5}}{11}$	96 100		5	0	101 105 102	0	2 2 2	3 ⁶ / ₁₁ 4 ⁷ / ₁₁ 3 ⁰ / ₁₁ 4 ⁷ / ₁₁
Slip house attendants Tea-pot hand pressers	100	0	5 5	0	105	0	2 2	4 ⁷ / ₁₁ 5 ⁵ / ₁₁ 4 ¹⁰ / ₁₂	100	0	5 5	0	105	0	2 2 2	$\frac{4^{7}}{11}$
Man fixing handles or spouts Hollow ware presser or head dipper	101	0	5	0		0	2 2	D*/11	100	0	5 5	0	105	0	2	$\frac{4^{1}}{11}$ $\frac{4^{7}}{11}$ $\frac{5^{1}}{11}$
Turner	105 103	0	5 5	0	108	0	2 2	$\frac{6}{5^{5}}/_{11}$	102 100	0	5 5	.0	107 105		2 2	$\frac{5^{1}}{4^{2}}/_{11}$
Stoneware thrower— 4th year's experience	100		5 5	0	105 109	0	2 2	4 ⁷ /11	97 101		· 5	0 ` 0		0 . 0	2 2	3°/11
5th year's experience	104 110 103		5 5	0		0	2 2	$\frac{5^{6}/_{11}}{7^{1}/_{11}}$ $\frac{5^{5}/_{11}}{5^{5}/_{11}}$	107		5 5	0		0	2 2 2	410/11 64/11
Head placer inside a kiln	101	0	5	0	107		2	52, 11	99		5		104		2	4 ⁷ /11 4 ⁴ /11

explosives) ..

All : Other : Employees -- continued.

Wages.	Factories Order in Cities of Shires of and Ter District and the Dandenc Kellor,	Council there Sandringham f Braybrook, nplestowe as: the Cities Shires of F	Act 1928 (No sunder; such and Heldell Broadmeado are not to of Chelses a Berwick, Bull Ferntree G felton, Mulg	defined in the .3677) and the .portions of the berg, and of the way. Doneaster, thin the !said nd Mordialloc; a, .Cranbourne, ully, .Glsborne, rave, .Romsey,	Wi	thin all other	or parts of V	ictoria.
	Wages D	er Week of	44 Hours.		Wages De	er Week of	ii Hours.	
•	Adjustable Rate.	Plus Emergency Loading (Non- adjustable).	Total Wage.	Wages per Hour.	Adjustable Rate.	Plus Emergency Loading (Non- adjustable).	Total Wage.	Wagos per Hour.
General Pottery and Insulator Making								
-continued.	8 d.	s. d	a. d.	e. d.	#. d.	s. d.	s. d.	s. d.
Sagger måker	102 0	5 70 '	107 0	2 52/11	99 0	5 0	104 0	$.2^{-4^3/,}$
Jölly and jigger hands	104 0	5.0	109 .0	2 5 /,,	101 0	50.	106 0	2 410/
Pressers (screw and lever type inclusive)	103 6	5 0	108 6	2 513/22	100 6	50	105 6	2 417/
Man carrying into or out of kiln	100 0	5 0	105 0	2 47/11	97 0	5 0	102 0	2 39/11
Hand feeders of raw or burnt clay into	100 0	l <u>.</u>						
erusher or grinding pan	102 0	• 5 0	107 0	2 52/11	99 0	5 0	104 0	2 44/11
Grinders of burnt ware	103 0 100 0	5 ,0 ,	105 .0	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	100 0 · 97 0	5 0	105 0	$\begin{array}{cccc} 2 & 4^{7}/_{11} \\ 2 & 3^{8}/_{11} \end{array}$
Potter's printer Man operating lever on sagger machine	100 0	5 0	105 '0 '	$\begin{array}{cccc} 2 & 4^{7}/_{11} \\ 2 & 4^{7}/_{11} \end{array}$	97 0	5 0	102 0	2 3 /11
All others (except burners, mouldmakers,	100 0] • •	100 0	2 1/11	<i>3</i> , 0		10_ 0	2 0 /11
clayhole men, and men boring or using		1.					1	
explosives)	98 0	50	103 0	2 41/11	95 ()	50.	100 0	$2 3^3/_{11}$
Marata Tita and Tana actio Making								
Plastic Tile and Terra-cotta Making. Flower pot, or flower-pot saucer (throwers	107 0	5 0	112 0	2 66/11	104 0	5 0	109 0	2 58/11
Facemen	103 6	5 0	112 0 108 6	2 6 ⁶ /11 2 5 ¹³ /22	104 0 100 6	5 0	.105 6	2 417/32
Pressers (screw and lever type inclusive)	103 6	. 5 .0 .	108 .6 .	2 513/12	100 6	5.0	105 6	2 417/22
Setters	106 0	5.0	111 0	$\frac{2}{2} \frac{6^3}{11}$	103 0	5 ŏ .	108 0	2 55/11
Vent.makers	102 0	5.0	107 0	1 2 5 3 /	99 0	5 0	104 0	2 4 /
Man in charge of plunge	102 0	5.0	107 .0	2 53/11	99 0	5 0	104 0	2 44/11
Drawers	102 0	5 0	107 0	2 52/11	99 0	50.	104 0	2 44/11
Hand feeders of raw or burnt clay into		;] ;	· - ·		! :		
crusher or grinding pan	102 0	50	107 0	$2 \frac{5^2}{11}$	99 0	5 0	104 0	'2 44/11
Man feeding tile press	100 (0	5 .0	105 0	$2 \frac{4^7}{11}$	97 0	5 0	102 0	2 3 /
Man taking off roofing tile press	100 0	5 .0	.105 0	2 47/11	97 0	5 0	102 0	2 3 /11
Man carrying or wheeling into or out of	100 0	B 0	105 0	9 45/	07.0	2 .0 "	100 0	
kiln or to or away from kiln	100 0	5.0. 50	105 0 105 0	2 47/11 2 47/11	97 0	5 0	102 0 .102 0	
Man sorting roofing tiles	99 0	5 0	104 0	2 4 ⁷ / ₁₁ 2 4 ⁴ / ₁₁	96 0	·5 0 ·	102 0	2 3 /11 2 3 /11
All others (except burners, mouldmakers,	00 0	"	-0-	J - /11	"" "	1	•••	2 0/11 .
clayhole men, and men boring or using			1		l	1		
e-plosives)	98 0	5.0	103 0	9 41/	95 0	5.0	100 n	.9 .31/

103 TIME OF BEGINNING AND ENDING WORK.

98 0

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.

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

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

otherwise, payment for such excess at the overtime rate prescribed for such work.

EXTRA RATES FOR SHIFT WORKERS.

5. (a) Continuous shift workers employed ibetween 11 p.m.; and 7 s.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. For all work done on Sundays and the under-mentioned holidays the rates shall be --

Sundays

Sundays

New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday,
Anzao 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,

Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzae 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) Terminaling 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 continuous service of the same employer for a period of not less than twelve months shall be entitled to annual leave, without deduction of pay, consisting of '44 hours of working time, such leave to be taken in conjunction with the Christmas and New Year holiday period. The day upon which leave shall commence in any establishment shall be determined by the employer in such establishment. Any employee absent from duty without the permission of his employer, during the period immediately preceding the day on which leave is due to commence, and/or immediately succeeding the last day of such leave, shall have the period of leave, without deduction of pay, reduced by one day for each day he so absents himself.

(b) Any employee who is entitled to annual leave, but is required to work on any of the days during the prescribed Christmas and New Year holiday period, shall be allowed, within three months, an equivalent number of days in lieu thereof, as annual leave without deduction of pay, or shall be reaid double time for such days.

without deduction of pay, or shall be paid double time for such days.

(c) Pro rata annual leave on the basis of 3\frac{3}{4} hours, or payment in lieu thereof, for each completed month of service shall be

(i) to any employee who at the commencement of the annual leave at the Christmas and New Year holiday period has completed four or more, but less than twelve months' continuous service with his employer;

completed four or more, but less than twelve months' continuous service with his employer;

(ii) to any employee whose services are terminated, except for a misdemeanour, after having completed six or more, but less than twelve months' continuous service with an employer;

(iii) to any employee whose services are terminated, except for a misdemeanour, after having completed six or more, but less than twelve months' continuous service during any year subsequent to the first year with an employer.

Provided that in regard to paragraph (i) hereof a deduction shall:be made for any pro rata leave previously given during the period in consequence of the provisions of paragraph (i) hereof.

(4) Where any employee absents himself from work during any qualifying period of service for any reason other than a reason set out in sub-clause (e) hereof, the amount of leave or payment in lieu to which he would otherwise be entitled under sub-clauses (a), (b), and (c) hereof, shall be reduced by 1/44th for each week or part thereof during which any such absence occurs.

(e) For the purpose of administering the provisions of the previous sub-clauses of this clause service shall be deemed to be continuous notwithstanding an employee's absence from work for the following reasons:

(i) Sickness up to a period allowed as sick leave in clause 9 hereof;

(ii) Injury received during the course of employment, and for which an employee receives Worker's Compensation up to a simaximum, period of two months;

(iii) Any reason satisfactory to the employer or in event: of dispute, the Secretary for Labour.

(iii) Any reason satisfactory to the employer or in event of dispute, the Secretary for Labour.

SICK LEAVE.

SIGN LEAVE.

9. (a) 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.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed herein is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year up to a period not exceeding 20 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.

(c) 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 is. 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.

DIRTY WORK.

16. Where an employee is engaged on work which the employer, or in his absence his accredited representative, agrees is of an unusually dirty or offensive nature, he shall be allowed reasonable time off during working hours to enable him to cleans himself by means of a shower, or other washing facilities reasonably sufficient to accomplish such purpose.

PIECEWORK.

17. 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 Gities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doneaster and Templestowe, as are not within the said District; the Cities of Cheisea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne Dandenong, Etham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

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PIECEWORK—continued.

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Within all other parts of Victoria.

PIECEWORK—continued.

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					_	Handl	ling.	Traps	••	• •	19s.	11 1 d.	**	• •	21s.	8 <u>1</u> d.	•
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Within all other parts of Victoria-continued.

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	F	lower-pot	Saucers	(Throwin	g and	Fini	thing).	:	14	**	• •				٠		5ld.	991
4 inc	has					2s.	7 7 d.	per gross	15	**	• •			• •		568.	5 <u>i</u> d.	**
K		•••	•••	::		3a.	7d.				Rutter	Coole	re- and	Butter-	mlin	e Sam	****	
Ř,	-	••	••	•••			61d.	"			2							
7,	-	• • • • • • • • • • • • • • • • • • • •		•••		78.	ld.	•••	ş			Βt	itter (coolers.		Butte	r-coole	er Saucers
ġ,	-		• • •	••	• • • • • • • • • • • • • • • • • • • •		101d	" .	8's:			6a: 4	d. n	r dozen		1 a	OMA	per dozer
9 .		•••		••			61d.		9's:			6s: 9					41d.	
ıŏ ,	-	• • • • • • • • • • • • • • • • • • • •		•••		176.		*					-	"	•••			,,,
12				•••			3 1 d.	",				•	Uhimi	vey-pots:				
12 ′	,	•••	•••	•••			ïid.	"	16 i	nches	and und	ler				9s.	11d.	per dozen
14 ,							21d.	"			iches)			•••	• • • •	124	21d.	F
15			•••	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •		8id.	"				- •			- 4.		-1	"
,	•						- 2	• "	N	OTE	-Bov/ la	bour	for: w	edžing d	lav.	and f	or tu	ming hand
			1	Ridging.					. whe	el shia	ll be su	pplied	by th	e emplo	ver	for a	11 " T	erra-cotta' ed may be
ıdgin	g me	ade by har	ad from	wood or p	laster				wor	k, in	order t	hat th	e pie	œwork i	price	s abo	ve fix	ed may be
mou							114 -	per dozen	net				•		•			-3 -

NOTE.—All piecework prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from band" 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.

18. The Board determines, under the provisions of. Section. 150 of the Factories and Shops Act 1928 (No. 3677), 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 bese 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:

- 19. 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 17 to the nearest farthing.

The basic wage shown hereunder shall be adjusted as prescribed in clause 20.

Basic Wage.

-			Place.		Basic Wage.	Index Number: Set				
									£ s: d.	
Throughout the State	••	••	• •	••	••	••	••		4 12' 0'	Mélbourne

ADJUSTMENT OF BASIC WAGE.

- 20. (a) Until the beginning of the first pay period to commence in May, 1945, the amount of the basic wage shall be as prescribed in clause 19.
- (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 calender quarter next preceding the period of or near a quarter for which the adjustment is
- (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.

Basic wage-continued.

Table.

Index Number Divisions.					Basic Wage.				I		Basic Wage.				
					£	8.	d.						£	8.	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
031-1043					4	4	0		1155-1166	 			4	14	0
044-1055					4	5	0		1167-1179	 			4	15	0
056-1067					4	6	0		1180-1191	 	• •		4	16	0
068-1080					4	7	0		1192-1203	 			4		0
081-1092				}	4	8	0		1204-1216	 			4	18	0
093-1104					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. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 6th April, 1945.

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