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VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE POTTERY BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 27th day of November, 1939, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of:—

(a) making pottery, tiles or pipes, except where such work is subject to the Determination of any Wages Board heretofore appointed.

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

1. That as from the beginning of the first pay period to commence on or after the 22nd March, 1945, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES OR IMPROVERS.

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

MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.		
		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	At the Rates prescribed for Adults	23 3	1 9	24 6
15 years of age		27 0	1 6	28 6
16 " "		31 0	1 6	32 6
17 " "		36 9	1 9	38 6
18 " "		49 9	2 6	52 3
19 " "		58 6	3 0	61 6
20 " "		72 0	3 9	75 9

FEMALES.

Wages per Week of 44 hours.

	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	22 9	1 3	24 0	..	..	..	..	..	..
2nd 6 months	26 6	1 3	27 9	..	..	..	..	..	..
1st year .. .. .	..	..	..	26 6	1 3	27 9	31 0	1 6	32 6
2nd "	30 0	1 6	31 6	32 3	1 9	34 0	36 3	1 9	38 0
3rd "	32 3	1 9	34 0	36 3	1 9	38 0	41 6	2 0	43 6
4th "	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	..	..	..
6th "	46 0	2 3	48 3	..	..	..	..	..	..
and thereafter the minimum wage									

FEMALES—continued.

Wages per Week of 44 hours.

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months .. .. .	..	..	..	..	..	..	..	..	..
2nd 6 months .. .. .	..	..	..	..	..	..	..	..	..
1st year	32 3	1 9	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	..	..	..
3rd "	46 0	2 3	48 3	..	..	..	..	..	..
4th " .. .. .	..	..	..	..	..	..	..	..	..
5th " .. .. .	..	..	..	..	..	..	..	..	..
6th " .. .. .	..	..	..	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in depth.	Employed in All Other Places.		
		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.
Under 15 years of age	22 6	1 3	23 9
15 years of age	24 6	1 3	25 9
16 " "	30 0	1 6	31 6
17 " "	33 9	1 9	35 6
18 " "	48 3	2 6	50 9
19 " "	56 0	3 0	59 0
20 " "	69 0	3 9	72 9

FEMALES.

Wages per Week of 44 hours.

	Commencing Age.								
	16 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	22 6	1 3	23 9	..	..	..	..	..	..
2nd 6 months	25 3	1 3	26 6	..	..	..	..	..	..
1st year .. .. .	..	..	..	25 3	1 3	26 6	26 6	1 3	27 9
2nd "	28 3	1 6	29 9	31 3	1 9	33 0	33 0	1 9	34 9
3rd "	31 3	1 9	33 0	33 6	1 9	35 3	39 3	2 0	41 3
4th "	33 6	1 9	35 3	39 3	2 0	41 3	44 9	2 3	47 0
5th "	39 3	2 0	41 3	44 9	2 3	47 0	..	..	..
6th "	44 9	2 3	47 0	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months .. .. .	..	..	..	..	..	..	..	..	..
2nd 6 months .. .. .	..	..	..	..	..	..	..	..	..
1st year	31 0	1 9	32 9	34 0	1 9	35 9	39 3	2 0	41 3
2nd "	39 3	2 0	41 3	44 9	2 3	47 0	..	..	..
3rd "	44 9	2 3	47 0	..	..	..	..	..	..
4th " .. .. .	..	..	..	..	..	..	..	..	..
5th " .. .. .	..	..	..	..	..	..	..	..	..
6th " .. .. .	..	..	..	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

Proportion (in any factory or place).

Apprentices.

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

Improvers.

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

ALL OTHER EMPLOYEES.

WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.			Wages per Hour.	Wages per Week of 44 Hours.			Wages per Hour.
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	
All Departments.	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Head burner	108 0	5 0	113 0	2 6 ⁹ / ₁₁	105 0	5 0	110 0	2 6
All other burners	104 0	5 0	109 0	2 5 ⁵ / ₁₁	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁
Mouldmakers	110 0	5 0	115 0	2 7 ⁴ / ₁₁	107 0	5 0	112 0	2 6 ⁶ / ₁₁
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	114 0	5 0	119 0	2 8 ⁵ / ₁₁	114 0	5 0	119 0	2 8 ⁵ / ₁₁
All other clayhole men (employers to provide tools)	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 5 ³ / ₁₁
Men boring or using explosives	109 0	5 0	114 0	2 7 ¹ / ₁₁	106 0	5 0	111 0	2 6 ³ / ₁₁
FEMALES.								
Females	55 9	2 9	58 6	1 3 ¹¹ / ₂₂	52 9	2 9	55 6	1 3 ⁸ / ₂₂
MALES.								
Glazed Pipes and Salt-glazed Ware.								
Flanger	109 0	5 0	114 0	2 7 ¹ / ₁₁	106 0	5 0	111 0	2 6
Man in charge of plunger	103 6	5 0	108 6	2 5 ¹³ / ₂₂	100 0	5 0	105 6	2 4 ¹⁷ / ₂₂
Pressers	106 0	5 0	111 0	2 6 ³ / ₁₁	103 0	5 0	108 0	2 5 ⁵ / ₁₁
Setters	106 0	5 0	111 0	2 6 ³ / ₁₁	103 0	5 0	108 0	2 5 ⁵ / ₁₁
Junction sticker	106 0	5 0	111 0	2 6 ³ / ₁₁	103 0	5 0	108 0	2 5 ⁵ / ₁₁
Man working pipe flanging machine	102 0	5 0	107 0	2 5 ⁵ / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁
Bitumen jointers	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ¹ / ₁₁
Drawers	102 0	5 0	107 0	2 5 ⁵ / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁
Feeders of pipe machine	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁹ / ₁₁
Hand feeders of raw or burnt clay into crusher or grinding pan	102 0	5 0	107 0	2 5 ⁵ / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁
Man carrying or wheeling into or out of kiln or to or away from kiln	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁹ / ₁₁
Man sorting pipes	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁹ / ₁₁
Pipe dressers	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁹ / ₁₁
Packers of goods into railway trucks	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	2 3 ⁸ / ₁₁
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	98 0	5 0	103 0	2 4 ¹ / ₁₁	95 0	5 0	100 0	2 3 ² / ₁₁
Dust Tile Making.								
Loading hand slip making	103 0	5 0	108 0	2 5 ⁵ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Slip house attendants	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁹ / ₁₁
Head placer inside a kiln	103 0	5 0	108 0	2 5 ⁵ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Man dipping tiles and in charge of dipping room	102 0	5 0	107 0	2 5 ⁵ / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁
Man hand-pressing dust tiles with 6-in. press	102 0	5 0	107 0	2 5 ⁵ / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁
Sagger maker	102 0	5 0	107 0	2 5 ⁵ / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁
Man operating lever on sagger machine	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁹ / ₁₁
Head packer	104 0	5 0	109 0	2 5 ⁵ / ₁₁	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ¹ / ₁₁
Other packers	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	2 3 ⁸ / ₁₁
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	98 0	5 0	103 0	2 4 ¹ / ₁₁	95 0	5 0	100 0	2 3 ² / ₁₁
General Pottery and Insulator Making.								
Sanitary ware presser	104 0	5 0	109 0	2 5 ⁵ / ₁₁	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁
Head packer	104 0	5 0	109 0	2 5 ⁵ / ₁₁	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ¹ / ₁₁
Other packers	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	2 3 ⁸ / ₁₁
Loading hand slip making	103 0	5 0	108 0	2 5 ⁵ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Slip house attendants	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁹ / ₁₁
Tea-pot hand pressers	103 0	5 0	108 0	2 5 ⁵ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Man fixing handles or spouts	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ¹ / ₁₁
Hollow ware presser or head dipper	103 0	5 0	108 0	2 5 ⁵ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Turner	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 5 ³ / ₁₁
Caster	103 0	5 0	108 0	2 5 ⁵ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Stoneware thrower—								
4th year's experience	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁹ / ₁₁
5th year's experience	104 0	5 0	109 0	2 5 ⁵ / ₁₁	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁
and thereafter	110 0	5 0	115 0	2 7 ¹ / ₁₁	107 0	5 0	112 0	2 6 ⁶ / ₁₁
Head placer inside a kiln	103 0	5 0	108 0	2 5 ⁵ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Other placers	101 0	5 0	107 0	2 5 ⁵ / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁

All Other Employees—continued.

WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3877) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.			Wages per Hour.	Wages per Week of 44 Hours.			Wages per Hour.
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	
General Pottery and Insulator Making —continued.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Sagger maker	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ² / ₁₁
Jolly and jigger hands	104 0	5 0	109 0	2 5 ² / ₁₁	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁
Pressers (screw and lever type inclusive) ..	103 6	5 0	108 6	2 5 ¹³ / ₂₂	100 6	5 0	105 6	2 4 ¹⁷ / ₂₂
Man carrying into or out of kiln	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁷ / ₁₁
Hand feeders of raw or burnt clay into crusher or grinding pan	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ² / ₁₁
Grinders of burnt ware	103 0	5 0	108 0	2 5 ² / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Potter's printer	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁷ / ₁₁
Man operating lever on sagger machine ..	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁷ / ₁₁
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	98 0	5 0	103 0	2 4 ¹ / ₁₁	95 0	5 0	100 0	2 3 ⁷ / ₁₁
Plastic Tile and Terra-cotta Making.								
Flower pot, or flower-pot saucer throwers	107 0	5 0	112 0	2 6 ² / ₁₁	104 0	5 0	109 0	2 5 ² / ₁₁
Facemen	103 6	5 0	108 6	2 5 ¹³ / ₂₂	100 6	5 0	105 6	2 4 ¹⁷ / ₂₂
Pressers (screw and lever type inclusive) ..	103 6	5 0	108 6	2 5 ¹³ / ₂₂	100 6	5 0	105 6	2 4 ¹⁷ / ₂₂
Setters	106 0	5 0	111 0	2 6 ² / ₁₁	103 0	5 0	108 0	2 5 ² / ₁₁
Vent makers	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ² / ₁₁
Man in charge of plunge	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ² / ₁₁
Drawers	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ² / ₁₁
Hand feeders of raw or burnt clay into crusher or grinding pan	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ² / ₁₁
Man feeding tile press	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁷ / ₁₁
Man taking off roofing tile press	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁷ / ₁₁
Man carrying or wheeling into or out of kiln or to or away from kiln	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁷ / ₁₁
Man sorting roofing tiles	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁷ / ₁₁
Packers of goods into railway trucks ..	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	2 3 ⁷ / ₁₁
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	98 0	5 0	103 0	2 4 ¹ / ₁₁	95 0	5 0	100 0	2 3 ⁷ / ₁₁

TIME OF BEGINNING AND ENDING WORK.

3. For all persons except burners and continuous shift-workers:—

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

* (c) By any other person:—

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

Outside the hours fixed as the time of beginning and ending work Time and a half.

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

EXTRA RATES FOR SHIFT WORKERS.

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

SPECIAL RATES.

6. For all work done on Sundays and the under-mentioned holidays the rates shall be:—

Sundays	Burners, time and a half.
New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day	All others, double time.
but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.	All persons, double time;

HOLIDAYS.

7. (a) All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
 Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

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

ANNUAL LEAVE.

8. (a) Any employee who has been in the 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 paid double time for such days.

(c) Pro rata annual leave on the basis of 3½ hours, or payment in lieu thereof, for each completed month of service shall be granted :—

- (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;
- (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 (ii) 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.

(d) Where an 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 maximum period of two months;
- (iii) Any reason satisfactory to the employer or in event of dispute, the Secretary for Labour.

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

BURNERS.

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

WET PLACES.

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

CRIB TIME.

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

PAYMENT OF WAGES.

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

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 cleanse 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 Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	..	..	2s. 1½d. per trap
Boundary traps, 4 inches	..	..	1s. 6d. "
Gully traps (flanged)	..	..	1s. 3½d. each
Disconnectors	..	..	1s. 3½d. "
Basins	..	..	1s. 3½d. "
Junctions	..	..	17s. 11d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).			
7 inches	..	..	13s. 1½d. per gross
8 "	..	..	17s. 11d. "
9 "	..	..	21s. 9d. "
10 "	..	..	26s. 8½d. "
11 "	..	..	30s. 9½d. "
12 "	..	..	34s. 2d. "
or 23s. 10d. per gross all round.			

Chambers (Hand Pressed).			
12's	..	..	45s. 1d. per gross
9's	..	..	58s. 11d. "
6's	..	..	65s. 8d. "
Fluted chambers, finishing and handling	..	..	25s. 2d. "
6s. 0½d. per gross extra to be allowed for embossed chambers.			

Chambers (Jiggered).			
Jiggering.	per gross.	Turning.	per gross.
12's	14s. 11½d.	12s. 3d.	12s. 3d.
9's	17s. 11d.	14s. 7d.	14s. 7d.
6's	20s. 6½d.	16s. 7½d.	16s. 7½d.
6s. 2d. per gross extra to be allowed for embossed chambers.			
Bed Slippers and Bed Pans (Hand Pressed).			
Bed slippers, large and small	..	..	12s. 8½d. per dozen
Bed pans	..	..	12s. 8½d. "
Ewers (Hand Pressed).			
9's	..	..	8s. 4½d. per dozen
6's	..	..	8s. 10½d. "

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

PIECEWORK—continued.

Within the Metropolitan District, &c.—continued.

GENERAL POTTERY—continued.

Lip Bowls (Hand Pressed).		
No. 1 (11 inches or under)	.. ..	40s. 2½d. per gross
No. 2 (12 inches)	.. ..	45s. 0d. "
No. 3 (13 inches)	.. ..	51s. 2½d. "
No. 4 (14 inches or over)	.. ..	57s. 11d. "

Oval Cover Dishes, with Raised Foot (Hand Pressed).		
7 and 8 inches	.. ..	9s. 0½d. per dozen
9 and 10 inches	.. ..	10s. 3d. "

Soap Dishes.		
3-piece soap dishes	.. ..	38s. 7½d. per gross
1-piece soap dishes	.. ..	21s. 11½d. "

Male and Female Urinals.		
Male and female urinals	.. ..	7s. 11½d. per dozen

Cottage Pans and Traps.		
Cane. White.		
Pans 20s. 10½d. per dozen	.. ..	22s. 8½d. per dozen
Traps 20s. 10½d. "	.. ..	22s. 8½d. "

Pans (Throwing).		
Bread or Cream—		
Not more than 1½ gallons	.. ..	52s. 1½d. per 100 gallons
More than 1½ gallons	.. ..	48s. 4½d. "

Pudding Bowls.		
9's .. ..	.. ..	22s. 2½d. per gross
12's .. ..	.. ..	18s. 2½d. "
18's .. ..	.. ..	12s. 2½d. "
24's .. ..	.. ..	7s. 5d. "

Jelly Moulds.		
1, 1½, and 2 pints	.. ..	47s. 8½d. per gross

Jars (Throwing).		
Squat jars—		
Under 2 gallons	.. ..	38s. 1d. per 100 gallons
2 gallons and over	.. ..	34s. 9½d. "

Spittoons (Hand Pressed).		
Large .. ..	.. ..	36s. 8½d. per gross
Small .. ..	.. ..	30s. 5½d. "

Vases.		
Vases .. ..	.. ..	30s. 0½d. per gross

Bottles (Throwing).		
Acid bottles, including stopping and stamping (3 gallon)	.. ..	13s. 1½d. per dozen bottles

Bung Jars and Demijohns (Throwing).		
1 gallon .. ..	.. ..	2s. 8½d. per dozen
2 gallon .. ..	.. ..	4s. 7½d. "
3 gallon .. ..	.. ..	8s. 5½d. "
5 gallon .. ..	.. ..	18s. 4½d. "
11½d. per dozen extra for handle bottles.		

Flower-pots (Throwing and Finishing).		
3 inches .. ..	.. ..	2s. 10½d. per gross
4 " .. ..	.. ..	3s. 10½d. "
5 " .. ..	.. ..	5s. 9½d. "
6 " .. ..	.. ..	7s. 7½d. "
7 " .. ..	.. ..	9s. 2½d. "
8 " .. ..	.. ..	15s. 2½d. "
9 " .. ..	.. ..	18s. 10½d. "
10 " .. ..	.. ..	23s. 5d. "
12 " .. ..	.. ..	47s. 0½d. "
13 " .. ..	.. ..	66s. 3d. "
14 " .. ..	.. ..	90s. 6½d. "
15 " .. ..	.. ..	112s. 1d. "
18 " .. ..	.. ..	228s. 4d. "

Flower-pot Saucers (Throwing and Finishing).		
4 inches .. ..	.. ..	2s. 9½d. per gross
5 " .. ..	.. ..	3s. 10½d. "
6 " .. ..	.. ..	5s. 10½d. "
7 " .. ..	.. ..	7s. 9d. "
8 " .. ..	.. ..	11s. 3½d. "
9 " .. ..	.. ..	14s. 8½d. "
10 " .. ..	.. ..	17s. 9½d. "
12 " .. ..	.. ..	23s. 5½d. "
13 " .. ..	.. ..	34s. 10½d. "
14 " .. ..	.. ..	45s. 0½d. "
15 " .. ..	.. ..	56s. 2½d. "

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

Pedestal Pans (Hand Pressed).		
Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in. or its equivalent in cubic inches—		
Straight fronts—		
Cane .. ..	.. ..	5s. 10½d. each
White .. ..	.. ..	6s. 0½d. "
Hollow fronts—		
Cane .. ..	.. ..	4s. 11½d. "
White .. ..	.. ..	5s. 7½d. "
Sizes exceeding the above dimensions—		
Cane .. ..	.. ..	6s. 3½d. "
White .. ..	.. ..	7s. 3½d. "
State pattern—		
Cane .. ..	.. ..	5s. 6½d. "
White .. ..	.. ..	6s. 0d. "
Jugs (Throwing).		
39's .. ..	.. ..	12s. 0½d. per gross
36's .. ..	.. ..	12s. 10d. "
30's .. ..	.. ..	15s. 10½d. "
24's .. ..	.. ..	17s. 5½d. "
12's .. ..	.. ..	24s. 4½d. "

Barrels (Throwing).		
Barrels .. ..	.. ..	52s. 1½d. per 100 gallons

Washing or Toilet Bowls (Hand Pressed).		
Plain .. ..	.. ..	52s. 0d. per gross
Embossed .. ..	.. ..	57s. 9½d. "

Foot Warmers (Hand Pressed).		
Plain .. ..	.. ..	8s. 9½d. per dozen
Plain, with screw top .. ..	.. ..	10s. 9d. "
Embossed, with screw top .. ..	.. ..	8s. 7d. "

Jam Jugs.		
Handling jam jugs .. ..	.. ..	13s. 6½d. per gross

Syrup Jars.		
Large .. ..	.. ..	16s. 3½d. per dozen
Small .. ..	.. ..	12s. 1½d. "

Filter Shells (Throwing).		
Dripstone .. ..	.. ..	53s. 2½d. per 100 gallons
Candles (making and shaving) .. ..	.. ..	10½d. per gallon

Ginger Beer and Ale Bottles (Throwing).		
1 gallon (screwed) .. ..	.. ..	38s. 7d. per gross
Ale bottles .. ..	.. ..	12s. 11½d. "
Others .. ..	.. ..	6s. 11½d. "

Jugs (Hand Pressed).		
30's .. ..	.. ..	36s. 2½d. per gross
24's .. ..	.. ..	42s. 8½d. "
12's .. ..	.. ..	52s. 11d. "

Crimp-pots and Saucers (Throwing and Finishing).		
Crimp-pots. Crimp-pot Saucers.		
5 inches	10s. 6½d. per gross	6s. 7½d. per gross
6 "	13s. 4½d. "	8s. 10d. "
7 "	16s. 10d. "	10s. 9½d. "
8 "	23s. 9d. "	15s. 9½d. "
9 "	26s. 10½d. "	20s. 10d. "
10 "	33s. 8d. "	26s. 1½d. "

Serd Pans.		
8 inches .. ..	.. ..	15s. 1½d. per gross
9 " .. ..	.. ..	18s. 10½d. "
10 " .. ..	.. ..	20s. 11½d. "
12 " .. ..	.. ..	31s. 5½d. "
13 " .. ..	.. ..	39s. 1½d. "
14 " .. ..	.. ..	49s. 2d. "
15 " .. ..	.. ..	60s. 8½d. "

Butter Coolers and Butter-cooler Saucers.		
Butter Coolers. Butter-cooler Saucers.		
8's	6s. 6½d. per dozen	1s. 1½d. per dozen
9's	7s. 4½d. "	1s. 5d. "

Chimney-pots.		
16 inches and under .. ..	.. ..	10s. 6½d. per dozen
Over 16 inches .. ..	.. ..	13s. 1½d. "

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

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

Within all other parts of Victoria.

PIECEWORK—continued.

GLAZED PIPES AND SALT-GLAZED WARE				GENERAL POTTERY.			
Boundary traps, 6 inches	..	..	2s. 0½d. per trap	Disconnectors	..	..	1s. 2½d. each
Boundary traps, 4 inches	..	..	1s. 4½d. "	Basins	..	..	1s. 2½d. "
Gully Traps (flanged)	..	..	11½d. each	Junctions	..	..	17s. 3d. per 100
Cane Bakers (Hand Pressed).				Oval Cover Dishes, with Raised Foot (Hand Pressed).			
7 inches	..	..	12s. 5½d. per gross	7 and 8 inches	..	..	8s. 6½d. per dozen
8 "	..	..	17s. 1½d. "	9 and 10 inches	..	..	9s. 9½d. "
9 "	..	..	20s. 11½d. "	Soap Dishes.			
10 "	..	..	25s. 2½d. "	3-piece soap dishes	..	..	38s. 1½d. per gross
11 "	..	..	29s. 3½d. "	1-piece soap dishes	..	..	20s. 10½d. "
12 "	..	..	34s. 1½d. "	Male and Female Urinals.			
or 23s. 2½d. per gross all round.				Male and female urinals	..	..	7s. 7½d. per dozen
Chambers (Hand Pressed).				Cottage Pans and Traps.			
12's	..	..	44s. 0½d. per gross	Cane.			
9's	..	..	56s. 2½d. "	Pans	..	19s. 11½d. per dozen	White.
6's	..	..	61s. 8½d. "	Traps	..	19s. 11½d. "	21s. 8½d. per dozen
Fluted chambers, finishing and handling 23s. 11½d.				21s. 8½d. "			
5s. 10½d. per gross extra to be allowed for embossed chambers.				Pans (Throwing).			
Chambers (Jiggered).				Bread or Cream—			
Jiggering.	..	Turning.	..	Not more than 1½ gallons	..	..	40s. 2d. per 100
per gross.	..	per gross.	..	More than 1½ gallons	..	..	44s. 10d. "
12's	..	13s. 11½d.	11s. 8½d.	Spittoons (Hand Pressed)			
9's	..	17s. 1½d.	13s. 4½d.	Large	..	..	34s. 11½d. per gross
6's	..	19s. 10d.	15s. 11½d.	Small	..	..	29s. 4½d. "
5s. 10½d. per gross extra to be allowed for embossed chambers.				Washing or Toilet Bowls (Hand Pressed).			
Bed Slippers and Bed Pans (Hand Pressed).				Plain	..	..	48s. 9d. per gross
Bed slippers, large and small	..	..	12s. 1d. per dozen	Embossed	..	..	55s. 2½d. "
Bed pans	..	..	12s. 1d. "	Foot Warmers (Hand Pressed).			
Ewers (Hand Pressed).				Plain	..	..	8s. 6½d. per dozen
9's	..	..	8s. 0½d. per dozen	Plain, with screw top	..	..	10s. 8½d. "
6's	..	..	8s. 6½d. "	Embossed, with screw top	..	..	13s. 1d. "
Vases.				Jam Jugs.			
Vases	..	..	28s. 7½d. per gross	Handling jam jugs	..	..	12s. 10½d. per gross
Bottles (Throwing).				Syrup Jars.			
Acid bottles, including stopping and stamping (3 gallon)	..	..	12s. 3½d. per dozen bottles	Large	..	..	15s. 1½d. per dozen
Bung Jars and Demijohns (Throwing).				Small	..	..	11s. 2½d. "
1 gallon	..	..	2s. 7d. per dozen	Pudding Bowls.			
2 "	..	..	4s. 5½d. "	9's	..	..	21s. 4½d. per gross
3 "	..	..	7s. 9½d. "	12's	..	..	15s. 7½d. "
5 "	..	..	17s. 5½d. "	18's	..	..	11s. 9½d. "
10½d. per dozen extra for handle bottles.				24's	..	..	7s. 0½d. "
Pedestal Pans (Hand Pressed).				Jelly Moulds			
Sizes whether in straight or hollow fronts not exceeding 2½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—				1, 1½, and 2 pinte	..	..	45s. 5½d. per gross
Straight fronts—				Jars (Throwing).			
Cane	..	..	5s. 5½d. each	Squat jars—	..	..	36s. 4½d. per 100
White	..	..	5s. 10½d. "	Under 2 gallons	..	..	gallons
Hollow fronts—				2 gallons and over	..	..	32s. 11½d. "
Cane	..	..	5s. 1d. "	Filter Shells (Throwing).			
White	..	..	5s. 5½d. "	Driptone	..	..	49s. 4½d. per 100
Sizes exceeding above dimensions—				Candles (making and shaving)	..	..	9½d. per gallon
Cane	..	..	5s. 11½d. "	Ginger Beer and Ale Bottles (Throwing).			
White	..	..	6s. 9½d. "	1 gallon (screwed)	..	..	35s. 11d. per gross
State Pattern—				Ale bottles	..	..	4s. 4½d. "
Cane	..	..	5s. 2½d. "	Others	..	..	6s. 9½d. "
White	..	..	5s. 9½d. "	Jugs (Hand Pressed).			
Jugs (Throwing).				30's	..	..	34s. 0d. per gross
39's	..	..	11s. 7d. per gross	24's	..	..	41s. 6½d. "
36's	..	..	12s. 0½d. "	12's	..	..	50s. 1½d. "
30's	..	..	15s. 1½d. "				
24's	..	..	15s. 1½d. "				
12's	..	..	24s. 3d. "				
Barrels (Throwing).							
Barrels	..	..	49s. 6½d. per 100 gallons				
Lip Bowls (Hand Pressed).							
No. 1 (11 inches or under)	..	..	38s. 1½d. per gross				
No. 2 (12 inches)	..	..	42s. 3½d. "				
No. 3 (13 inches)	..	..	48s. 11½d. "				
No. 4 (14 inches or over)	..	..	55s. 1d. "				

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

Within all other parts of Victoria—*continued*.

TERRA COTTA.									
Flower-pots (Throwing and Finishing).					Crimp-pots and Saucers (Throwing and Finishing).				
3 inches	..	..	..	2s. 10½d. per gross	5 inches	..	10s. 0½d. per gross	6s. 8½d. per gross	
4 "	..	..	..	3s. 7d. "	6 "	..	12s. 9½d. "	8s. 6½d. "	
5 "	..	..	..	5s. 5½d. "	7 "	..	16s. 5½d. "	10s. 0½d. "	
6 "	..	..	..	7s. 3d. "	8 "	..	23s. 2½d. "	15s. 0½d. "	
7 "	..	..	..	8s. 11½d. "	9 "	..	26s. 8½d. "	19s. 9½d. "	
8 "	..	..	..	14s. 6½d. "	10 "	..	32s. 8½d. "	24s. 9½d. "	
9 "	..	..	..	18s. 0½d. "	Seed Pans.				
10 "	..	..	..	22s. 6½d. "	8 inches	..	..	14s. 5½d. per gross	
12 "	..	..	..	34s. 4½d. "	9 "	..	..	17s. 11½d. "	
13 "	..	..	..	66s. 5d. "	10 "	..	..	20s. 0½d. "	
14 "	..	..	..	86s. 11d. "	12 "	..	..	28s. 11d. "	
15 "	..	..	..	107s. 7½d. "	13 "	..	..	37s. 4d. "	
18 "	..	..	..	215s. 4½d. "	14 "	..	..	46s. 5½d. "	
Flower-pot Saucers (Throwing and Finishing):					15 "	..	..	56s. 5½d. "	
4 inches	..	..	..	2s. 7½d. per gross	Butter Coolers and Butter-cooler Saucers.				
5 "	..	..	..	3s. 7d. "	Butter Coolers.		Butter-cooler Saucers.		
6 "	..	..	..	5s. 6½d. "	8s: ..	6s: 4d. per dozen	1s. 0½d. per dozen		
7 "	..	..	..	7s. 1d. "	9s: ..	6s: 9½d. "	1s. 4½d. "		
8 "	..	..	..	10s. 10½d. "	Chimney-pots:				
9 "	..	..	..	14s. 6½d. "	16 inches and under	..	9s. 11d. per dozen		
10 "	..	..	..	17s. 0d. "	Over 16 inches	..	12s. 2½d. "		
12 "	..	..	..	22s. 3½d. "	NOTE.—Boy labour for wedging clay, and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piecework prices above fixed may be net.				
13 "	..	..	..	34s. 1½d. "	An amount of 5s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).				
14 "	..	..	..	43s. 2½d. "					
15 "	..	..	..	52s. 8½d. "					
Ridging.									
1 ridge made by hand from wood or plaster moulds	..	..	..	2s. 11d. per dozen					

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

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

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 base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

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 Assigned.
Throughout the State	£ s: d. 4 12' 0'	Melbourne

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 calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.

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

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

BASIC WAGE—continued.

Table.

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

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

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

J. W. RYAN, Secretary.

Melbourne, 6th April, 1945.

