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VICTORIA
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[1946

Factories and Shops Acts.

DETERMINATION OF THE NAIL MAKERS BOARD.

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 portion of the city of Sandringham as is 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, since the 26th April, 1938, has had the power to determine the lowest prices or rates which may be paid to any person (including storemen, packers, and sorters) employed in the process, trade, or business of—

- (a) making nails;
- (b) weaving wire netting or barbed wire;
- (c) galvanizing;
- (d) drawing wire;

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 23rd May, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 44 HOURS.

	s.	d.
Nail or tack tool maker	122	0
Nail or tack machinist	115	0
Assistant to nail or tack machinist	110	0
Roofing nail heading machinist	112	0
Barbed wire tool maker or machinist	115	0
Assistant to barbed wire machinist	110	0
Clipper or tier-up on concertina barbed wire	109	0
Rumbler	109	0
Galvanizer	120	0
Pickler—Head, or where only one pickler is employed	114	0
Assistant pickler	108	0
Assistant working over metal pot	114	0
Swinger	106	0
Wire-drawing plate setter	113	0
Wire-drawing block operator	109	0
Storeman, packer, or sorter	112	0
All others	101	0

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than twenty employees, 18s. per week extra.

3.

APPRENTICESHIP.

Work to be Taught.

- (a) An apprentice shall be taught the work of each of the following occupations:—
 - (1) Tool making;
 - (2) Setting-up; and
 - (3) Machining.

Contract of Apprenticeship.

- (b) Every contract of apprenticeship hereinafter made shall contain—
 - (i) the names of the parties;
 - (ii) the date of birth of the apprentice;
 - (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
 - (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
 - (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
 - (vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(c) If through lack of orders or through financial difficulties an employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon, or if no such agreement is arrived at the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

Proportion.

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to tradesmen.

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

Period of Apprenticeship.

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

Probationary Period.

(e) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship.

Wages.

(f) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:—

The total wage of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(g) Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
<i>Four and Five-year Terms.</i>				
	Per Week.	Per Week.	Per Week.	Per Week.
		s. d.	s. d.	s. d.
1st year	22½		0 9	21 6
2nd year	30	1 0	1 0	29 6
3rd year	45	1 6	1 6	44 6
4th year	75	2 0	2 3	73 0
5th year	95	2 0	3 0	92 6
<i>Four-year Terms.—Apprentices commencing after the Age of 16 Years 6 Months.</i>				
1st year	26		0 9	24 6
2nd year	45	1 0	1 6	44 0
3rd year	75	2 0	2 3	73 0
4th year	95	2 0	3 0	92 6

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

Hours.

(h) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the tradesmen.

Overtime and Shift Work.

(i) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires.

Payment by Results.

(j) An apprentice shall not work under any system of payment by results.

Lost Time.

(k) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(l) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

(m) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable.
<i>I.—Adult Females.</i>			
Under three months' experience	85	s. d. 3 0	s. d. 63 0
All others	75	3 0	72 0
<i>II.—Junior Females.</i>			
17 years of age and under	40	1 0	38 0
18 years of age	47½	1 3	45 0
19 years of age	55	1 6	52 0
20 years of age	62½	2 0	59 6
<i>III.—Improvers and Junior Males.</i>			
Under 16 years of age	25	0 6	23 6
16 years of age	35	0 9	33 0
17 years of age	47½	1 0	44 6
18 years of age	60	1 0	56 0
19 years of age	75	2 0	71 0
20 years of age	90	2 0	85 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had such six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

SPECIAL RATES.

5. In addition to the wages prescribed in clauses 2, 3, and 4 hereof, the following special rates and allowances shall be paid to employees including apprentices and unapprenticed juniors:—

Dirty Work.

(a) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where an organization alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Wages Board.

Wet Places.

(b) An employee working in any place where his clothing or boots become saturated, whether by water, oil, or otherwise, shall be paid 2d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Special Rates not Cumulative.

(c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

HOURS OF WORK.

Day Workers.

6. (a) Subject to the exceptions hereinafter provided the ordinary hours of work shall be 44 per week to be worked in five days of 8 hours (Monday to Friday inclusive) and one day (Saturday) of 4 hours; or five days (Monday to Friday inclusive) of 8 hours 48 minutes each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours herein prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-Days' Week.

(b) In any case in which the ordinary week's work of 44 hours can be performed in five days as aforesaid without—

- (i) detriment to the public interest;
- (ii) loss in the value of goods handled or to be handled;
- (iii) reducing the efficiency of production; or
- (iv) reducing the efficacy of the necessary services,

the employer shall on or before the 1st July, 1946, allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid. Any dispute as to whether the ordinary hours of work can in any case or cases be worked in five days without detriment, loss or reduction as aforesaid shall be determined by the Wages Board upon application made by or on behalf of the employees. Upon such an application proof that the working of a five-days' week will result in such detriment, loss or reduction as aforesaid shall be upon the employer.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-days' week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

SHIFT WORK.

Definitions.

7. (a) For the purposes of this clause:—

“Afternoon shift” means any shift finishing after 6 p.m. and at or before midnight.

“Continuous work” means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.

“Night shift” means any shift finishing subsequent to midnight and at or before 8 a.m.

“Rostered shift” means a shift of which the employee concerned has had at least 48 hours’ notice.

Hours—Continuous Work Shifts.

(b) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

- (i) 8 in any one day; or
- (ii) 48 in any one week; or
- (iii) 88 in 14 consecutive days; or
- (iv) 176 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require:—

- (i) a shift shall consist of eight hours, inclusive of crib time;
- (ii) except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours;
- (iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other than Continuous Work.

(c) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

- (i) 44 in any week to be worked in five shifts of 8 hours 48 minutes on Monday to Friday inclusive, or five shifts of 8 hours and one shift (Saturday) of 4 hours, or
- (ii) 88 in fourteen consecutive days in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week, or
- (iii) 132 in 21 consecutive days, in which case an employee shall not, without payment of overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(d) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(e) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days’ notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(f) Shift workers on continuous work whilst on afternoon or night shifts shall be paid $7\frac{1}{2}$ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

Overtime.

(g) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

- (i) if employed on continuous work be paid at the rate of double time; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter, except in each case when the time is worked—
 - (iii) by arrangement between the employees themselves;
 - (iv) for the purpose of effecting the customary rotation of shifts; or
 - (v) is due to the fact that the relief man does not come on duty at the proper time; or
 - (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 13 (b) hereof.

Provided that when not less than 8 hours’ notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved, the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Sundays and Holidays.

(h) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 10 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Junior and Female Employees.

(i) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. per shift whichever is the higher.

MIXED FUNCTIONS.

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

OVERTIME.

9. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour, whichever is the higher.

Except as provided in this sub-clause or sub-clause (b) hereof in computing overtime each day's work shall stand alone.

Rest Period After Overtime.

(b) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(c) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (b) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-Days' Week.

(d) A day worker on a five-days' week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

Meal Hours—General.

(f) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(g) Subject to the provisions of the second part of sub-clause (f) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days' week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(i) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 2s., and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised he shall be paid as above prescribed for meals which he has provided, but which are surplus.

Transport of Employees.

(j) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

HOLIDAYS AND SUNDAY WORK.

10. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring.—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the paid days respectively.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

Exceptions.

(b) An employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty:

Provided that where employees are necessarily engaged in repairs to or renewals of their employer's plant and machinery necessary for resumption of work the next following working day, work done on Sundays and holidays shall be paid for at the rate of time and a half for the first eight hours and double time thereafter.

(c) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall, on being relieved from duty be entitled to be absent until he has eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, other than on shift, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

EXTRA RATES NOT CUMULATIVE.

11. Extra rates in this Determination, except rates prescribed in clause 5, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

12. (a) Wages shall be paid weekly or fortnightly.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon determination of the employment wages due to an employee shall be paid to him on the day of such determination, or forwarded to him by post on the next working day.

(d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter hour, with a minimum of a quarter of an hour.

(e) On or prior to pay day, the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

13. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(c) An employee not attending for duty shall except as provided by clause 14 hereof lose his pay for the actual time for such non-attendance.

Casual Employment.

(d) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs.

Late Comers.

(e) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

SICK LEAVE.

14. (a) An employee on weekly hiring who is absent from his 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 for any period in respect of which he is entitled to workers' compensation.

(ii) 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.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) 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.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 44 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a), (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

Attendance at Hospital, &c.

(d) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist, or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

ANNUAL LEAVE.

Period of Leave.

15. (a) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee on weekly hiring in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(b) 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.

Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of fourteen consecutive days' annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 10 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such a day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

(d) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

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

(i) any interruption or termination of the employment by the employer if such interruption or termination 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 personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 14 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to each union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however, that in respect of service before the 1st January, 1946, the annual leave shall be allowed at the rate of 3½ hours for each completed one month of continuous service and in respect of service after that date at the rate of 7½ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transferee 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 transferee 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 be in the service of the employer.

Calculation of Month.

(g) 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.

Leave to be Taken.

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

Time of Taking Leave.

(i) 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 to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(j) 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.

Where leave has been granted to an employee pursuant to this sub-clause 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 one complete month 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-twelfth 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 10 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (d) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof, wages shall be at the rate prescribed by clause 2, 3, and 4 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 or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3½ hours in respect of each completed month of continuous service before the 1st January, 1946, and for 7½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(m) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply—

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (f) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.
Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (i) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

16. (a) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit.

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

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

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes. In any case in which compliance with this paragraph necessitates the provision of lockers or new or improved hanging facilities, they shall be provided by the 1st July, 1946, unless the employer proves to the satisfaction of the Wages Board that he is unable by reason of shortage of material or labour or any other difficulties to provide such new or improved facilities, in which case their provision may be postponed for such period or periods as the Wages Board determines.

Washing and Sanitary Conveniences.

(v) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment, and Tools.

Damage to Clothing and Tools.

(b) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Goggles.

(ii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Clothing—Galvanizing, &c.

(iii) Employers shall provide suitable protective aprons, rubber gloves, and rubber boots or clogs, to employees engaged in the manual handling of materials over hot galvanizing or tinning pots or pickling or plating baths.

Tools.

(iv) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

Females—Rest Period and Seats.

(c) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

- (d) While any work is being carried on in any confined or enclosed space in which—
- (i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or
 - (ii) the atmosphere may otherwise become vitiated,
- the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the Victorian Government Gazette No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

SHOP STEWARDS.

17. An employee appointed shop steward in the shop or department in which he is employed shall, upon notification thereof to his employer, be recognized as the accredited representative of the union to which he belongs, and he shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

RIGHT OF ENTRY OF UNION OFFICIALS.

18. (a) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions:—

- (i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (ii) That he interviews employees only at places where they are taking their meal.
- (iii) That not more than one representative of each of not more than three unions be on the premises at any one time.
- (iv) That no one representative visit the premises more than once in each week.
- (v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Wages Board:

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer or, failing agreement, at such times and under such conditions as the Wages Board may decide.

(b) For the purpose of investigating complaints concerning the application of this Determination, or the employment of females upon work which is alleged to be unsuitable for females, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

- (i) That he discloses to the employer or his representative the complaint which he desires to investigate.
- (ii) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).
- (iii) That he does not interfere with work proceeding in the workshop or plant.
- (iv) That he conducts himself properly.

(c) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom:—

(Name of organization.)

This is to certify that _____ is a duly accredited representative of the abovenamed organization.

General Secretary.

(SEAL)

Date—

Specimen signature of holder—

Strictly not transferable.

TIME AND WAGES BOOK.

19. (a) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(c) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(d) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

NOTICE BOARD.

20. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

GENERAL DEFINITIONS.

21. For the purposes of this Determination the following definitions shall apply:—

- "Sunday" means all time between midnight Saturday and midnight Sunday.
- "Year" means the period between the 1st day of June in each year and the next 31st day of May.
- "Nail or tack tool maker" means an employee who makes and fits all tools used in nail, staple, or tack making machines.
- "Nail or tack machinist" means an adult employee who is in charge of and sets up machines to produce the various types of nails and/or tacks. He is also responsible for the quality of the product.
- "Assistant to nail or tack machinist" is one who brings up wire to machines, and assists machinist in feeding machines and removing finished products.
- "Barbed wire tool maker or machinist" means an employee who makes, grinds, and fits tools used in, and is in charge of barbed wire making machines. He is also responsible for the quality of the product.
- "Assistant to barbed wire machinist" is one who feeds material and spools into barbed wire machines, stands by, adjusts tension, cuts off and removes finished products.
- "Tradesman" is a person employed as a toolmaker and/or a setter-up and/or a machinist, receiving not less than the appropriate rate set out in clause 2.
- "Improver" is any junior employee other than an apprentice or a juvenile worker as defined.
- "Juvenile worker" means a male person under 21 years of age (other than an apprentice or an improver) employed in assisting rumber, sawdusting, filling ladles, washing, scrubbing, drying, brushing off, sorting, packing, watching nail machines or barbed wire machines, wiring nail machines or barbed wire machines, watching and feeding tack machines, attending nail-rolling machines, attending horseshoe nail-heading machines, attending horseshoe nail-pointing machines, attending roofing nail-heading machines.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates 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*, this Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage: Provided that the wages of females and of apprentices, improvers, and juvenile workers shall be adjusted proportionately to adjustments of the basic wage.

The basic wage shown hereunder shall be adjusted as prescribed in clause 23.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within the area to which this Determination applies	4 12 0	6 0	4 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

23. (a) Until the beginning of the first pay period to commence in August, 1946, the amount of the basic wage shall be as prescribed in clause 22.

(b) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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:—

- (i) The index number set to be applied is that assigned to Melbourne.
- (ii) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (iii) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (iv) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
994-1006	4 1 0	1118-1120	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.

Marginal Rates.

In addition to the basic wage provided in clause 22 the margins and wartime loadings set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins per Week.	Wartime Loadings per Week.
	s. d.	s. d.
Nail or tack tool maker	20 0	4 0
Nail or tack machinist	14 0	3 0
Assistant to nail or tack machinist	9 0	3 0
Roofing nail heading machinist	11 0	3 0
Barbed wire tool maker or machinist	14 0	3 0
Assistant to barbed wire machinist	9 0	3 0
Clipper or tier-up on concertina barbed wire	8 0	3 0
Rumbler	8 0	3 0
Galvanizer	19 0	3 0
Pickler—Head, or where only one pickler is employed	13 0	3 0
Assistant pickler	7 0	3 0
Assistant working over metal pot	13 0	3 0
Swinger	5 0	3 0
Wire drawing plate setter	12 0	3 0
Wire drawing block operator	8 0	3 0
Storeman, packer, or sorter	11 0	3 0
All others	Nil	3 0

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

J. V. WILLOX, Acting Secretary.

Melbourne, 8th May, 1946.

[1917]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 118]

MONDAY, JULY 1.

[1946

Factories and Shops Acts.

DETERMINATION OF THE BRUSHMAKERS BOARD.

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 appointed to "determine the lowest price or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a brushmaker" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after 13th June, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

(a)	APPRENTICES OR IMPROVERS.	(b)	OTHER EMPLOYEES.	Wages per week of 44 hours.															
	Wages per week of 44 hours.		<i>Males.</i>																
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Males.</th> <th style="width: 50%;">Females.</th> </tr> <tr> <td style="text-align: center;"><i>s. d.</i></td> <td style="text-align: center;"><i>s. d.</i></td> </tr> </thead> <tbody> <tr> <td>1st year</td> <td>21 3</td> </tr> <tr> <td>2nd year</td> <td>28 3</td> </tr> <tr> <td>3rd year</td> <td>40 6</td> </tr> <tr> <td>4th year</td> <td rowspan="3" style="vertical-align: middle;">} minimum wage or earnings on piecework</td> </tr> <tr> <td>5th year</td> </tr> <tr> <td>6th year</td> </tr> <tr> <td></td> <td style="text-align: center;">and thereafter the minimum wage or full piecework prices.</td> </tr> </tbody> </table>	Males.	Females.	<i>s. d.</i>	<i>s. d.</i>	1st year	21 3	2nd year	28 3	3rd year	40 6	4th year	} minimum wage or earnings on piecework	5th year	6th year		and thereafter the minimum wage or full piecework prices.		<i>s. d.</i>
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5th year																			
6th year																			
	and thereafter the minimum wage or full piecework prices.																		
	PROPORTION. (Within any factory or place.)		<i>Females.</i>																
	APPRENTICES.		Persons employed at—																
	One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.		Paint brush making	123 0															
	IMPROVERS.		Hair pan work	118 0															
	<i>Males.</i>		Bass pan work	118 0															
	One male improver to one or two		Hair dressing and mixing	118 0															
	Two to three		Making twisted brushes	118 0															
	Three to five		Making wire brushes	118 0															
	Four to nine		Bass broom drawing	118 0															
	Six to twelve		Finishing	118 0															
	Seven to fifteen		Boring	118 0															
	Nine to eighteen		Lacquering or ducoing	118 0															
	<i>Females.</i>		Trimming machine (when employed solely at such machine)	168 0															
	One female improver to one or two																		
	Two to three		<i>Females.</i>																
	Three to five		Automatic boring and filling machinists	59 0															
	Four to nine		Filling machinists	59 0															
	Six to twelve		Trimming machinists	59 0															
	Seven to fifteen		Boring machinists	59 0															
	Nine to eighteen		Bench drawing	61 0															
	Male workers receiving not less than 118s. per week of 44 hours or earning full piecework prices.		Treadle knot-sizing machinists	59 0															
	Female workers receiving not less than 59s. per week of 44 hours or earning full piecework prices.		Persons employed at lacquering or ducoing	59 0															

FEMALE TO BE PAID ADULT MALE RATE.

3. Females (adults or juniors) employed on any work for which a classification is provided for adult males shall be paid the adult male rate for such work.

ORDINARY WEEK'S WORK.

4. Forty-four hours shall constitute a week's work, to be worked between 7.30 a.m. and 5.45 p.m. on Mondays to Fridays inclusive and between 7.30 a.m. and 12 noon on Saturdays if worked. Provided that the fixed starting and finishing times shall not be altered unless by seven days' notice to the employees.

OVERTIME.

5. For all work done in excess of 44 hours in any week, payment shall be made as follows:—

Time workers		Time and a half.
Pieceworkers:—		
Males		1s. per hour in addition to piecework earnings.
Females		6d. per hour in addition to piecework earnings.

All time lost by an employee during ordinary working hours in any week because of holidays or of the employer's establishment being closed shall, for the purpose of calculating overtime, be deemed to have been time actually worked.

SPECIAL RATES.

6. Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public 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 following holidays, with payment at ordinary rates therefor:—The days observed as New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

(b) An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed in sub-clause (a) of this clause.

(c) Where an employee is dismissed within 7 days prior to any such holiday, the re-engagement of such employee within 14 days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

ANNUAL HOLIDAYS.

8. The annual holidays for employees covered by this Determination shall be two weeks in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act 1946—No. 5111*.

SICK LEAVE.

9. (a) An employee who has been in the service of an employer for not less than six months shall be entitled to 44 hours of sick leave of absence with full pay during each twelve months' service provided he or she produces within 24 hours of the commencement of such absence satisfactory evidence to his or her employer that such absence was caused by personal ill-health or an accident.

(b) Notwithstanding the provisions of sub-clause (a) hereof 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 88 hours, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purpose of this sub-clause service prior to 13th June, 1946, shall be disregarded.

TERMS OF ENGAGEMENT.

10. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be.

(c) Casual employees shall be guaranteed not less than two hours engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready and willing, to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

MID-DAY MEAL.

11. An interval of not less than 30 minutes shall be allowed for the mid-day meal between the hours of 12 noon and 2 p.m.

TEA MONEY.

12. Employees required to work overtime in excess of one hour beyond the usual time of ceasing duty shall be paid 2s. 6d. for tea money.

PIECE-WORK PRICES.

13. That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be:—
HAIR PAN WORK, which includes any or all of the following operations, namely:—Setting, boring (except in the case of setting wings in punched brooms) and/or finishing.

Section A. 1s. 7½d. per 100 knots—
Brooms and banisters made of kitool, union or double-drafted fibre.

Section B. 1s. 9½d. per 100 knots—
Ordinary, all hair and all bristle brooms up to 15 inches in length.
Ordinary, all hair and all bristle banisters.
Brooms and banisters made entirely or in part of single-drafted or rough fibre.
All brooms and banisters made of fibre in the inside and of any other material on the outside.
Flat-faced wall brooms (H.G. & Co. Pat.).
Baker's brushes (Banister Pat.).
Setting wings in punched brooms with holes bored ready for setting.

Section C. 2s. 0½d. per 100 knots—
Ordinary, all hair and all bristle brooms over 15 inches to 18 inches inclusive.
Turk's-heads fibre or fibre centre.
Whisk or millet brooms and banisters.
Foundry brushes.

Section D. 2s. 4d. per 100 knots—
Ordinary, all hair and all bristle brooms over 18 inches to 24 inches inclusive.
All hearth brushes, picture dusters, toy banisters, venetian blind dusters, vallance brushes, bedroom sweepers, and telescope hearth.
Sanitary brushes, carpet sweepers, carpet brooms, banisters, and double banisters all over.
Turk's-heads, Turk's-head banisters, paperhangers, set painters, dusters, slipper hearth brushes, and jamb dusters.
Baker's bench brushes (paperhanger pattern).
Setting wings in punched brooms, boring included.

NOTES.—(a) In addition to the piecework prices set out in this clause a pieceworker shall be paid in the case of a male 10s. and in the case of a female 5s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

(b) Pieceworkers required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

HAIR PAN WORK—*continued.*

Section E. 2s. 8½d. per 100 knots—

- Ordinary, all hair and all bristle brooms over 24 inches in length.
- Double-ended wall brooms, round stock (J.Z. & Co. Pat.).
- Winging hair brooms 7½d. per 100 extra on pan rates.
- Refrigerating brushes 6s. 9¾d. each.
- Pipe spiral brushes 7½d. per foot per row.
- Stiplers 3s. 4¾d. per 100 knots.
- Turk's-head banisters if marked ready for boring 11½d. per dozen less.
- Dutching stocks 4d. per dozen stocks.
- Pegging set work 7½d. per 100 holes extra.
- Time rate for work unspecified, 2s. 5½d. per hour; odd jobs, 2½d. under 1s. and 4½d. under 2s. 6d.

BASS PAN WORK, which includes any or all of the following operations, namely:—Setting, boring and/or finishing.

	<i>s. d.</i>
Brooms and banisters made of African bass, Giboon patent bass, bamboo bassine, Bahia, and extra fine round stalks	1 7½ per 100 knots
Brooms and banisters made of cane and bass mixture and extra stiff bass	1 10 " "
Brooms made of cane, kingia, and palmyra stalks, also caning bass brooms	2 1½ " "
Refilling scavenger brooms, bass (setting only)	1 4½ " "
Refilling scavenger brooms, magpie (setting only)	1 5½ " "
Refilling scavenger brooms, kingia cane or palmyra stalks (setting only)	1 7½ " "
Refilling street sweepers, bass (setting only)	1 6½ " "
Refilling street sweepers, magpie (setting only)	1 7½ " "
Refilling street sweepers, kingia cane or palmyra stalks (setting only)	1 9½ " "
Sweep's heads	0 11 each
Dutching bass stocks	0 5½ per dozen extra
Time rate for work unspecified, 2s. 5½d. per hour; odd jobs, 2½d. under 1s. and 5½d. under 2s. 6d.	2s. 6d.
Marking and boring street rollers	0 7½ per 100 holes
Preparing wigfall stocks	0 9½ per dozen
All materials over 8 inches	0 1 per 100 holes extra

BORING (DRAWN-WORK).

One bit work	1 1½ per 1,000 holes
Two bit work	1 5 " "
Entering and boring through	1 5 " "
Stretching over	0 5 " "
Wings bored through with one bit to be calculated with body at	1 1½ " "
Blacking dabbers	1 5 " "
Porcupine cream can	1 8½ " "
Billiard brushes	1 5 " " all over
Round oil brushes	1 3½ " "
Porcupine stove	2 1½ " "
Blackwood boards	0 3½ per 1,000 holes extra on above prices
Rock and miner brushes under 7 inches in length	0 8½ per doz. brushes
Rock and miner brushes from 7 to 9 inches in length	1 0 " "
Drawn bass brooms—	
10 inches in size	1 8½ per doz. brooms
11 inches in size	1 8½ " "
12 inches in size	1 10 " "
13 inches in size	2 3½ " "
14 inches in size	2 3½ " "
15 and 16 inches in size	2 6½ " "
Drawn wigfall bass brooms—	
12½ inches in size	2 3½ " "
13 inches in size	2 5 " "
13½ inches in size	2 6½ " "
14 inches in size	2 8½ " "
14½ inches in size	2 10 " "
All over 2 inches in thickness	0 5 per doz. brooms extra on above prices
Dry rubbers	1 6½ per 1,000 holes
Beating or stereotype	1 3½ each
Drawn mill work	1 8½ per 1,000 holes
Knifing single wings	0 2½ per doz. wings
Knifing double wings	0 4½ " double wings
Knifing all wings, such as butchers' scrubs	0 2½ " " "
Knifing dumb-bell and sluice-box brush wings	0 5 " " "
Roached-faced boards (such as dandruff)	0 4½ " boards "
Roached-back boards (such as cloth)	0 5 " " "
Rolling boards	0 5 " " "
Cushioning all boards	0 8½ " " "
Cushioning ends of rolled boards, by knife only	0 2½ " " "
Cushioning ends by knife and spokeshave	0 3½ " " "
Rolling dry rubber stocks	0 10½ " stocks
Knifing blackwood boards (single wing)	0 3½ " wings, single
Knifing blackwood boards (double wing)	0 6 " double wings
Preparing billiard stocks	4 3 per doz. stocks

MACHINE BORING.

Holes—	
6 mm. and under, single bit	0 7½ per 1,000 holes
6 mm. and under, twin bit	0 4½ " "
Over 6 mm., single bit	1 0½ " "
Over 6 mm., twin bit	0 7½ " "

NOTES.—(a) In addition to the piecework prices set out in this clause a pieceworker shall be paid in the case of a male 10s. and in the case of a female 5s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

(b) Pieceworkers required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

		FINISHING.		s. d.		
Scrubs—						
	All flat scrubs .. .. .	..	..	1	2½	per doz. brushes net
	All solid bevelled scrubs .. .. .	..	..	2	5½	.. .. .
	Cushioning backs .. .. .	..	..	0	5	.. .. . extra
	Screwing with screws or sham screws .. .. .	..	..	0	3½	.. .. .
	Grooving of scrubs .. .. .	..	..	0	3½	.. .. .
Dairy or can—						
	Flat back dairy .. .. .	..	..	1	6½	per doz. brushes
	Solid back dairy .. .. .	..	..	2	5½	.. .. .
	Porcupine .. .. .	..	..	1	2½	.. .. .
Shoe—						
	All flat shoe .. .. .	..	..	1	6½	per doz. brushes net
	All solid roached shoe .. .. .	..	..	2	5½	.. .. .
	Cushioning backs .. .. .	..	..	0	5	.. .. . extra
	Stencil shoe, roached .. .. .	..	..	2	0½	.. .. . net
Dandruff—						
	All flat .. .. .	..	..	1	0½	.. .. .
	All roached and pinned .. .. .	..	..	2	5½	.. .. .
	All roached and screwed .. .. .	..	..	2	9	.. .. .
	Cushioning backs .. .. .	..	..	3	0½	.. .. .
Horse body—						
	Flat .. .. .	..	..	3	0½	.. .. .
	Solid roached, or bevelled .. .. .	..	..	4	7	.. .. .
	Cushioned .. .. .	..	..	5	6½	.. .. .
Spoke—						
	Straight .. .. .	..	..	3	11½	.. .. .
	Taper .. .. .	..	..	5	6½	.. .. .
	Rock or miner .. .. .	..	..	1	2½	.. .. .
Flesh—						
	Flat pinned without handles .. .. .	..	..	2	9	.. .. .
	Solid cushioned .. .. .	..	..	4	3½	.. .. .
	Flat pinned, with handles and necks .. .. .	..	..	7	7½	.. .. .
	Solid cushioned and screwed, with handles and necks .. .. .	..	..	9	2½	.. .. .
	Flat pinned, without necks .. .. .	..	..	5	6½	.. .. .
	Solid cushioned and screwed, without necks .. .. .	..	..	7	0½	.. .. .
Stove—						
	All flat stove .. .. .	..	..	1	10	.. .. .
	Porcupine bevelled and/or cushioned .. .. .	..	..	2	9	.. .. .
	Oval, flat and/or solid .. .. .	..	..	2	9	.. .. .
	Concave, oval .. .. .	..	..	2	9	.. .. .
	Winged, bent .. .. .	..	..	2	9	.. .. .
	Scotch .. .. .	..	..	2	5½	.. .. .
Plate—						
	Straight, 1 and 2 row .. .. .	..	..	1	6½	.. .. .
	Straight 3 and 4 row .. .. .	..	..	2	1½	.. .. .
	Straight 5 and 6 row .. .. .	..	..	2	9	.. .. .
	Straight, all over 6 row .. .. .	..	..	3	0½	.. .. .
	Bent, 1 and 2 row .. .. .	..	..	2	1½	.. .. .
	Bent, 3 and 4 row .. .. .	..	..	2	9	.. .. .
	Bent, 5 row .. .. .	..	..	3	0½	.. .. .
	Bent, 6 row .. .. .	..	..	3	8	.. .. .
	Bent, all over 6 row .. .. .	..	..	3	11½	.. .. .
Carriers'—						
	Roached and screwed .. .. .	..	..	2	9	.. .. .
	Rolled and screwed, up to ¼-in. backs .. .. .	..	..	3	0½	.. .. .
	Rolled and screwed, over ¼-in. backs .. .. .	..	..	3	11½	.. .. .
Lye—						
	All flat lye .. .. .	..	..	2	1½	.. .. .
	Solid, rolled and screwed .. .. .	..	..	3	8	.. .. .
	Solid, and not grooved, under 9 inches in length .. .. .	..	..	2	5½	.. .. .
Water—						
	Roached and screwed .. .. .	..	..	2	9	.. .. .
	Cushioned and screwed .. .. .	..	..	3	0½	.. .. .
Butchers' scrubs—						
	Flat (grooved, ungrooved, and solid) .. .. .	..	..	2	1½	.. .. .
	Solid, rolled .. .. .	..	..	3	0½	.. .. .
Laundry—						
	Flat .. .. .	..	..	1	2½	.. .. .
	Solid, bevelled .. .. .	..	..	2	1½	.. .. .
Pick brushes						
	Chinese battery or blanket scrubs—					
	Screwed with straight sides .. .. .	..	..	2	0½	.. .. .
	Screwed with hollow sides .. .. .	..	..	2	9	.. .. .
	If not screwed .. .. .	..	..	0	2½	.. .. . less
Drawn bass brooms—						
	10 inches in length .. .. .	..	..	1	6½	.. .. . net
	11 inches, 12 inches, 13 inches in length .. .. .	..	..	1	10	.. .. .
	14 inches, 15 inches, 16 inches in length .. .. .	..	..	2	5½	.. .. .
Sluice box, dumb-bell, and concave brewers						
	Deck scrubs .. .. .	..	..	2	9	.. .. .
Boat scrubs—						
	With back sawn V shape .. .. .	..	..	3	0½	.. .. .
	With backs solid .. .. .	..	..	3	11½	.. .. .
Billiard brushes—						
	Cedar backs .. .. .	..	..	7	11½	.. .. .
	Huon pine or blackwood backs .. .. .	..	..	9	6	.. .. .
Verandah scrubs						
	Blacking dabbers (with handles prepared)	1	2½
	Grease brushes	0	11
	Dry rubbers (including lead, handles, and stays)	1	0½

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FINISHING—continued.

	s.	d.	
Cloth—			
Roached	3	0½	per doz. brushes net
Roached, solid, shoe pattern	2	5½	” ” ”
Roached faced, flat backs, one or two veneers	2	5½	” ” ”
Roached, solid shoe pattern, blackwood backs	3	0½	” ” ”
Flat-handed, without necks	5	6½	” ” ”
Flat-handed, solid, without necks	7	4½	” ” ”
Flat-handed, with necks	7	11½	” ” ”
Flat-handed, solid, with necks	9	2½	” ” ”
If huon-pine or satinwood used	1	6½	per doz. brushes extra on above prices
Hat—			
Bent and solid, cushioned back	2	5½	per doz. brushes net
Snake pattern	3	11½	” ” ”
Flat backed	1	6½	” ” ”
Curved with handles same as crumb, and with boards sawn to shape	3	11½	” ” ”
Curved, with boards not sawn to shape	4	10½	” ” ”
Hair—			
Toilet (including scurf brushes), flat	6	8½	” ” ”
Toilet (including scurf brushes), solid	8	6½	” ” ”
Military, flat	3	0½	” ” ”
Military, solid	5	6½	” ” ”
Infant, No. 1 and No. 2 in size, flat	2	5½	” ” ”
Infant, No. 3 in size, flat	3	0½	” ” ”
And if solid cushioned	0	11	per doz. brushes extra on above prices
Crumb—			
Kauri boards and backs	5	9½	per doz. brushes net
Flat, with fancy backs	6	5½	” ” ”
Cushioned, with fancy backs	7	11½	” ” ”
If finished with necks	1	6½	per doz. brushes extra on above prices
Furniture—			
Double tufted crevice	5	9½	per doz. brushes net
Nail—			
Flat	1	0½	” ” ”
Roached	1	6½	” ” ”
Oval roached	2	1½	” ” ”
Cushioned	2	5½	” ” ”
Dog—			
Oval, flat	2	9	” ” ”
Squeegees—			
14 inches and under in length	2	5½	” ” ”
Over 14 inches and up to 18 inches in length	2	9	” ” ”
Over 18 inches in length	3	0½	” ” ”
Handling and staying	1	2½	per doz. brushes extra
Stocks and rubbers to be prepared.			
Cloth brushes (no pins), ¼-in. cedar, cover cushion	1	6½	per doz. brushes net
Button flat brushes (8 pins)	1	6½	” ” ”
Shoe flat brushes (6 pins)	1	2½	” ” ”
Shoe roach brushes (no pins)	1	6½	” ” ”
Shoe flat brushes (8 pins)	1	6½	” ” ”
Shoe flat brushes (10 pins)	1	6½	” ” ”
Nugget shoe brushes (flat back)	0	11	” ” ”
Nugget shoe brushes (flat back and grooved sides)	1	0½	” ” ”
Sink scrubs (preparing handles)	0	11	” ” ”
Sink scrubs (cushioned)	1	2½	” ” ”
Steel wire brushes, square ends	1	0½	” ” ”
Steel wire brushes, round ends	1	11½	” ” ”
Steel wire brushes, dumb-bell (solid backed and screwed)	3	0½	” ” ”
Steel wire brushes, dumb-bell (flat backed and pinned)	2	5½	” ” ”

BENCH DRAWING AND CUTTING OFF.

Schedule A.—5½d. per 100 holes.

Scrubbing brushes, laundry or stocking brushes, blanket scrubs, or Chinese battery scrubs, brewers' scrubs, dumb-bell scrubs, concave scrubs, deck scrubs, or ship paint scrubs, butchers' scrubs, can or dairy scrubs, verandah scrubs, sink scrubs, tufted scrubs, black-lead or stove brushes, oval stove brushes, porcupine stove brushes, shoe brushes, viz., bachelor shoe, compo or harness brushes, improved shoe brushes, tan boot brushes, stencil shoe brushes, clothes brushes, viz., long-handled cloth brushes, hat brushes, bent hat brushes, button brushes, plate brushes, long and short handled flesh brushes, crumb brushes, nail brushes, lye brushes, pick brushes, dandruff brushes, horse body brushes, spoke brushes, water brushes, tailors' brushes, curriers' brushes, scouring brushes, furniture brushes, boat scrubs, bristle scrubs, drawn pot scrubs, dog brushes, porcupine cream can long or short handle, grease or pudding brushes, billiard brushes, common oil, thistle oil, blacking dabbers, elbow pot scrubs, boot scraper brushes, drawn tar brushes, sand brushes, drawn hair or fibre banisters, sanitary and pan drawn, with other than stiff bass, drawn hair or fibre paperhangers

	s.	d.	
Rock brushes and all brushes drawn with stiff broom bass	0	8½	per 100 holes
Military hair brushes, revolving hair brushes, toilet brushes, and all drawn penetrating	0	7½	” ” ”
Root drawing bristle	0	9½	” ” ”
Drawn bristle paperhangers and banisters, and iron venetian blinds	0	9½	” ” ”
Stereotype brushes	1	4½	” ” ”
Car-roof brushes	1	0½	” ” ”
Drawn bottle brush tips	1	3	per doz. tips
Drawn bottle brush shafts	2	4½	per doz. shafts
Combing and cleaning wool, shoe, or stove brushes	0	5½	per doz. brushes extra
Billiard brushes (fixing up wings)	1	3	per doz. brushes
Seaming brushes	1	9½	” ” ”
Round brushes, jam, hat, tomato, preparing brushes, and all other brushes of a similar design or pattern not otherwise provided for, and of any material	0	9½	per 100 holes
Dry rubbers	0	6½	” ” ”

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(b) Pieceworkers required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

BENCH DRAWING AND CUTTING OFF—continued.

All wheel brushes (other than wire wheel)	..	..	..	..	..	0 6½	per 100 holes
Wire wheel brushes, with soft brass wire	..	..	..	..	..	1 3	" "
Wire wheel brushes, with stiff brass wire	..	..	..	..	..	1 9½	" "
Bristle ring	..	..	..	..	..	0 9½	" "
All bone	..	..	..	..	..	0 5½	" "
Sprigging	..	..	..	..	..	0 5½	per doz. brushes extra
Refill hair brushes	..	..	..	..	..	0 8½	per 100 holes net
Leather dog and horse body brushes	..	..	..	..	..	0 7½	" "
Hair brooms	..	..	..	..	..	0 5½	" "

All mill work to be paid for at the time rate of 1s. 5½d. per hour net.
 Time rate for work unspecified 1s. 4½d. per hour net.

DRAWN BASS WORK.

African and Bahia	..	..	..	..	..	1 3	per 100 holes
Bassine	..	..	..	..	..	1 1½	" "
Cut off to pattern	..	..	..	..	..	1 7½	" "
Split cane	..	..	..	..	..	1 11½	" "

STEEL WIRE BRUSHES.

Filling only with hard or soft wire laced	..	..	..	..	..	0 11½	per 100 knots
Filling only with hard wire	..	..	..	..	..	0 7½	" "
Making tube brushes on screwed shanks	..	..	..	..	..	3 4½	per doz. "
Tube brushes on screwed shanks, if trimmed	..	..	..	..	..	3 9	" "
Drawing flat steel wire brushes	..	..	..	..	..	1 7	per 100 knots
Drawing flat steel wire brushes, if trimmed	..	..	..	..	..	1 9	" "
Drawing round steel wire brushes	..	..	..	..	..	1 2½	" "
Drawing round steel wire brushes, if trimmed	..	..	..	..	..	1 4½	" "
Filling with wire 2 inches in length and under	..	..	..	..	..	1 2	" "

BRUSHES, BOTTLE AND FLUE

BOTTLE BRUSHES.

Making Hand Brushes, with or without Loop.

No. 8 gauge	..	..	..	..	..	2 11½	per doz. brushes net
No. 9 gauge	..	..	..	..	..	2 6½	" "
No. 10 gauge	..	..	..	..	..	2 4½	" "
No. 11 gauge	..	..	..	..	..	1 11½	" "
No. 12 gauge	..	..	..	..	..	1 11½	" "

Making Machine Bottle Brushes.

3 Wires, No. 8 and No. 9	..	..	..	..	..	4 1	per doz. brushes net
3 Wires, No. 10, No. 11, and No. 12	..	..	..	..	..	3 4½	" "
4 Wires, No. 8 and No. 9	..	..	..	..	..	4 9½	" "
4 Wires, No. 10, No. 11, and No. 12	..	..	..	..	..	4 1	" "

FLUE BRUSHES.

2½ feet and under in length	..	..	..	..	..	2 4½	per doz. brushes net
3 feet	..	..	..	..	..	2 8	" "
3½ feet	..	..	..	..	..	3 0½	" "
4 feet	..	..	..	..	..	3 5½	" "
4½ feet	..	..	..	..	..	4 1	" "
5 feet	..	..	..	..	..	4 9½	" "
5½ feet	..	..	..	..	..	5 5½	" "
6 feet	..	..	..	..	..	6 1½	" "
And for every additional wire	..	..	..	..	..	1 3	per doz. brushes extra
For each additional foot	..	..	..	..	..	1 3	" "
If made with tufts	..	..	..	..	..	1 1½	" "

DEMIJOHN BRUSHES.

1 gallon 2 wires, 2 feet in length	..	..	..	..	..	3 9	per doz. brushes net
2 gallons 2 wires, 2½ feet in length	..	..	..	..	..	4 5	" "
3 gallons 2 wires, 2½ feet in length	..	..	..	..	..	4 9½	" "
5 gallons 3 and 4 wires, 3 feet in length	..	..	..	..	..	6 1½	" "

TUBE BRUSHES.

Making cream separator brushes, with fan tips	..	..	..	..	..	2 8½	per doz. brushes net
All bottle brushes such as phial, cruet pulthrough, milk tap	..	..	..	..	..	1 7	" "
Cover brushes	..	..	..	..	..	1 11½	" "
Cover brushes, with turnover tops	..	..	..	..	..	2 4½	" "
Gun brushes, without shanks	..	..	..	..	..	1 3	" "

HAIRS.

DRESSING.

	2½ Inch.	2½ Inch.	3 Inch.	3½ Inch.	3½ and 3½ Inch.	4 and 4½ Inch.	4½ and 4½ Inch.	5 Inch and over.
Per doz. lb. ..	..	..	15s. 7½d.	13s. 10½d.	11s. 3½d.	10s. 5½d.	8s. 8d.	7s. 10d.
							6s. 11½d.	6s. 0½d.

Cleaning any one size* of own job	..	..	..	..	..	1 3½	per doz. lb. extra
All dressing jobs where there is more than ½ inch in size to be taken off	..	..	..	..	..	0 5	in size per doz. lb. extra on the dressing job
All bristles or mixings usually tied up in two handfuls or under	..	..	..	..	..	0 3½	per doz. lb. less on above rates, if not tied up
All bristles or mixings usually tied up over two handfuls	..	..	..	..	..	0 2½	per doz. lb. less on above rates, if not tied up
Three or more colours	..	..	..	..	..	0 10½	per doz. lb. extra
Black and white mixings	..	..	..	..	..	0 10½	" "

Mixing one or more sizes of a dressing job to be paid for at the rate of bottom prices.

* The size shall mean ¼ of an inch.

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MIXING AND SHAKE-UP JOBS.

Fibre, Horsehair, or Kitool Material.

Per doz. lb.	13s. 10½d.	12s. 2d.	10s. 5½d.	8s. 8d.	3½ Inch.	3¾ and 3⅞ Inch.	4 and 4½ Inch.	4½ and 4¾ Inch.	5 Inch and over.
Cutting own material 5d. per dozen lb. extra on above prices.									
Mixing Drafts and Fibre, if cut taper for painters' brushes, 10½d. per dozen lb. extra.									
Mixing White Fibre—									
5-in. and over 5-in. material
4¾-in. and 4½-in. material
4¼-in. and 4-in. material
3¾-in. and 3½-in. material
3¼-in. material
3-in. material
2¾-in. material
2½-in. material

Mixing cocoa fibre material, dressed, up to 1½ lb. to dozen lb., 5d. per dozen lb. extra on mixing rates.
 Mixing cocoa fibre material, dressed, up to 3 lb. to dozen lb., 10½d. per dozen lb. extra on mixing rates.
 Mixing cocoa fibre material, dressed, over 3 lb. and not over 6 lb. to dozen lb., 1s. 8½d. per dozen lb. extra on mixing rates.
 Mixing drafts and bristles, 5d. per dozen lb. extra on sizes 3½ inch, 3¾ inch, and 4 inch.
 If rough cocoa fibre be used, the rates to be double the above on mixing rates.

	s.	d.	per doz. lb.
Sorting ordinary material	2 7½
Sorting Lily material from Souchoy material	5 2½
Dressing riftings	13 10½
Cutting back of material	2 7½
Turning hairs, 10½d. per dozen lb. extra.	
Bass and cane mixing—time rates.	

CHINA MIXING.

Per dozen lb.	12s. 3d.	10s. 10½d.	9s. 6½d.	8s. 2d.
China draggings, 50 per cent. on dressing rates.				
Time rate for work unspecified—2s. 5½d. per hour.				

PAINT BRUSHES.

Sash Tools.

	0	1	2	3	4	5	6	7	8	9	10	12
White string-bound forked	1 10	1 11½	2 0½	2 1½	2 2½	2 4	2 5½	2 9	3 0½	3 4½	3 8	4 3½
Black string-bound forked	1 7½	1 8½	1 10	1 11½	2 0½	2 1½	2 2½	2 6½	2 10½	3 1½	3 5½	3 8

Metal ferrule sash, flat, with one pin up to No. 9 and two pins over No. 9 . . . 1 6½ 1 7½ 1 8½ 1 10 1 11½ 2 0½ 2 2½ 2 5½ 2 9 3 0½ 3 4½
 Metal ferrule and socket sash in white to be charged size below, above rates for white string-bound sash tools.
 Metal ferrule and socket sash in black to be charged size below, above rates for black string-bound sash tools.

Metal Ferrule Pressed Sash Tools.

Nos.	2	4	6	8	10	12	14	16	18	20	22	24
s. d.	1 5	1 6½	1 7½	1 8½	1 10	1 11½	2 0½	2 2½	2 5½	2 9	3 0½	3 8

Ground Distemper Brushes.

	6 oz.	7 oz.	8 oz.	9 oz.	10 oz.	11 oz.	12 oz.
Two-knot copper bound	7 4	7 11½	8 6½	9 1½	9 9½	10 4½	10 11½

The above rates include soldering and clips.
 Band distemper up to 10 oz., 1s. 10d. per dozen brushes extra on two-knot rates.
 Band distemper over 10 oz., 2s. 5½d. per dozen brushes extra on two-knot rates.
 Three-knot copper-bound distemper to be made at the same rates as band distemper.
 Washing-down brushes to be made for 1s. 2½d. per dozen less than two-knot rates.

One-knot Ovals, Copper Bound.

	10 oz.	8 oz.	6 oz.	4 oz.	3 oz.	2 oz.	1 oz.
s. d.	9 1½	7 11½	7 4	6 8½	6 1½	5 6	4 10½

Above rates include soldering and clips. Without clips, 3½d. per dozen less than above rates.

Small One-knots.

Nos.	1x	1	2	3	4	5	6
s. d.	4 10½	4 7	4 3½	3 11½	3 8	3 4½	3 0½

Weatherbound Brushes, Brass-bound, Nailed both sides (any colour).

	3 in.	3½ in.	4 in.	4½ in.	5 in.	5½ in.	6 in.	7 in.	8 in.
s. d.	7 11½	8 6½	9 1½	10 4½	11 10½	13 5	14 0½	15 10½	18 3½

Above rates to be 2s. 5½d. per dozen less if leather bound. If made with unstraightened bristle, 7½d. per dozen extra.

Three-knot Copper-tied Plasterers' Brushes.

Ounces	3 oz.	4 oz.	5 oz.	6 oz.	7 oz.	8 oz.	10 oz.
Numbers	6	5	4	3x	2x	1x	Ex
s. d.	4 0½	4 3½	4 10½	5 6	5 10½	6 2½	6 8½

If made with two knots, 7½d. per dozen less than above rates.
 If made with four knots, 1s. 2½d. per dozen extra on above rates.

NOTES.—(a) In addition to the piecework prices set out in this clause a pieceworker shall be paid in the case of a male 10s. and in the case of a female 5s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.
 (b) Pieceworkers required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

Fibre Distemper Brushes, Copper Bound.

	3 oz.	4 oz.	5 oz.	6 oz.	7 oz.	8 oz.	9 oz.	10 oz.	12 oz.
One-knot	2 1½	2 2½	2 5¼	2 9	..	..	..	..	..
Two-knot	3 4¼	3 4¼	3 5½	3 8	3 8	3 11½	3 11½	4 7	5 2¼

If made with three knots, to be 11d. per dozen extra on two-knot rates.

Laced Stock Brushes made of Fibre.

Three-knot	Four-knot	Five-knot
2 2½	2 11½	3 9¼

GLUE BRUSHES.

Driven Glue Brushes (in Iron, Copper, or Wire Ferrules).

½ to ¾ in.	1 in.	1½ in.	1¾ in.	1¾ in.	1¾ in.	1¾ in.	2 in.	2¼ in.	2½ in.	2¾ in.
1 10	2 5¼	2 5¼	2 5¼	2 5¼	3 0½	3 0½	3 0½	3 8	3 8	4 3¼

Each ½ inch or under, over 2¾ inches in diameter, to be 7¼d. per dozen extra.

Tin Bound Glue Brushes.

½ oz.	½ oz.	¾ oz.	1 oz.	1¼ oz.	1½ oz.	2 oz.	2¼ oz.
1 10	1 10	2 5¼	2 5¼	2 5¼	3 4¼	3 4¼	3 4¼

Wire Bridled Glue Brushes.

1½ oz.	2½ oz.	3½ oz.
4 3¼	4 10½	5 6

Machine Pressed Glue Brushes.

1 in.	1¼ in.	1½ in.
3 0½	3 4¼	3 8

Pegged bottoms tied with wire, wire bridled, and ferrules painted.
If brushes are pinned and not machined, 1¼ per dozen pins extra on above rates.

Long Handled Paint Brushes.

4 oz.	5 oz.	6 oz.	7 oz.	8 oz.
4 10½	6 1¼	6 8½	7 4	8 6½

Heads only, 2s. 5¼d. per dozen less than above rates for 7 oz. and 8 oz. heads.
Heads only 1s. 10d. per dozen less than above rates for 4 oz., 5 oz., and 6 oz. heads.

TAR BRUSHES.

Short handle.	Long handle.	Heads only.
2 0½	2 9	2 0½

BEVELLED OR POINTED FITCHES (ROUND OR FLAT).

¾ in.	½ in.	¾ in.	¾ in.	¾ in.	1 in.	1¼ in.	1½ in.
1 7½	1 8½	1 10	2 0½	2 2½	2 5¼	2 9	3 0½

ANGLE LINING FITCHES.

¼ in.	½ in.	¾ in.	1 in.	1¼ in.	1½ in.	2 in.
1 6¼	1 6¼	1 10	2 1½	2 6½	2 11½	3 4

SHAVING BRUSHES.

	¼ oz.	¾ oz.	¾ oz.	1 oz.
Forked, string-bound shaving, made with washed and bleached bristle	1 11¼	2 0½	..	2 1½
Forked, string-bound shaving, white, to be washed and bleached	2 2½	2 4	..	2 5½
String-bound socket	1 10	1 11¼	2 1½	2 5½
Socket, shaving (domed in mould)	2 9	2 10½	..	3 0½
Metal ferrule shaving, washed and bleached bristle (if not pinned, 1¾d. per dozen less)	1 6¼	1 7½	..	1 10
Forked string-bound shaving, made with black bristle	1 11¼	2 0½	..	2 1½
Socket shaving, made with black bristle	1 10	1 11¼	2 1½	2 5½
Bull dog pattern, ¾ oz., 3s. 3d.	..	..	..	..
Bull dog pattern, washed, ¾ oz., 3s. 6d.	..	..	..	..
If long binding, 3¾d. per dozen extra.	..	..	..	..
Fine twine, 3¾d. per dozen extra.	..	..	..	..
If binding shellacked, 1¼d. per dozen extra.	..	..	..	..

Horn or Bone Handle Shaving Brushes, Domed in Mould.

	¼ oz.	¾ oz.	¾ oz.	1 oz.
Brushes made with French or similar bristle	2s. 5¼d.	3s. 0½d.	3s. 8d.	4s. 7d.
Brushes made with badger or similar soft hair	3s. 0½d.	3s. 8d.	4s. 3¼d.	5s. 2¼d.
Bristle cappings, 3¾d. per dozen extra.	..	..	..	..
Soft hair, 5d. per dozen extra.	..	..	..	..

POT SCRUBS MADE WITH BASS OR CANE.

	s. d.
String bound	1 2½ per doz. brushes
Tin or iron ferrules	0 11
Tin or iron ferrules, with string binding	1 0½
Driven iron	1 6¼
Driven iron bridled	1 10
Stencil pattern	1 10
Cutting plugs for pot scrubs	0 3¼ per doz. brushes extra

NOTES.—(a) In addition to the piecework prices set out in this clause a pieceworker shall be paid in the case of a male 10s. and in the case of a female 5s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

(b) Pieceworkers required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

PASTRY BRUSHES.

	<i>s. d.</i>
Solid wood handles	1 6½ per doz. brushes
Tin ferrules	1 10 " "
Screw handles	1 10 " "
If set with glue, 7½d. per dozen brushes extra	

LIMERHEAD BRUSHES.

	<i>s. d.</i>
Fibre	8 10½ per doz. brushes
Bristle	10 11½ " "
Bristle tin bound ends	14 7½ " "
Bristle brass band	14 7½ " "

STENCIL BRUSHES.

	<i>s. d.</i>
0, ¼ inch	1 7½ per doz. brushes
1, ⅓ inch	1 7½ " "
2, ½ inch	1 7½ " "
3, ⅔ inch	1 10 " "
4, 1 inch	1 10 " "
5, 1 ¼ inch	2 1½ " "
6, 1 ½ inch	2 1½ " "
7, 1 ¾ inch	2 1½ " "
8, 2 inch	2 5½ " "
9, 2 ¼ inch	2 5½ " "
10, 2 ½ inch	2 9 " "
12, 2 ¾ inch	2 9 " "
14, 3 inch	3 0½ " "
16, 3 ½ inch	3 0½ " "
If made with tied bottoms, 5d. per dozen brushes extra on above rates.	

MARKING BRUSHES.

String bound.	Copper bound.	Copper bound bridled.
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
3 0½	3 8	4 3½

FLAT VARNISH BRUSHES.

	1 in.	1 ½ in.	2 in.	2 ½ in.	3 in.	3 ½ in.	4 in.
	<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>
¾ inch in thickness and up	1 6½	1 10	2 4	2 6½	3 0½	3 8	4 3½
⅞ inch in thickness and up to ¾ inch	1 2½	1 6½	2 0½	2 2½	2 9	3 4½	3 11½
¾ inch in thickness and under	0 11	1 2½	1 8½	1 11½	2 5½	3 0½	3 8

The above rates cover every operation other than nailing and clinching, and trimming and bevelling.

If nailed and clinched by maker, the following additions shall be made to the above rates:—

1 in.	1 ½ in.	2 in.	2 ½ in.	3 in.	3 ½ in.	4 in.
<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>
7½	0 9½	1 0½	1 2½	1 5	1 8½	1 10½

If trimmed and bevelled by maker, the following additions shall be made to the above rates:—

1 in.	1 ½ in.	2 in.	2 ½ in.	3 in.	3 ½ in.	4 in.
<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>
0 3½	0 5½	0 7½	0 9½	0 11	1 0½	1 2½

When brushes are wedged, the wedges to be provided ready for use.

If the brushes are made with white bristle, 3½d. per dozen brushes extra.

WALL AND KALSOMINE BRUSHES.

	2 ½ in.	3 in.	3 ½ in.	4 in.	4 ½ in.	5 in.	5 ½ in.	6 in.	7 in.	8 in.
	<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>	<i>s. d.</i>
Over ¾ inch in thickness	2 9	3 4½	3 11½	4 7	5 2½	5 6	6 1½	6 8½	7 11½	9 1½
Up to ¾ inch in thickness	2 1½	2 9	3 4½	3 11½	4 3½	4 10½	5 2½	5 6	6 8½	7 11½

The above rates cover every operation other than nailing and clinching, and trimming and bevelling.

If nailed and clinched by maker, the following additions shall be made to the above rates:—

2 ½ in.	3 in.	3 ½ in.	4 in.	4 ½ in.	5 in.	5 ½ in.	6 in.	7 in.	8 in.
<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>	<i>s. d.</i>
1 2½	1 5	1 8½	1 10½	2 1	2 2½	2 5½	2 7½	2 10½	3 0½

If trimmed and bevelled by maker, the following additions shall be made to the above rates:—

2 ½ in.	3 in.	3 ½ in.	4 in.	4 ½ in.	5 in.	5 ½ in.	6 in.	7 in.	8 in.
<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>	<i>s. d.</i>
0 9½	0 11	1 0½	1 2½	1 2½	1 2½	1 2½	1 10	1 10	

When brushes are wedged, the wedges to be provided ready for use.

If brushes are made with white bristle, 3½d. per dozen brushes extra.

Time rate for work unspecified 2s. 6½ per hour.

Whitewash, Tin Bound.

4 in.	4 ½ in.	5 in.	5 ½ in.	6 in.	6 ½ in.	7 in.	8 in.
<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>
1 11½	2 1½	2 4	2 9	3 6½	4 0½	4 9½	5 2½

All bristle tin-bound whitewash brushes to be 7½d. per dozen extra on above rates.

If leather bound, 7½d. per dozen extra on above rates.

If leather bound and set in shellac, 1s. 2½d. per dozen extra on above rates.

NOTES.—(a) In addition to the piecework prices set out in this clause a pieceworker shall be paid in the case of a male 10s. and in the case of a female 5s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

(b) Pieceworkers required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

Whitewash, Tin Bound, all Fibre.

4 in.	4½ in.	5 in.	5½ in.	6 in.	6½ in.	7 in.	8 in.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1 11½	2 1½	2 4	2 9	3 6½	4 0½	4 9½	5 2½

If capped, 7½d. per dozen on above rates.

	s. d.
Furniture brushes, double ended	4 3½ per doz. brushes
Boot machine, straight or tapered	3 0½ per each brush
Bowl brushes	1 10 per doz. brushes
Gum brushes	1 10 per gross brushes

All rates in the Schedule are rates per dozen, unless otherwise specified.
 All between sizes to be paid for at the rate of the size next above, unless otherwise specified.
 All tools and materials used in the manufacture of brushes to be supplied by the employer.

NOTES.—(a) In addition to the piecework prices set out in this clause a pieceworker shall be paid in the case of a male 10s. and in the case of a female 5s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

(b) Pieceworkers required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full week's work.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates set out in clause 2 (b) are based upon the following basic wage for adult males and base rate for adult females, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, shall be automatically increased or decreased by the same amounts and at the same time as such basic wage and base rate. Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be to the nearest 3d.

The basic wage and base rate shown hereunder shall be adjusted as prescribed in clause 15.

BASIC WAGE.

Place.	Basic Wage for Adult Males.			Base Rate for Adult Females.	Index Number Set Assigned.
	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.		
Within the area to which this Determination applies ..	£ s. d. 4 12 0	£ s. d. 0 6 0	£ s. d. 4 18 0	£ s. d. 2 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE FOR ADULT MALES AND BASE RATE FOR ADULT FEMALES.

15. (a) Until the beginning of the first pay period to commence in August, 1946, the amounts of the basic wage and the base rate for females shall be as prescribed in clause 14.

(b) During each future period of or near a quarter beginning with the first pay period to commence in an August, a November, a February, or a May, the amounts of the needs basic wage and the base rate for females 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 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 and base rate shall be of those assigned amounts during such period of or near a quarter.

TABLE.

Index Number Divisions.	Basic Wage for Adult Males.		Base Rate for Adult Females.
	Needs Basic Wage (Adjustable).	Total Basic Wage (Loading 6s.).	
982-993	£ s. d. 4 0 0	£ s. d. 4 6 0	£ s. d. 2 6 0
994-1006	4 1 0	4 7 0	2 6 6
1007-1018	4 2 0	4 8 0	2 7 0
1019-1030	4 3 0	4 9 0	2 7 6
1031-1043	4 4 0	4 10 0	2 8 0
1044-1055	4 5 0	4 11 0	2 8 6
1056-1067	4 6 0	4 12 0	2 9 0
1068-1080	4 7 0	4 13 0	2 9 6
1081-1092	4 8 0	4 14 0	2 10 0
1093-1104	4 9 0	4 15 0	2 10 6
1105-1117	4 10 0	4 16 0	2 11 0
1118-1129	4 11 0	4 17 0	2 11 6
1130-1141	4 12 0	4 18 0	2 12 0
1142-1154	4 13 0	4 19 0	2 12 6
1155-1166	4 14 0	5 0 0	2 13 0
1167-1179	4 15 0	5 1 0	2 13 6
1180-1191	4 16 0	5 2 0	2 14 0
1192-1203	4 17 0	5 3 0	2 14 6
1204-1216	4 18 0	5 4 0	2 15 0
1217-1228	4 19 0	5 5 0	2 15 6
1229-1240	5 0 0	5 6 0	2 16 0

The Index Number Divisions in this table are based upon the equating of the Index Number 1,000 with a basic wage of 81s. per week, and any extension of the table must be of the same construction as the table.

(c) The piecework prices shall at the same time be increased or decreased in the same proportion as the weekly rates for the same class of work.

P. A. RANDLES, J.P., Chairman.
 J. R. MACPHERSON, Acting Secretary.

Melbourne, 30th May, 1946.