



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 223]

WEDNESDAY, OCTOBER 30.

[1946

Factories and Shops Acts.

## DETERMINATION OF THE CARRIAGE BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 17th October, 1932, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade or business connected with or incidental to the manufacturing, making or repairing of—(a) carriages, carts and other vehicles (other than perambulators) or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (b) motor car bodies, or any part or parts thereof such as the hoods or cushions; (c) tram cars or any part or parts thereof, such as the ironwork or bodies, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (d) motor cycle side-car bodies, or any part or parts thereof, such as the hoods or cushions, (e) aircraft; has made the following Determination, viz.:—

1. That as from the beginning of the first pay period to commence on or after the 12th September, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

	DAY SHIFT.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland Districts.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
<b>MALES.</b>						
<i>Development, Tool Room, Installation, and Maintenance.</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>
Brass finisher, tradesman .. .. .	129 0	6 0	135 0	126 0	6 0	132 0
Carpenter on maintenance work .. .. .	129 0	6 0	135 0	126 0	6 0	132 0
Coremaker, jobbing .. .. .	129 0	6 0	135 0	126 0	6 0	132 0
Die maker (see "toolmaker") .. .. .	126 0	5 0	131 0	123 0	5 0	128 0
Die setter .. .. .	126 0	5 0	131 0	123 0	5 0	128 0
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) .. .. .	132 0	6 0	138 0	129 0	6 0	135 0
Electrical fitters .. .. .	129 0	6 0	135 0	126 0	6 0	132 0
Electrical mechanic .. .. .	126 0	9 0	135 0	123 0	9 0	132 0
Fitter and/or turner, tradesman .. .. .	129 0	6 0	135 0	126 0	6 0	132 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work) .. .. .	108 0	3 0	111 0	105 0	3 0	108 0
Jigmaker, in wood or metal .. .. .	129 0	6 0	135 0	126 0	6 0	132 0
Machinist (metal), first class .. .. .	129 0	6 0	135 0	126 0	6 0	132 0
Machinist (metal), second class .. .. .	119 0	4 0	123 0	116 0	4 0	120 0
Machinist (metal), third class .. .. .	113 0	3 0	116 0	110 0	3 0	113 0
Machinist (wood) (see "wood machinist") .. .. .	113 0	3 0	116 0	110 0	3 0	113 0
Marker-off (see "tradesman, the greater part of whose time is occupied marking off") .. .. .	126 0	5 0	131 0	123 0	5 0	128 0
Painter, on maintenance work .. .. .	129 0	6 0	135 0	126 0	6 0	132 0
Panel worker, tradesman .. .. .	129 0	6 0	135 0	126 0	6 0	132 0
Pattern maker .. .. .	138 0	5 0	143 0	135 0	5 0	140 0

DAY SHIFT—continued.											
Wages per Week of 44 Hours.											
Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.								
Weekly Rate.		War Loading.	Total Wage.		Weekly Rate.		War Loading.	Total Wage.			
s.	d.	s. d.	s.	d.	s.	d.	s. d.	s.	d.		
<b>MALES—continued.</b>											
<i>Development, Tool Room, Installation, and Maintenance—continued.</i>											
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other wood-working tradesmen may be employed on making part of a pattern provided that—											
(a) such tradesmen shall not be required to work to drawings or prints;											
(b) whilst so employed shall be paid a marginal rate of . . .											
132	0	6	0	138	0	129	0	6	0	135	0
Pipe fitter—											
(a) On high pressure work (i.e., live steam or hydraulic press work) . . . . .											
129	0	6	0	135	0	126	0	6	0	132	0
(b) On low pressure work . . . . .											
119	0	4	0	123	0	116	0	4	0	120	0
Plumber on maintenance work . . . . .											
129	0	6	0	135	0	126	0	6	0	132	0
Saw doctor . . . . .											
132	0	6	0	138	0	129	0	6	0	135	0
Smith, tradesman . . . . .											
130	0	6	0	136	0	127	0	6	0	133	0
Template maker . . . . .											
133	0	6	0	139	0	130	0	6	0	136	0
Tool maker, tool hardener, and die maker (in wood or metal) . . . . .											
135	0	10	0	145	0	132	0	10	0	142	0
Tradesman, the greater part of whose time is occupied marking off . . . . .											
132	0	6	0	138	0	129	0	6	0	135	0
Trimmer, tradesman . . . . .											
126	0	5	0	131	0	123	0	5	0	128	0
Turner (see "Fitter and/or turner").											
132	0	5	0	137	0	129	0	5	0	134	0
Welder, first class . . . . .											
121	0	4	0	125	0	118	0	4	0	122	0
Welder, second class . . . . .											
113	0	3	0	116	0	110	0	3	0	113	0
Welder, third class . . . . .											
108	6	3	0	111	6	105	6	3	0	108	6
Welder, fourth class . . . . .											
123	0	5	0	128	0	120	0	5	0	125	0
<i>Production.</i>											
Acid washer and/or pickler . . . . .											
113	0	3	0	116	0	110	0	3	0	113	0
Air hammer operator . . . . .											
121	0	4	0	125	0	118	0	4	0	122	0
Assembler (aero engine) . . . . .											
129	0	6	0	135	0	126	0	6	0	132	0
Assembler and/or wirer, chassis . . . . .											
114	0	3	0	117	0	111	0	3	0	114	0
Assembler, cushion and squab spring . . . . .											
114	0	3	0	117	0	111	0	3	0	114	0
Assembler in wood and/or metal, when not on the line (other than process worker or a first or second class body maker or other tradesman) . . . . .											
121	0	4	0	125	0	118	0	4	0	122	0
Assembler of bodies or parts of bodies "on the line" . . . . .											
126	0	5	0	131	0	123	0	5	0	128	0
Assembler of chassis parts independently of main assembly . . . . .											
113	0	3	0	116	0	110	0	3	0	113	0
Assembler of prepared parts in glass section (not being a process worker) . . . . .											
117	0	3	0	120	0	114	0	3	0	117	0
Assembler, windscreen frame . . . . .											
114	0	3	0	117	0	111	0	3	0	114	0
Axle maker . . . . .											
129	0	6	0	135	0	126	0	6	0	132	0
Axle turner . . . . .											
129	0	6	0	135	0	126	0	6	0	132	0
Band and/or jig sawyer, air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers), and assembler not using tradesman's tools (trim) . . . . .											
113	0	3	0	116	0	110	0	3	0	113	0
Band sawyer (metal) . . . . .											
119	0	4	0	123	0	116	0	4	0	120	0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work . . . . .											
113	0	3	0	116	0	110	0	3	0	113	0
Body maker, first class . . . . .											
129	0	6	0	135	0	126	0	6	0	132	0
Body maker, second class . . . . .											
126	0	5	0	131	0	123	0	5	0	128	0
Body moulder . . . . .											
113	0	3	0	116	0	110	0	3	0	113	0
Bow socket enameller (see "enameller").											
Bulldozer operator—											
(a) Setting up machine . . . . .											
119	6	4	0	123	6	116	6	4	0	120	6
(b) Not setting up machine . . . . .											
113	0	3	0	116	0	110	0	3	0	113	0
Chassis assembler (see "Assembler").											
Cold setter . . . . .											
116	0	3	0	119	0	113	0	3	0	116	0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").											
Cushion maker (see "Squab and cushion maker").											
Cushion spring maker (by hand) . . . . .											
119	6	4	0	123	6	116	6	4	0	120	6
Cutter, Electric machine (trim) (see "Electric machine cutter").											
Dent knocker (see "Panel worker and/or dent knocker").											
Die setter, press . . . . .											
126	0	5	0	131	0	123	0	5	0	128	0
Dipper and hanger (paint) . . . . .											
107	0	3	0	110	0	104	0	3	0	107	0
Dipper, solder or tin . . . . .											
113	0	3	0	116	0	110	0	3	0	113	0
Driller . . . . .											
109	0	3	0	112	0	106	0	3	0	109	0
Driller, not using jigs (panel) . . . . .											
111	0	3	0	114	0	108	0	3	0	111	0
Driller, not using jigs (other) . . . . .											
113	0	3	0	116	0	110	0	3	0	113	0
Driller, using jigs (panel) . . . . .											
107	0	3	0	110	0	104	0	3	0	107	0
Driller, using jigs (other) . . . . .											
109	0	3	0	112	0	106	0	3	0	109	0
Drop hammer smith—											
(a) When dies are not used . . . . .											
130	0	6	0	136	0	127	0	6	0	133	0
(b) When dies are used . . . . .											
113	0	3	0	116	0	110	0	3	0	113	0

DAY SHIFT—continued.						
Wages per Week of 44 Hours.						
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
<b>MALES—continued.</b>						
<i>Production—continued.</i>						
Drop hammer stamper .. .. .	108 6	3 0	111 6	105 6	3 0	108 6
Edge turner (see "Panel edge trimmer").						
Electric machine cutter (trim) .. .. .	121 0	4 0	125 0	118 0	4 0	122 0
Electric stove attendant (see "Stove attendant").						
Electroplater, first class .. .. .	129 0	6 0	135 0	126 0	6 0	132 0
Electroplater, second class .. .. .	119 0	4 0	123 0	116 0	4 0	120 0
Electroplater, third class .. .. .	106 0	3 0	109 0	103 0	3 0	106 0
Enameller, bow socket .. .. .	110 6	3 0	113 6	107 6	3 0	110 6
Enameller in colours and/or varnisher (finishing coat brush) .. .. .	126 0	5 0	131 0	123 0	5 0	128 0
Folding machine operator .. .. .	114 0	3 0	117 0	111 0	3 0	114 0
Frame operative (cushion and squabs) .. .. .	114 0	3 0	117 0	111 0	3 0	114 0
Furnace brazer .. .. .	119 6	4 0	123 6	116 6	4 0	120 6
Furnaceman .. .. .	113 0	3 0	116 0	110 0	3 0	113 0
Garnish mould bender and/or shaper (see "Bender and/or shaper").						
Garnish mould finisher .. .. .	118 0	3 0	121 0	115 0	3 0	118 0
Grainer, transfer (see "Transfer grainer").						
Grinder and/or buffer (metal) .. .. .	108 6	3 0	111 6	105 6	3 0	108 6
Grinder and/or buffer (metal) using portable machine .. .. .	113 0	3 0	116 0	110 0	3 0	113 0
Guillotine machinist .. .. .	114 0	3 0	117 0	111 0	3 0	114 0
Hammer driver, steam, pneumatic, or other power .. .. .	108 6	3 0	111 6	105 6	3 0	108 6
Hanger, paint (see "Dipper and hanger").						
Kiln attendant (see "Timber kiln attendant").						
Labourer assisting (plating department) .. .. .	103 0	3 0	106 0	100 0	3 0	103 0
Labourer assisting without using tools (chassis assembly) .. .. .	103 0	3 0	106 0	100 0	3 0	103 0
Liner .. .. .	126 0	5 0	131 0	123 0	5 0	128 0
Machinist (metal), first class .. .. .	129 0	6 0	135 0	126 0	6 0	132 0
Machinist (metal), second class .. .. .	119 0	4 0	123 0	116 0	4 0	120 0
Machinist (metal), third class .. .. .	113 0	3 0	116 0	110 0	3 0	113 0
Machinist (wood) (see "Wood machinist").						
Machine setter up, other than machines specified in definition of first class machinist (metal) .. .. .	119 6	4 0	123 6	116 6	4 0	120 6
Marker-out or scriber (using patterns or templates) .. .. .	112 0	3 0	115 0	109 0	3 0	112 0
Metal band sawyer (see "Band sawyer, metal").						
Nickel polisher .. .. .	110 6	3 0	113 6	107 6	3 0	110 6
Nickel, coach (brush) .. .. .	126 0	5 0	131 0	123 0	5 0	128 0
Painter, spray (on coats other than priming) .. .. .	126 0	5 0	131 0	123 0	5 0	128 0
Painter, spray and/or brush (on prime coats) .. .. .	118 0	3 0	121 0	115 0	3 0	118 0
Painter, brush and/or spray (on floors, undercarriages, and gear) .. .. .	110 6	3 0	113 6	107 6	3 0	110 6
Painter's labourer .. .. .	105 0	3 0	108 0	102 0	3 0	105 0
Panel beater, first class .. .. .	129 0	6 0	135 0	126 0	6 0	132 0
Panel beater, second class .. .. .	126 0	5 0	131 0	123 0	5 0	128 0
Panel edge turner .. .. .	119 0	4 0	123 0	116 0	4 0	120 0
Panel fixer, metal .. .. .	114 0	3 0	117 0	111 0	3 0	114 0
Panel machinist (other) .. .. .	113 0	3 0	116 0	110 0	3 0	113 0
Panel worker and/or dent knocker .. .. .	126 0	5 0	131 0	123 0	5 0	128 0
Paster (trim)—						
1st year's experience .. .. .	111 0	3 0	114 0	108 0	3 0	111 0
2nd year's experience .. .. .	113 0	3 0	116 0	110 0	3 0	113 0
Thereafter .. .. .	115 0	3 0	118 0	112 0	3 0	115 0
Petrol tank operative .. .. .	115 0	3 0	118 0	112 0	3 0	115 0
Pickler (see "Acid washer and/or pickler").						
Plate glass beveller .. .. .	123 0	5 0	128 0	120 0	5 0	125 0
Plate glass cutter .. .. .	123 0	5 0	128 0	120 0	5 0	125 0
Plate glass driller .. .. .	123 0	5 0	128 0	120 0	5 0	125 0
Plate glass grinder .. .. .	110 6	3 0	113 6	107 6	3 0	110 6
Pleat stuffer .. .. .	113 0	3 0	116 0	110 0	3 0	113 0
Polisher, nickel (see "Nickel polisher").						
Polisher (paint) using buffs .. .. .	119 0	4 0	123 0	116 0	4 0	120 0
Polisher (paint) (see "Wet rubber and/or polisher").						
Power hammer driver (see "Hammer driver").						
Press operator (over 400 tons pressure) .. .. .	120 0	4 0	124 0	117 0	4 0	121 0
Press operator assistant (over 400 tons pressure) .. .. .	105 0	3 0	108 0	102 0	3 0	105 0
Press operator (light) .. .. .	112 0	3 0	115 0	109 0	3 0	112 0
Process worker .. .. .	107 0	3 0	110 0	104 0	3 0	107 0
Riveter on motor truck or wagon body .. .. .	126 0	5 0	131 0	123 0	5 0	128 0
Riveter, chassis .. .. .	113 0	3 0	116 0	110 0	3 0	113 0
Riveter, other (up to and including ½-in. rivet) .. .. .	113 0	3 0	116 0	110 0	3 0	113 0
Rotary buff operator—						
(a) While doing dent knocking .. .. .	126 0	5 0	131 0	123 0	5 0	128 0
(b) While not doing dent knocking .. .. .	113 0	3 0	116 0	110 0	3 0	113 0
Rotary shearing machinist .. .. .	114 0	3 0	117 0	111 0	3 0	114 0
Sand blast operator (see "Shot and/or sand blast operator").						
Sandpaper and emery machinist (woodwork) .. .. .	109 0	3 0	112 0	106 0	3 0	109 0
Screw and/or tapper .. .. .	108 6	3 0	111 6	105 6	3 0	108 6
Scriber (see "Marker-out or scriber").						
Sectional trimmer (see "Trimmer, sectional").						
Setter-up, machine (see "Machine setter-up").						

DAY SHIFT—continued.									
Wages per Week of 44 Hours.									
Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.						
Weekly Rate.		War Loading.	Total Wage.		Weekly Rate.		War Loading.	Total Wage.	
s. d.		s. d.	s. d.		s. d.		s. d.	s. d.	
<b>MALES—continued.</b>									
<i>Production—continued.</i>									
Shot and/or sand blast operator (where adequately protected) ..	113 0	3 0	116 0	110 0	3 0	113 0			
Smith tradesmen .. .. .	130 0	6 0	136 0	127 0	6 0	133 0			
Solderer, "on the line" .. .. .	126 0	5 0	131 0	123 0	5 0	128 0			
Solderer not "on the line" .. .. .	121 0	4 0	125 0	118 0	4 0	122 0			
Solderer (on other than body work) .. .. .	121 0	4 0	125 0	118 0	4 0	122 0			
Spotter and/or toucher-up .. .. .	126 0	5 0	131 0	123 0	5 0	128 0			
Spray painter (see "Painter, spray").									
Spring fitter .. .. .	120 0	6 0	135 0	126 0	6 0	132 0			
Spring maker, cushion (by hand) (see "Cushion spring maker").									
Spring maker, laminated .. .. .	129 0	6 0	135 0	126 0	6 0	132 0			
Spring maker, spiral (by hand) .. .. .	119 6	4 0	123 6	116 6	4 0	120 6			
Spring service worker .. .. .	108 6	3 0	111 6	105 6	3 0	108 6			
Squab and/or cushion maker .. .. .	126 0	5 0	131 0	123 0	5 0	128 0			
Stopper-up .. .. .	117 0	3 0	120 0	114 0	3 0	117 0			
Stove attendant, electric .. .. .	114 0	3 0	117 0	111 0	3 0	114 0			
Strap maker .. .. .	113 0	3 0	116 0	110 0	3 0	113 0			
Stretching machine operator .. .. .	114 0	3 0	117 0	111 0	3 0	114 0			
Striker .. .. .	108 0	3 0	111 0	105 0	3 0	108 0			
Tapper (see "Screwdriver and/or tapper").									
Tester .. .. .	113 0	3 0	116 0	110 0	3 0	113 0			
Timber kiln attendant .. .. .	105 0	3 0	108 0	102 0	3 0	105 0			
Timber orderman .. .. .	112 0	3 0	115 0	109 0	3 0	112 0			
Timber stacker .. .. .	106 0	3 0	109 0	103 0	3 0	106 0			
Toucher-up (see "Spotter and/or toucher-up").									
Transfer grainer .. .. .	116 0	3 0	119 0	113 0	3 0	116 0			
Trimmer, sectional .. .. .	117 0	3 0	120 0	114 0	3 0	117 0			
Trimmer, tradesman (including cutter by hand) .. .. .	126 0	5 0	131 0	123 0	5 0	128 0			
Tube maker .. .. .	110 6	3 0	113 6	107 6	3 0	110 6			
Tire fitter .. .. .	110 6	3 0	113 6	107 6	3 0	110 6			
Uni-shear operator .. .. .	113 0	3 0	116 0	110 0	3 0	113 0			
Varnisher (see "Enameller in colours and/or varnisher").									
Vyceman .. .. .	116 0	3 0	119 0	113 0	3 0	116 0			
Washer using phenyl, petrol, kerosene &c. .. .. .	108 0	3 0	111 0	105 0	3 0	108 0			
Welder, "A" grade .. .. .	132 0	5 0	137 0	129 0	5 0	134 0			
Welder, "B" grade .. .. .	127 0	5 0	132 0	124 0	5 0	129 0			
Welder, federal aluminium .. .. .	121 0	4 0	125 0	118 0	4 0	122 0			
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades) .. .. .	121 0	4 0	125 0	118 0	4 0	122 0			
Welder, electric spot and butt .. .. .	114 0	3 0	117 0	111 0	3 0	114 0			
Wet rubber and/or polisher (paint) .. .. .	113 0	3 0	116 0	110 0	3 0	113 0			
Windscreen frame assembler (see "Assembler").									
Wood machinist, first class .. .. .	123 0	5 0	128 0	120 0	5 0	125 0			
Wood machinist, second class .. .. .	119 0	4 0	123 0	116 0	4 0	120 0			
Writer .. .. .	129 0	6 0	135 0	126 0	6 0	132 0			
<i>Horse-drawn Vehicles.</i>									
Axle maker .. .. .	126 0	5 0	131 0	123 0	5 0	128 0			
Axle turner .. .. .	126 0	5 0	131 0	123 0	5 0	128 0			
Grainer .. .. .	126 0	5 0	131 0	123 0	5 0	128 0			
Nave mortise and boring machinist .. .. .	112 0	3 0	115 0	109 0	3 0	112 0			
Nave turner .. .. .	122 0	4 0	126 0	119 0	4 0	123 0			
Signwriter .. .. .	126 0	5 0	131 0	123 0	5 0	128 0			
Spoke lather .. .. .	122 0	4 0	126 0	119 0	4 0	123 0			
Spoke planer .. .. .	122 0	4 0	126 0	119 0	4 0	123 0			
Spoke tenoner .. .. .	122 0	4 0	126 0	119 0	4 0	123 0			
Spoke throater .. .. .	122 0	4 0	126 0	119 0	4 0	123 0			
Timber bender .. .. .	122 0	4 0	126 0	119 0	4 0	123 0			
Wheelwright and wheel maker .. .. .	126 0	5 0	131 0	123 0	5 0	128 0			
(All other classifications as prescribed for in other Sections.)									
<i>Rolling Stock.</i>									
Body maker .. .. .	129 0	6 0	135 0	126 0	6 0	132 0			
Pitman .. .. .	119 6	4 0	123 6	116 6	4 0	120 6			
Wheel grinder .. .. .	119 6	4 0	123 6	116 6	4 0	120 6			
Wheel turner .. .. .	129 0	6 0	135 0	126 0	6 0	132 0			
(All other classifications as prescribed for in other Sections.)									
<i>Miscellaneous (Wherever Employed).</i>									
Acetylene generator operator in charge of installation .. .. .	117 0	3 0	120 0	114 0	3 0	117 0			
Driver of chassis and/or new vehicle .. .. .	107 0	3 0	110 0	104 0	3 0	107 0			
Case maker .. .. .	110 6	3 0	113 6	107 6	3 0	110 6			
Case repairer .. .. .	107 0	3 0	110 0	104 0	3 0	107 0			

3. (a) The minimum rates to be paid to female machinists shall be at the rate of—

	Adults.			Juniors.		
	Per Week of 44 Hours.			Per Week of 44 Hours.		
	£	s.	d.	£	s.	d.
First six months (without previous experience)	1	16	6	1	14	6
Second six months	2	10	6	2	8	6
Third six months	2	16	0	2	14	6
Thereafter	3	4	0	3	2	6

(b) The rates for females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines: knotting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be per week of 44 hours—

	Adults.			Juniors.		
	£	s.	d.	£	s.	d.
For the first six months	1	16	6	1	14	6
For the second six months	2	10	6	2	8	6
Thereafter	3	4	0	3	2	6

APPRENTICES.

(A form of Indenture prescribed by the Board was approved on 30th November, 1936.)

4. (i) Minors may be taken as indentured apprentices to one or more of the trades of—

- (a) Body-making, seat-making, wheel-making and wheelwrighting in wood and/or metal.
- (b) Smithing, including coachsmithing, spring-making and spring fitting, wheelwright smithing and general smithing.
- (c) Painting (coach).
- (d) Trimming.
- (e) Axle-making.
- (f) Wood-turning and woodwork machining.
- (g) Panel-working, including panel beating, sheet metal working and welding.
- (h) Saw doctoring.

(ii) "Minors other than indentured apprentices shall not be employed in the following occupations":—

- (a) Electrical fitting.
- (b) Electrical mechanic.
- (c) Electroplating (1st class).
- (d) Fitting and/or turning.
- (e) First class metal machinist.
- (f) Patternmaking.
- (g) Welder (1st class only).

(iii) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry. (See XV. below.)

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.

(iv) The periods of apprenticeship shall be as follows:—

If the apprentice when articulated is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.

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

(vi) Until further order any contract of apprenticeship hereafter made may contain the following provision:—

If through lack of orders or through financial difficulties the 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 may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

(vii)—

Apprentices—	Wages.			Per Week of 44 Hours.		
				s.	d.	
<b>Five-year terms—</b>						
First year	..	..	..	..	..	19 3
Second year	..	..	..	..	..	27 0
Third year	..	..	..	..	..	46 0
Fourth year	..	..	..	..	..	74 9
Fifth year	..	..	..	..	..	94 0
<b>Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—</b>						
First year	..	..	..	..	..	22 9
Second year	..	..	..	..	..	45 0
Third year	..	..	..	..	..	74 9
Fourth year	..	..	..	..	..	94 0

(a) Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

(b) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 17 (c) to the number of four days per annum.

(viii) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

(ix) Where practicable, no apprentice under the age of 18 years shall be required to work overtime.

(x) No apprentice shall work under any system of payment by results.

(xi) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his employer, serve as an apprentice until he reaches the age of 23 years.

(xii) The apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the employer'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.

(xiii) No employer shall, either directly or indirectly, or by any pretence or advice, 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.

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

(xv) 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 journeymen.

#### MALE JUNIOR WORKERS.

5. (a) For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

(b) Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(c) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following—

	Wages Per Week of 44 Hours.		
	£	s.	d.
Under 16 years of age .. .. .	1	3	6
16 years of age .. .. .	1	13	3
17 " " .. .. .	2	5	0
18 " " .. .. .	2	17	0
19 " " .. .. .	3	11	6
20 " " .. .. .	4	5	6

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

(d) An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

(e) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(f) Changed rates shall be payable as from the beginning of the first pay period to commence after the birthday of the employee concerned.

(g) Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

(h) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice, a trainee apprentice, or an unapprenticed male junior) to every three male adults employed in the shop or factory.

#### SPECIAL RATES.

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

##### Confined Spaces.

(a) Employees other than those working on vehicles or parts of vehicles working in a confined space, i.e., a compartment or space access to which is through a manhole or similar opening on a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation 3d. per hour extra.

##### Dirty Work.

(b) Work which the employer's industrial officer, if there be one, or otherwise the employer or the executive officer responsible for the management and/or superintendence of the plant concerned shall agree is of an unusually dirty or offensive nature shall carry such extra rate as shall be agreed upon.

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 Secretary for Labour.

##### Special Rates not Cumulative.

(c) Where more than one of the disabilities referred to in sub-clause (a) and (b) hereof 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.

##### First Aid Work.

(e) An employee holding a first aid certificate and who is instructed by his employer to perform first aid work (other than Air Raid Precaution emergency work) in the factory during his or her shift shall be paid 1s. per shift extra.

#### HOURS OF EMPLOYMENT.

7. (a) With the exceptions herein set out, the ordinary hours of employment shall be 44 per week, to be worked in five days of eight hours each and one day (Saturday) of four hours, or five days of 8 hours 48 minutes each, continuously except for meal hour 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. to noon on Saturday; provided that the spread of hours herein prescribed may be altered by mutual agreement between any employer and his employees.

(b) By agreement between any employer and his employees ordinary hours may be worked on the basis of 88 per fortnight with one week of 40 and one of 48 hours.

(c) It shall be optional for the employer to work either the 5 or the 5½ days' week provided that the option once exercised shall only be altered by a week's notice.

(d) For the purpose of performing work which is preparatory to the daily operations of a plant, employees engaged on such preparatory work may be required to commence their ordinary hours of employment at or after 6.30 a.m. on any day other than Sunday.

#### SHIFT WORK.

##### A.—Continuous Work Shifts.

8. (a) For the purposes of this clause the expression "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 (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required; no such shift to exceed eight hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(bb) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any of employees working on continuous work shifts) shall not exceed—

(i) eight in any one day; nor

(ii) 48 in any one week; nor

(iii) an average of 44 per week during the period of employment upon such shifts; nor

(iv) such average reduced to 43 hours 5 minutes if such shifts include Sunday shifts; nor

(v) a total of 176 hours during any four weeks of the period of employment upon such shifts; nor

(vi) such total reduced to 172 hours 20 minutes during any such four weeks if such shifts include Sunday shifts.

Provided that such average and total shall not be so reduced to 43 hours 5 minutes and 172 hours 20 minutes if the employees on such shifts are for each ordinary hour worked thereon by them paid in the case of weekly employees at the rate of one-forty-third ( $\frac{1}{43}$ ) of the prescribed weekly wage and in the case of hourly employees at the rate of forty-four-thirty-thirds ( $\frac{44}{33}$ ) of the prescribed rate for such employees which payments the employer shall have the option of making: nor shall they be so reduced if, in addition to other holidays (if any) to be given under this Determination to such employees, such employees are given in each year one week's holiday on full pay, which week's holiday the employer shall have the option of giving.

(c) For all time of duty outside the limits of the ordinary hours prescribed in sub-clause (bb) hereof an employee on continuous work shift shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time: Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(d) Employees on continuous work shifts working afternoon and night shifts shall be paid  $7\frac{1}{2}$  per cent. more than ordinary rates for such shifts.

(e) Employees on continuous work shifts working any Sunday or holiday shift shall be paid at the rate of time and a half for such shift.

#### B. In Other than Continuous Work.

(f) In shift work not upon continuous work as herein defined any afternoon or night shift which does not continue for five successive working nights or more in a five-day workshop or six successive working nights or more in a six-day workshop shall be paid for at the rate of time and a half.

(g) For working on any afternoon or night shift which has been in operation for five afternoons or nights or more an employee shall be entitled to the following additional rates:—

- (i) 25 per cent. for working on night shift only;
- (ii) 10 per cent. for working on alternating night and afternoon shifts;
- (iii) 10 per cent. for the night shift for working on alternating day and night shifts;
- (iv) 10 per cent. for working on afternoon shift only; and
- (v)  $7\frac{1}{2}$  per cent. for the afternoon shift for working on alternating day and afternoon shifts.

(h) The extra rates specified in paragraphs (ii), (iii), and (iv) of sub-clause (g) hereof shall be payable only where shifts are changed at least once in every three weeks.

(i) "Afternoon shift" shall mean a shift commencing not later than 6 p.m. on any day.

"Night shift" shall mean a shift commencing at any time after 6 p.m. on any day.

(j) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.

(k) (i) Except as hereinafter provided, female employees shall not be required or permitted to work on afternoon or night shift.

(ii) By agreement between the employer and the Union or Unions concerned, female employees may be worked on afternoon and/or night shifts on munitions work.

(iii) Failing agreement as aforesaid, the Secretary for Labour shall have the power to allow the employment of females on afternoon and/or night shifts on munitions work, upon such terms and conditions as he may specify.

(l) A male employee under the age of 16 years shall not be required or permitted to work on afternoon or night shift.

#### MIXED FUNCTIONS.

9. 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.

10. (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.

(b) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time shall be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

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

(c) Except as otherwise provided in sub-clauses (a) and (b) hereof, in computing overtime each day's work shall stand alone.

(d) An employee recalled to work overtime after leaving his employer's business 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.

(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.

(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.

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

(h) Before starting overtime after working ordinary hours a meal break of at least fifteen minutes shall be allowed, unless the period of overtime is less than one and a half hours. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand.

(i) An employee required to work overtime for more than two hours without being notified the day before 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 paid to employees living in the same locality as their workshop who can reasonably return home for meals.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid as above prescribed for meals so provided.

(j) Subject to the provisions of the second part of sub-clause (f) hereof 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.

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

(l) Where overtime is worked on account of a breakdown of plant and/or machinery or where the employee concerned is engaged in connexion with carting and driving, all overtime shall be paid for at the rate of time and a half.

## SUNDAY AND HOLIDAY RATES.

11. (a) Where an employee works on a Sunday, the work done shall be paid for at the rate of double ordinary time.  
 (b) Where an employee works on union picnic day, the work done shall be paid for at the rate of double ordinary time.  
 (c) Where an employee works on any of the holidays (including overtime) specified in clause 12 (b) of this Determination, the work done shall be paid for at the rate of double ordinary time, in addition to the allowance to which the employee on hourly hiring is entitled under clause 17 (d) of this Determination.

## HOLIDAYS.

12. (a) The day on which the Vehicle Builders' Federation trade union picnic is held shall be a local holiday (without pay if such day is a day other than one mentioned in sub-clause (b) of this clause) in any city or town.

(b) Employees shall be entitled to the following public holidays (without pay except as herein provided):—The days observed as 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 said days respectively.

(c) If the contract of employment is for hourly hiring, an allowance calculated as set out hereunder shall be paid to employees in addition to the rates set out in clause (2), (3), and (5) of this Determination in respect of the time lost by employees on the ten holidays mentioned in sub-clause (b) of this clause and on account of unavoidable absences from work through sickness (to the number of four days' sickness in each year). Such allowance shall be calculated in the following manner:—The total weekly wage rate shall be divided by forty-four (44) and the resultant multiplied by 14 times 8 ( $14 \times 8$ ) and divided by fifty-two (52), the answer to be calculated to the nearest penny.

## ANNUAL LEAVE.

*Period of Leave.*

13. (a) Except as hereinafter provided 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 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 12 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 that period one day for each such holiday falling as aforesaid. In the case of employees on hourly hiring such extra day shall be without pay.

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 employer and the employee 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.

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 purpose 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 a copy to each union whose members have participated in such concerted or collective absenteeism 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  $3\frac{1}{2}$  hours for each completed one month of continuous service and in respect of service after that date at the rate of  $7\frac{1}{2}$  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-clause (i) 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 12 of this Determination.

*Payment for Period of Leave.*

(k) Each employee before going on leave shall be paid two weeks' wages, except a seven-days shift worker who 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 period. For the purposes of this sub-clause and sub-clause (l) hereof, wages shall be at the rate prescribed by clauses 2, 3, 4, and 5 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 one 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 to the employees concerned 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 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.
- (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) hereof, subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

*PIECEWORK RATES.*

14. Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rate.

*PAY-DAY.*

15. Employers shall pay all moneys due at least once in each week, and not later than Friday in each week, except where it has been the practice to pay fortnightly. All wages shall be paid in employer's time.

*PAYMENT FOR PART WORK.*

16. An employee, working any portion of a week, shall be paid, on ceasing work, for all time worked during that week.

*CONTRACT OF EMPLOYMENT.*

17. (a) With the exceptions hereinafter stated employment may be by the week or by the hour. Unless otherwise specifically agreed, the employment shall be deemed an hourly engagement. If by the week it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice) by payment of one week's wages.

This last provision shall not affect the right of the employer 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.

(b) A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct, or for absence from work without reasonable excuse.

(c) If an employee engaged by the week absents himself from duty, except on the holidays mentioned in clause 12 (b) of this Determination or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year) a sum proportionate to his time of absence may be deducted from his pay, i.e., two-elevenths of the weekly wage for each day of absence, excluding Saturdays in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent on a Saturday.

(d) (i) If the contract of employment is for hourly hiring, a weekly allowance calculated as set out in clause 12 (c) of this Determination shall be paid in addition to the total amount of the rates prescribed by clause 2 of this Determination, but such allowance shall not be taken into account in computing any wage rate such as overtime, shift premium, Sunday or holiday rates.

(ii) Such allowance shall be paid irrespective of the time worked by an employee in any one week, except as provided in sub-clause (e) of this clause.

(iii) An allowance calculated as set out in clause 12 (c) of this Determination shall also be paid in addition to the rates prescribed by clauses 3 and 5 of this Determination for female workers and male junior workers.

(e) An employee engaged on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of the day and the beginning of the next succeeding day. But such employee shall not be entitled to the allowance mentioned in sub-clause (d) of this clause unless the period of employment exceeds four hours.

(f) Notwithstanding anything contained in sub-clauses (c), (d), and (e) 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, but in no case shall such expenses exceed 10s. 6d.

*TIME AND WAGES BOOK.*

18. (a) Each employer shall keep a time and wages book showing 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 books 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 at the beginning or end of duty.

**LEADING HANDS.**

19. Leading hands in charge of 5, but not exceeding 15 employees, shall be paid at the rate of 1s. per day extra. From 16 to 25 employees, 1s. 6d. per day extra; from 26 to 35 employees, 2s. per day extra; and over 36 employees, 2s. 6d. per day extra.

**AIRCRAFT MAKING.**

20. Employees engaged in aircraft making (in wood, metal, or other materials) in occupations which are similar to those for which classifications are provided in this Determination, shall be paid the rates prescribed for such classifications.

**TRAVELLING TIME.**

21. In the event of an employee being sent during working hours to any place other than his usual place of employment, he shall be allowed travelling time and excess expenses. Such time to be part of the ordinary day's work.

**GRINDING TOOLS.**

22. (a) Where a woodworker using his own tools has been in employment for more than one week, the employer shall allow him one hour, with payment therefor on termination of his employment, to enable him to pack and sharpen his tools.

(b) The employee shall be permitted to use the employer's emery wheel or grindstone to sharpen his own tools used in the course of his employment.

**WATERPROOF CLOTHING.**

23. Men engaged in transferring trams to or from the factory to the various depots shall be provided with suitable clothing for wet weather.

**SPRAY PAINTERS.**

24. Where spray painters are employed, adequate protection for their health shall be provided for them by the employer.

**TOOLS TO BE PROVIDED BY EMPLOYER.**

25. Woodworkers and vycemen shall be supplied where required with bench, bench-vyce, cramps above 4 inches, files (including saw files), rasps, hand-drills, hacksaws, frames and blades, bits and parallel shank-drills up to  $\frac{1}{4}$  inch, and snips, such tools to remain the property of the employer.

**MISCELLANEOUS PROVISIONS.**

26. (a) Employees engaged in working with acids shall be supplied with rubber gloves.

(b) Employees engaged in wet rubbing shall be provided with rubber aprons and rubber boots.

(c) Suitable coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery wheel operators.

(d) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic hammers.

(e) Tramway pitmen shall be provided free with one suit of overalls as required.

**RIGHT OF ENTRY OF UNION OFFICIALS.**

27. (1) A duly accredited representative of the Australian Vehicle Builders Employees Federation and of the Amalgamated Engineering Union shall have the right to enter employers' workshops during the mid-day meal hour for the purpose of interviewing employees on legitimate union business, on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(b) That he interviews employees only at the places where they are taking their meal.

(c) That not more than one representative be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

(e) That if any employer alleges that a representative is unduly interfering with his workshop 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.

(ii) For the purpose of investigating complaints concerning the application of this Determination 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:—

(a) That he discloses to the employer or his representative the complaints which he desires to investigate.

(b) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).

(c) That he does not interfere with work proceeding in the workshop or plant.

(d) That he conducts himself properly.

(iii) Where employees are working under a system of shiftwork which precludes a representative from interviewing them during the mid-day meal hour 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.

**SHOP STEWARDS.**

28. An employee appointed as 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 his employer or his representatives on matters affecting employees whom he represents.

**LIMITATION OF EMPLOYER'S LIABILITY.**

29. When an employer has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums in respect of any services rendered to such employer during such period, unless within a period of nine calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee himself, or by some person on his behalf.

**DEFINITIONS.**

30. (a) "Tradesman" means an adult workman who, in the course of his employment, works from drawings or prints required to be scaled, and/or measured from drawings or prints, or makes precision measurements, or applies general trade experience, and includes locksmith and first-class machinist.

(b) "Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper measuring scale or rule.

(c) "Pattermaker" means a tradesman engaged in the making of both patterns and templates in wood. "Template maker" means a tradesman engaged in the making of templates only.

(d) "Jig-maker" means a tradesman engaged in the making of jigs in wood or metal.

(e) "Toolmaker" means a tradesman making and/or repairing any precision tool, gauge, die or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion.

(f) "Machinist (metal)—1st class" means a tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, precision grinding machine and a drilling machine where the operator uses the same precision tools as fitters or turners.

(g) "Machinist (metal)—2nd class" means an adult employee not engaged as a tradesman who is not required to work from drawings or prints or to do precision work, but who is engaged in operating or in setting up and operating all machines, other than a drilling machine, enumerated in the definition of 1st class machinist.

(h) "Machinist (metal)—3rd class" means an adult employee other than a process worker who operates any power-driven machine for which a rate is not elsewhere prescribed in this Determination and without limiting the scope of the foregoing includes such an employee operating any of the following:—nut, bolt, rivet or dog spike making machines, tapping machines and drilling machines on work other than that specified in the definition of machinist—1st class.

(i) "First-class wood machinist" (in wood) means a machinist who in the course of his employment is called upon to grind and set knives only or to braze, set, and sharpen band or jig saws and to set and sharpen circular saws or to set up machines operated by other machinists or to grind knives for and to set up and operate one or more of the following machines:—Shapers, spindles, linderman machines, routers, tenoners, still hinge and other gainer machines and band saws.

(j) "Second-class wood machinist" (in wood) means any machinist called on to set up and operate any other machines, or any circular saw or dimension saw.

(k) "Process worker" means an employee engaged on—

- (i) Repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges or other tools rendering operations mechanical (and in connexion with which the worker is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or
- (ii) in assembling processes not requiring the use of hand tools (except hammers and/or screwdrivers and/or spanners).

(l) "Electrical fitter" means a tradesman fitter mainly engaged in making, fitting or repairing electrical machines, instruments or appliances, who in the course of his work applies electrical knowledge.

(m) "Electrical mechanic" means an adult employee mainly engaged outside a workshop on any class of installation work, or in the repairing thereof, or in wiring, and who, when employed inside a workshop, is engaged on repairs to installation.

(n) "Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns, and/or finishing off bath moulds by a machine process.

(o) "Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.

(p) "Plate and machine moulder" means an adult employee engaged in moulding on the plate system, or by machines where the pattern is either a fixture to the plate or the spray system is used.

(q) "Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.

(r) "First-class body maker" means a tradesman engaged on the building of bodies without the aid of jigs.

(s) "Second-class body maker" means an employee engaged on the building of bodies with the aid of jigs.

(t) "First-class panel beater" means an employee who makes panels or mudguards from the sheet by hand or partly by hand and partly with the aid of machines.

(u) "Second-class panel beater" means an employee who is engaged in dent knocking (by hand) or who makes panels from the sheet entirely with the aid of machines or who is engaged solely on a panel beating machine.

(v) "Other panel machinists" means employees engaged solely on wheeling and stretching or other machines in the panel section not otherwise provided for.

(w) "Metal panel worker" means an employee engaged in the preparation of material for the making of panels other than machinists and others for whom specific rates are provided.

(z) "Sectional trimmer" means any workman (unless specific margins have been herein prescribed) who was so classed on the 1st day of October, 1935, and all future workmen doing the same classes of work.

(y) "Smith" includes coach smith, wheelwright smith, angle iron smith, and motor smith.

(z) "Saw doctor" means an employee exclusively engaged in brazing, hammering, straightening and sharpening saws.

(aa) "On the line" means sectionalized body building and assembling in which bodies in course of building are moved on from one operative or group of operatives to another operative or group of operatives.

(bb) "Painter's labourer" means an employee assisting in painting, graining, lining and decorating who does not use brush or sprayer.

(cc) "Timber stacker" means an employee who stacks timber for seasoning by the process of stripping.

(dd) "Diemaker" means a tradesman making any die to be affixed to any machine who designs or lays out his work.

(ee) "Garnish mould finisher" means an employee engaged on any of the following classes of work, viz.:—Clamping metal garnish moulds to jigs and scribing and cutting same; re-working and filing metal garnish moulds, after welding; re-working and filing metal windscreen garnish moulds; working and filing recesses in rear quarter garnish moulds, after welding; finally working and checking metal garnish moulds, after welding; and/or fabricating metal windscreen garnish moulds and re-working and filing same.

(ff) "Spring service worker" means an employee who is employed on the removal and/or replacement of springs, luggage carriers and/or bumper bars, and/or the dismantling and/or re-assembling of finished parts of motor car and truck chassis (not being a chassis assembler and/or wirer).

(gg) "Aero engine assembler" means an adult employee who assembles components into sub-assemblies, and makes any necessary adjustments to assembly.

(hh) "Body maker," second class, means an employee engaged on the building of bodies with the aid of jigs.

(ii) "Drier" means an adult employee using air hose to dry off after acid wash.

(jj) "Material chaser" means an adult employee having the supervision of the delivery according to schedule, of material between departments or sections.

(kk) "Packer" means an adult employee who is responsible for the selection of parts or accessories according to requisitions or for the packing and methods of packing of same for despatch.

(ll) "Rigger" means an adult employee who is responsible for the erection of tackle, and who is, amongst other duties, required to splice wire rope.

(mm) "Tester" means an adult employee engaged in testing products for leaks or faults by immersion in liquid.

(nn) "Timber orderman" means an employee who is responsible for the selection, allotment and measuring of orders for delivery and/or for the execution of orders for delivery. The word "order" in this definition means the demand of a customer or of the employer, or some one on his behalf to the orderman for an expressed size and class, or expressed sizes and classes of timber.

(oo) "Welder," first class, means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs or doing work covered by definitions of second and third class welder, and includes re-welding by hand processes.

(pp) "Welder," second class, means an adult employee not required to do first-class welding, but engaged in filling castings or in welding sheet metal or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.

(qq) "Welder," third class, means an adult employee using electric spot or butt welding machine on work other than cutting scrap with oxy-acetylene blowpipe.

(rr) "Welder," fourth class, means an adult employee cutting scrap with oxy-acetylene blowpipe.

(ss) "Welder" "A" Grade, means a tradesman employed as a first-class welder on repair and/or production work, including aircraft, but not including production work on any other class of vehicle.

(tt) "Welder," "B" Grade, means an adult employee welding aircraft tanks and/or sheet metal manifolds for aircraft.

#### PERIODICAL ADJUSTMENT OF WAGES.

31 The wages rates set out in clause 2 are based upon the following basic wages rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause 32.

*Basic Wage.*

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria— Within a radius of 20 miles of G.P.O., Melbourne, 10 miles of Geelong and Warrnambool Post Offices, 5 miles of Chief Post Office at Mildura, and the Gippsland District Elsewhere—3s. less than the contemporaneous basic wage for Melbourne	4 13 0	6 0	4 19 0	Melbourne

**ADJUSTMENT OF BASIC WAGE.**

32. (a) Until the beginning of the first pay period to commence in November, 1946, the amounts of the basic wage shall be as prescribed in clause 31.

(b) During each future successive period beginning with the first pay period to commence in a November, a February, a May or an August, the amounts of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

- (i) The index number set to be applied to a place is that assigned thereto in clause 31.
- (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 that of assigned amount during such successive period.

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

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

(c) The wage rates prescribed at £1 14s. or more for females shall be adjusted on the same basis as the basic wage in the same place, but by 6d. for every 1s. of change in the amount of that basis.

(d) The amounts of wages for all apprentices whose rate of wages is herein stated at 25s. or more per week and of all rates for females prescribed at less than £1 14s., shall be adjusted proportionately to the basic wage in the same place calculated to the nearest 6d., every change of amount not exceeding 3d. to be disregarded.

The amounts of the adjustable rates are fixed on a needs basic wage of £3 6s. and such adjustments are to be made upon the following rates:—

(i) *Female Workers.*

**Female Machinists.**

	Adults.			Juniors.		
	—	Loading Constant.	Constant Special Loading.	—	Loading Constant.	Constant Special Loading.
	£ s. d.	s. d.	s. d.	£ s. d.	s. d.	s. d.
1st six months (without previous experience)	1 3 0	3 0	1 0	1 3 0	1 0	1 0
2nd six months .. .. .	1 12 6	3 0	1 6	1 12 6	1 0	1 6
3rd six months .. .. .	1 18 0	3 0	1 6	1 18 0	1 6	1 6
Thereafter .. .. .	2 6 0	3 0	1 6	2 6 0	1 6	1 6

Females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines: knotting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires.

	Adults.			Juniors.		
	—	Loading Constant.	Constant Special Loading.	—	Loading Constant.	Constant Special Loading.
	£ s. d.	s. d.	s. d.	£ s. d.	s. d.	s. d.
For the first six months .. .. .	1 3 0	2 0	1 0	1 3 0	1 0	1 0
For the 2nd six months .. .. .	1 12 6	3 0	1 6	1 12 6	1 0	1 6
Thereafter .. .. .	2 6 0	3 0	1 6	2 6 0	1 6	1 6

(ii) *Apprentices.*

		Constant Loading.	Extra Constant Loading.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<b>Five year terms—</b>			
1st year .. .. .	15 0	0 0	0 9
2nd year .. .. .	20 6	1 0	1 0
3rd year .. .. .	30 6	1 6	1 6
4th year .. .. .	50 0	2 0	2 3
5th year .. .. .	63 0	2 0	3 0
<b>Four Year Terms.—When the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—</b>			
1st year .. .. .	18 0	0 0	0 9
2nd year .. .. .	30 0	1 0	1 6
3rd year .. .. .	50 0	2 0	2 3
4th year .. .. .	63 0	2 0	3 0

(ii) *Male Junior Workers.*

The minimum rates of wage for unapprenticed male juniors shall be the undermentioned percentages of the contemporaneous needs basic wage, and in addition thereto the constant loadings specified—

	Percentage of Needs Basic Wage.	Constant Loading.
		per week.
		<i>s. d.</i>
Under 16 years of age .. .. .	25	0 6
16 years of age .. .. .	35	0 9
17 " " " .. .. .	47½	1 0
18 " " " .. .. .	60	1 0
19 " " " .. .. .	75	2 0
20 " " " .. .. .	90	2 0

Each total rate shall be calculated to the nearest sixpence and any part of sixpence in the result which does not exceed threepence shall be disregarded.

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

J. R. MACPHERSON, Acting Secretary.

Melbourne, 29th August, 1946.

