



# VICTORIA GOVERNMENT GAZETTE.

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[1946

Factories and Shops Acts.

## DETERMINATION OF THE CARPENTERS BOARD.

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

Carpentry and Joinery were proclaimed on 23th November, 1923, as Apprenticeship Trades under the *Apprenticeship Act* 1923 for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since 17th May, 1939, has had the Power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

(a) employed in the process, trade, or business of—

- (i) a carpenter or joiner (other than a carpenter or joiner subject to the Determinations of the Agricultural Implements Board and the Wharfs and Jetties Board);
- (ii) fixing or repairing in or on buildings, architraves, skirtings, or mouldings made of sheet metal 10-gauge or lighter;
- (iii) fixing metal ceilings or laying wood block or parquet flooring.

(b) fixing corrugated asbestos-cement sheeting on walls of buildings—

has made the following Determination, namely:—

(i) That as from the operative date as prescribed in clause (ii) hereof the last previous Determination of this Board shall be revoked and replaced by this Determination.

(ii) (a) Part I hereof, with the exception of clause 10 (Work on Public Holidays) shall come into force from the beginning of the next pay period to commence after the 22nd October, 1945, and shall continue in force whilst the Building Trades of Victoria Award of the Commonwealth Court of Conciliation and Arbitration remains in force.

Clause 10 (Work on Public Holidays) shall come into operation as from the 22nd November, 1945, and shall continue in operation whilstsoever the other provisions of this Part remain in operation.

If and when the provisions of this Part ceases to apply by virtue of the limitation prescribed in the first paragraph, all employees covered by the said provisions will automatically be subject to the provisions of Part II hereof.

(b) Part II hereof shall come into force from the beginning of the next pay period to commence after the 22nd October, 1945.

### PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary, to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops or joinery mills.

2.

### WAGES.

	<i>s. d.</i>
Adult Employees (other than Apprentices)	3 6 <sup>9</sup> / <sub>22</sub> per hour.

### ADDITIONAL PAYMENTS.

3.(i) In addition to the amounts, otherwise prescribed, there shall be paid to:—

- (a) A "casual hand," as defined herein, 3d. per hour extra for the time employed, such time not to be less than two hours.
- (b) A "leading hand," as defined herein, 1s. per day.
- (c) An employee working pursuant to the order of his employer in a "wet place," as defined herein, 1s. per day.
- (d) An employee engaged on insulation work, as defined herein, 4d. per hour extra.
- (e) An employee, whatever work he be engaged on, who completes his work at night after trams and other public conveyances have ceased running and for whom the employer does not provide a conveyance to take him home, such sum as will provide such a conveyance.
- (f) An employee receiving notice to present himself for work by his employer, and whose services on presentation are not required, the sum of 5s. together with any expenses necessarily incurred in travelling to and from such job but such expenses shall not be deemed to have been so incurred when the employer provides, or offers to provide, a reasonable conveyance free of charge.
- (g) An employee whose clothes or tools have been spoiled by acids, sulphur, or other deleterious substance, such an amount to cover the loss occasioned thereby, as may be agreed upon.

To obtain the benefit of paragraph (c) hereof, an employee shall inform the employer on engagement of his place of residence, and in the event of a change of residence shall inform the employer within seven days of his new address. An employee giving an incorrect address shall only be entitled to claim such benefits after seven days' notice of his correct address.

(ii) *Shifts.*—Payments for shift work shall be at the ordinary rates for the first or day shift, and at time and a half for the second and the third shift, if any.

#### HOURS.

4. (a) The ordinary hours shall be 44 per week to be worked in five or five and a half days, the daily hours being respectively 8 hours 48 minutes Monday to Friday inclusive or 8 hours Monday to Friday inclusive and 4 hours on Saturday between the hours of 7.30 a.m. and 5.30 p.m. Monday to Friday inclusive and 7.30 a.m. to 12 noon on Saturday. The lunch break shall be not less than 42 minutes.

(b) The ordinary working hours of employees on shift work shall be eight per shift.

#### OVERTIME.

5. (i) All time worked beyond the ordinary hours of work as set out in Clause 4 shall be paid for at the rate of time and a half for the first two hours, and double time thereafter.

(ii) All time worked on Sundays shall be paid for at the rate of double time.

(iii) An employee who has left the premises in which he is employed and is recalled to work after the usual ceasing time for less than one hour shall receive payment for one hour at overtime rates.

(iv) If an employer requires an employee to work during the luncheon time as prescribed in clause 4 (a) of this Part, he shall allow the employee whatever time is necessary to make up the prescribed luncheon time. If an employer requires an employee to work during the prescribed luncheon time, or during such luncheon time and continuously during any further time thereafter up to the substituted luncheon time, he shall pay double time for such work. Provided that the employer shall not be bound to pay in addition for any time allowed in substitution for the prescribed luncheon time, and provided further that if the luncheon time is shortened to 42 minutes at the request of the employee, the employer shall not be required to pay any extra rate in respect of such shortening of the luncheon time.

(v) Overtime work by shift workers on the second or thirds shifts shall be paid for at double rates.

#### INCLEMENT WEATHER.

6. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

(i) That such allowance shall not exceed the equivalent of eight hours pay in any one week.

(ii) That weather shall not be regarded as inclement for the purposes of this clause, unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.

(iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.

(iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.

(v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

#### ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

7. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth-streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres:—

	s.	d.
Up to and including 12 miles .. .. .	2	0
Over 12 miles and including 20 miles .. .. .	2	6
Over 20 miles and including 30 miles .. .. .	3	0

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

(b) Where fares are necessarily incurred on district jobs, as defined in clause 8 (a) of this Part, or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

#### ALLOWANCES IN RESPECT OF DISTANT JOBS.

8. (a) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

	s.	d.
For less than a full week .. .. .	10	0
For a full working week at the rate of .. .. .	42	0

(b) In lieu of the payments prescribed in clause 7 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week end after three months of continuous service and thereafter at three-monthly periods he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

#### ALLOWANCE IN RESPECT OF MEALS.

9. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 2s. 6d. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

#### WORK ON PUBLIC HOLIDAYS.

10. Double time shall be paid for work performed on New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, King's Birthday, Melbourne Cup Day, Boxing Day, and Christmas Day.

#### EXCESS OF HOURS.

11. An employee who has worked continuously (except for meal intervals) for 20 hours, shall have a break of at least twelve hours before again starting work

## REST PAUSE.

12. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

## ANNUAL LEAVE.

13. (a) Subject to the provisions of sub-clauses (c) and (d) hereof, a period of fourteen consecutive days inclusive of public holidays occurring during the period shall be allowed as leave annually to all employees after twelve months' continuous service (less the period of annual leave) with an employer. Unless otherwise mutually agreed upon between an employer and the employee concerned, in which case the leave shall be given and taken within three months of becoming due, such leave shall be given and taken in conjunction with the Christmas and New Year holidays.

(b) If after 88 hours' continuous service, excluding overtime, in any qualifying twelve-monthly period an employee leaves his employment or his employment is terminated by the employer, the employee shall be paid 1/13th of a week's wage in respect of each completed 88 hours of continuous service in respect of which leave has not been granted hereunder.

(c) Where an employee absents himself from work during any qualifying period of service for any reason other than a reason set out in sub-clause (d) hereof, the amount of leave or payment in lieu to which he would otherwise be entitled under sub-clauses (a) and (b) hereof, shall be reduced by 1/50th for each week or part thereof during which any such absence occurs.

(d) For the purpose of administering the provisions of this clause, service shall be deemed to be continuous notwithstanding an employee's absence from work for the following reasons:—

(i) Injury received during the course of employment and for which an employee received Worker's Compensation—up to a maximum period of two months.

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

(iii) Where called up for military service up to three months in any qualifying period.

(e) Each employee before going on leave, shall be paid in advance the wage which would ordinarily accrue to him during the currency of the leave.

(f) Service before the 1st day of October, 1945, shall be disregarded for the purpose of calculating annual leave.

(g) Notwithstanding anything elsewhere contained in this Determination, an employer giving leave at the Christmas-New Year period may, at his option either:—

(i) Stand off without pay during the period of leave any employee who has not then qualified for the full period; or

(ii) Stand off for the period of leave any employee who has not then qualified for fourteen consecutive days' leave and pay him pro rata for the leave for which he has then qualified on the basis of one-thirteenth of a week's wages in respect of each 88 hours' consecutive service (exclusive of overtime) during his current qualifying twelve-monthly period.

## TOOLS.

14. (i) The employer shall provide the following tools when they are required on the job:—Dogs and cramps of all descriptions, bars of all descriptions, augers of all sizes, star bits, bits not ordinarily used in a brace, all hammers except claw hammers, glue pots and brushes, dowel plates, tramells, hand-and-thumb screws, spanners, and soldering irons.

(ii) When an employee is discharged, he shall be allowed one and a half hours for grinding tools, or shall receive instead one and half hours' pay. This sub-clause shall not apply to an employee engaged as a "casual hand" or to an employee dismissed for misconduct or inefficiency.

(iii) The employer shall provide for the use of carpenters and joiners a suitable grindstone on any job where a grindstone is reasonably necessary, together with power (hand or driven) for turning the same.

## LOCK-UP FOR EMPLOYEES TOOLS.

15. On all jobs in towns and cities the employer shall provide a suitable waterproof lock-up in which to store employees' tools.

## POSTING NOTICES.

16. No employer shall prevent an official of the Society from posting at any time a copy of this Determination, or any notice of the Society, not exceeding 14 inches by 9 inches, in a suitable place on any job.

## PAYMENT OF WAGES.

17. Wages, allowances, and other monies due shall be paid not later than the time of ceasing work on Thursday of each working week, or otherwise by mutual arrangement. On termination of employment by the employer all wages, allowances, and other monies shall be paid at the time of dismissal.

## INSPECTION OF TIME SHEETS AND BOOKS.

18. The Secretary for Labour may authorize at any time (except pay day) or place, the inspection of all wages sheets, time sheets or other wages records by a person nominated by The Building Workers Industrial Union of Australia and approved by approved by the Secretary for Labour, provided that 24 hours' notice of such inspection is given to the employer.

## SANITARY CONVENIENCES.

19. Employers shall provide on all jobs suitable sanitary convenience.

## TERMINATION OF EMPLOYMENT.

20. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof. Such hour shall be allowed the employee to gather, clean, pack and transport his tools.

## JUNIOR LABOUR.\*

21. (i) The proportion of unapprenticed boys to journeymen employed shall not exceed one to four on buildings, provided that any employer who employs two adults may employ one unindentured boy.

(ii) Unindentured boys shall receive the same rate of wages as is prescribed in sub-clause (iv) of clause 22 hereof, and shall receive overtime and allowance in accordance with sub-clause (x) of that clause.

(iii) No unindentured boy under nineteen years of age shall be allowed to attend winches, sling timber or work power-driven machinery.

## APPRENTICES.

(Except those covered by the Apprenticeship Commission.)

22. (i) All apprenticed boys employed in the trade shall be legally indentured for five years, in accordance with the form of indenture prescribed by the Board, but each boy shall be allowed three months' probation, which shall be reckoned portion of his apprenticeship should he be afterwards indentured.

The calculation of the above proportion shall be based, when a new apprentice is proposed to be taken on, upon the aggregate number of employees on full time employment for the six preceding months. If an employer is actually working in the trade, he shall count as one journeyman.

(ii) If an employer is unable to fulfil his obligation to an apprentice, it shall be lawful for such apprentice to complete his term with another employer, who may take and employ him as such apprentice, and for that purpose such employee, if required so to do, shall assign the deed of apprenticeship to such other employer.

(iii) No employer shall be entitled to take an apprentice unless he has been in business for at least one year, but this shall not apply to joinery mills.

(iv) Apprentices' wages shall be not less than the following:—

	Percentage of Total Basic Wage.	Total Wage Payable—		
		Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		Per Week.	Per Week.	Per Week.
		£ s. d.	£ s. d.	£ s. d.
1st six months .. .. .	20	0 19 6	1 1 0	0 19 0
2nd " " .. .. .	25	1 4 6	1 6 0	1 3 6
2nd year .. .. .	30	1 9 6	1 11 6	1 8 6
3rd year .. .. .	45	2 4 0	3 7 0	2 2 6
4th year .. .. .	65	3 3 6	3 8 0	3 1 6
5th year .. .. .	85	4 3 6	4 9 0	4 0 6

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

(iv) (a) A tool allowance of 1s. a week shall be paid to apprentices in their third, fourth, and fifth year.

(v) Every apprentice shall, during the second and third year of his apprenticeship, attend, at least two nights in each week, the classes in joinery and building construction and architecture provided at a Technical College, and the fees actually paid per quarter shall, unless such fees have been paid by the State Government, be refunded by the employer on production of a certificate from the instructor that the apprentice has satisfactorily attended the classes during such quarter.

(vi) Should an apprentice at the time of being apprenticed produce a certificate from a technical school that he has attended a technical school in two of the three subjects named for one year prior to being apprenticed, he shall be entitled to 2s. 6d. extra per week in addition to the wages hereinbefore provided in sub-clause (iv) hereof.

(vii) Should an apprentice during the third or any subsequent year of his apprenticeship produce a certificate from the examiners, that he has attended a two years' course and passed an examination at a technical school in two out of the three subjects named, he shall be entitled to be paid an additional sum of 2s. 6d. per week in addition to the wages prescribed by sub-clause (iv) hereof, and in addition to the 2s. 6d. prescribed in sub-clause (vi) hereof, where payable, for the remainder of the term of his apprenticeship.

(viii) Any employers having apprentices shall provide all heads, hollows, rounds, ploughs, cash fillisters and moulding planes required for the use of the apprentices.

(ix) No apprentice under nineteen years of age shall be allowed to attend winches, sling timber or work power-driven machinery.

(x) Where apprentices are required to work overtime, or are sent to distant jobs, &c., all provisions covering journeymen shall, in regard to rates of pay, be proportionately and, in regard to travelling expenses, be equally applicable.

DEFINITIONS.

23. (a) "Casual hand" means any hourly employee employed for a period of less than five days—exclusive of overtime—not dismissed summarily for misconduct or inefficiency and not voluntarily leaving his employment.

(b) "Insulation work" means such work as involves the handling of charcoal, pumice, or other recognized insulating material, but does not include the handling of malthead or the making of ice-chests or insulated doors, nor such work as is ordinarily done in a factory.

(c) "Leading hand" means such tradesman as is given the responsibility by the employer or his duly authorized representative of directing and supervising the work of not less than two other tradesmen.

(d) "Rate of double time" for weekly employees means, as to holidays in clause 10 of this Part, and as to continuous work after overtime work during luncheon hour in sub-clause (iv) of clause 5 of this Part, an extra payment at the ordinary rate in addition to the rate ordinarily receivable.

(e) "Wet place" means a place where water is dripping from overhead so that the clothing of an employee becomes saturated, or a place where the employee has to stand in water exceeding 2 inches in depth, so that the feet of such employee become wet.

(f) "Society" means the Victorian Section of the Amalgamated Society of Carpenters and Joiners of Australia.

(g) "Carpenter and joiner" means any person engaged upon construction work, including erection, repair, ornamentation, demolition, or any other forms of such work, and upon the making, preparing and fixing of all necessary woodwork and fittings in connexion therewith, and upon the making, preparing and fixing of any other material necessitating the use of carpenters' tools or machines in lieu thereof, including metal shop fronts and fittings other than in workshops and joinery mills.

\* Note.—The employment within the Metropolitan District of any unindentured boy is illegal.

APPRENTICES.

24. The provision of clause 20 of this Part shall not apply to the employment of apprentices.

PERIODICAL ADJUSTMENT OF WAGES.

25. The wages rates set out in Clause 2 of this Part are based upon the following basic wage and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount and at the same time as such basic wage. The basic wage rates shown hereunder shall be adjusted as prescribed in Clause 26.

Table "A" Basic Wage.

Place.	Needs Basic Wage Adjustable.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Throughout the State .. .. .	4 12 0	0 6 0	4 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

26. For work done before the beginning of the first pay period to commence in November 1945, the amounts of the basic wage shall be as prescribed in Clause 25 of this Part.

For work done during each future pay period of or near a quarter 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:—

- (1) The index number set to be applied to a place is that assigned thereto in clause 25 of this Part.
- (2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that amount assigned during such successive period.

Table "B".

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.

The wages of apprentices shall be the percentages of the total basic wage prescribed for the area in which they are employed calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

Wages.

(a)	Total Wage Payable—			
	Adult Employees (other than Apprentices).	Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool, and within Milder and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
(i) Engaged on stock work, including 1s. tool allowance ..	6 2 0 per week	6 8 6 per week	5 19 0 per week	6 8 6 per week
(ii) Engaged on shop work (shop or joinery mills or mixed industry) including 2s 6d. tool allowance ..	6 15 0 per week	7 1 6 per week	6 12 0 per week	7 1 6 per week
(iii) The hourly wage is that amount obtained by dividing the relevant weekly wage set forth in sub-clauses (i) and (ii) hereof by 48 or 44 or such other weekly hours figure as the employee ordinarily works where employed				
(iv) Engaged on building construction work ..	3 2 <sup>5</sup> / <sub>11</sub> per hour	3 4 <sup>5</sup> / <sub>22</sub> per hour	3 1 <sup>7</sup> / <sub>11</sub> per hour	3 4 <sup>5</sup> / <sub>22</sub> per hour

The amounts stated in this sub-clause include wartime loadings as follows. For work mentioned in—

- (i) hereof, at the rate of 4s. per week.
- (ii) and (iv) hereof, at the rate of 6s. per week.

These loadings are not to be taken into account in the calculation of overtime or other penalty rates prescribed by the Determination.

(b) Where an employee is employed in a "mixed industry" and does building construction work in connexion with such industry, he shall be paid the rate prescribed for shop work in sub-clause (a) hereof, provided that, if within three months after his first employment in such mixed industry his employment shall have been terminated for any other cause than misconduct or his voluntary act, he shall on such termination be entitled to be paid such amount as will, on the whole, make his wages during the period of his employment equal to that payable under sub-clause (a) (iv) hereof for building construction work, the rate per hour being ascertained by dividing the total amount of the weekly rate therein prescribed by the number of standard hours per week then prevailing in that industry.

(c) Where an employee, employed in an employer's shop, works by direction of his employer on a building fixing therein or thereon material made in such employer's shop, he shall be paid for such work the rate prescribed for shop work in sub-clause (a) hereof, provided that, if within three months after his first employment in such shop his employment shall have been terminated for any other cause than misconduct or voluntary act of the employee, he shall on such termination be entitled to be paid such amount as will, on the whole, make his wages during the period of his employment equal to that payable under sub-clause (a) hereof for building construction work.

## ALLOWANCES AND ADDITIONAL PAYMENTS.

3. (i) In addition to the amounts, otherwise prescribed, there shall be paid to:—

- (a) A "casual hand," as defined herein, 3d. per hour extra for the time employed, such time not to be less than two hours.
- (b) A "leading hand," as defined herein, 1s. per day.
- (c) An employee working pursuant to the order of his employer in a "wet place," as defined herein, 1s. per day.
- (d) An employee engaged on insulation work, as defined herein, 4d. per hour extra.
- (e) An employee engaged in the course of his employment to a job necessitating his absence from home for a night, 6s. per day for the first seven days, and 30s. per week thereafter, together with free transport for himself and his tools.
- (f) Shop employee, the ordinary rate for all time reasonably and necessarily taken by him in travelling to and returning from any job outside the employer's works or premises in excess of that ordinarily taken by him in going to such works and premises from his home, and returning thereto, together with all fares necessarily incurred thereby.
- (g) Except as to work within a radius of 12 miles of the G.P.O., Melbourne, an employee on construction work, other than an employee in a "mixed industry," all fares necessarily incurred in travelling to and returning from the job to his home above 4d. per day. As to work performed by an employee within the above-mentioned radius, there shall be added to the wages of such an employee, computed as in the Determination prescribed, an allowance at the rate of 2s. per week in lieu of excess fares.  
A fare shall be deemed to have been necessarily incurred, under this paragraph, or such additional payment, shall be made if the employee uses a bicycle or other means of locomotion, or walks instead of using a public conveyance, but a fare shall not be deemed to have been so incurred or such payment shall not be required to be made where the employer provides or offers to provide a reasonable conveyance free of charge.
- (h) An employee, whatever work he be engaged on, who completes his work at night after trains and other public conveyances have ceased running, and for whom the employer does not provide a conveyance to take him home, such sum as will provide such a conveyance.
- (i) An employee receiving notice to present himself for work by his employer, and whose services on presentation are not required, the sum of 5s. together with any expenses necessarily incurred in travelling to and from such job, but such expenses shall not be deemed to have been so incurred when the employer provides, or offers to provide, a reasonable conveyance free of charge.
- (j) An employee whose clothes or tools have been spoiled by acids, sulphur, or other deleterious substances, such an amount to cover the loss occasioned thereby, as may be agreed upon.

To obtain the benefits of paragraphs (f), (g) (except as to work performed within 12 miles of the G.P.O., Melbourne), and (h) hereof, an employee shall inform the employer on engagement of his place of residence, and in the event of a change of residence shall inform the employer within seven days of his new address. An employee giving an incorrect address shall only be entitled to claim such benefits after seven days' notice of his correct address.

(ii) *Shifts*.—Payments for shift work shall be at the ordinary rates for the first or day shift, and at time and a half for the second and the third shift, if any. This sub-clause shall not apply to carpenters and joiners in a mixed industry where the general body of employees is covered by an Arbitration Court Award, Order, or Agreement, or by a Wages Board Determination other than that of the Carpenters Board.

## HOURS.

4. (a) The ordinary working hours of carpenters and joiners employed in shops or joinery mills shall be 44 per week, to be worked between the hours of 7.15 a.m. and 5.15 p.m. from Monday to Friday, inclusive, and between 7.15 a.m. and noon on Saturday.

(b) The ordinary working hours of employees on any building construction shall be 44 per week to be worked between the hours of 8 a.m. and 5 p.m. from Monday to Friday inclusive (with one hour off or such other time as may be agreed upon between the employer and the Society for luncheon between noon and 1 p.m.) and between 8 a.m. and noon on Saturday.

Provided that the Society and any employer party may agree that any earlier time than 8 a.m. may be substituted for 8 a.m. in respect of that employer party.

(c) The ordinary working hours of employees on shift work shall be eight per shift.

(d) Employees employed in a "mixed industry" shall work the hours or shifts in that industry.

## HOLIDAYS.

5. (a) An employee shall be entitled to receive the following holidays:—New Year's Day, Australia Day, Christmas Day, Boxing Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, and one other day, except as provided hereunder, to be mutually agreed upon by the employer and the Federal Secretary or the State Secretary of the Society. Unless and until otherwise so mutually agreed, such other day shall be King's Birthday.

(b) *Optional Holiday*.—On or before the 7th day of December in each year the Society shall give the employer written notice of the number and names of his employees who do not intend to work during the working days between Christmas Day and New Year's Day. In default of such notice the employer may circularize his employees to obtain such information, and the employees intending not to work on such days shall inform the employer on or before the 14th day of December accordingly.

If the number of employees, whether members of the Society or not, who inform the employer either by means of the Society or otherwise that they do not intend to work on such days exceeds 33 per cent. of all the employees, whether members of the Society or not, in the employer's business, then the employer may, if he chooses, close down his business on those days; provided that he gives notice to his employees on or before the 21st day of December that he intends so to do. Where such number of employees is 33 per cent. or under, then the employer shall keep his business open for work on such days. In cases where the business is kept open for work, the employer may require the employees presenting themselves for work to work in any capacity he appoints, whether in their usual or ordinary work, or not, provided that the employees shall be paid at their usual or ordinary rates for such work as they are called on to do.

If any employee whose name has not been submitted by the Society as provided herein, or who has not informed the employer on or before the 14th day of December that he does not intend to work on the days in question, absents himself from work without just cause or excuse when the business is open for work on such days, then such employee shall be deemed to be guilty of neglect of duty within the meaning of sub-clause (v) of clause 7 hereof. An employee not working on the days in question shall receive no pay therefor.

(c) (i) An employee on weekly engagement shall be entitled to the above-mentioned holidays without deduction of pay.

(ii) In the alternative by agreement between the employer and the Society, payment for each of the above-mentioned holidays shall be deducted from the weekly wage in proportion to the number of hours of the week short worked in consequence of such holiday, but in lieu thereof the amount to become payable therefor shall be ascertained by a calculation on the basis of three-quarters of a day's pay for each month's service, and the sum so ascertained shall be placed to the credit of the employee. Payment shall then be made on the pay day next preceeding such holiday or holidays of an amount not exceeding that standing to the employee's credit and not exceeding the amount hereinbefore previously deducted. On the first pay day after the expiration of each twelve months' service, or on the determination of his service, the balance, if any, then due to the employee shall be paid to him.

(d) Employees in a "mixed industry" shall be entitled to receive the holidays of the majority of employees in such industry.

## ANNUAL LEAVE.

[5A. NOTE: Where an Award, Order, Agreement, or Determination covering the general body of employees in a "mixed industry" makes provision for annual leave, such provision shall apply to carpenters and joiners employed in connexion with such "mixed industry".]

## OVERTIME.

6. (i) All time worked beyond the ordinary hours of work as set out in Clause 4 shall be paid for at the rate of time and a half for the first two hours, and double time thereafter.

(ii) All time worked on Sundays and the holidays prescribed by Clause 5 hereof shall be paid for at the rate of double time.

(iii) An employee who is required to work overtime for more than two hours after the usual time for ceasing work on any day without receiving notice on the previous day that he will be so required shall be paid an allowance of 2s. for a meal, or instead shall be supplied by the employer with a reasonable meal.

(iv) An employee who has left the premises in which he is employed and is recalled to work after the usual ceasing time for less than one hour shall receive payment for one hour at overtime rates.

(v) If an employer requires an employee to work during the luncheon time as prescribed in Clause 4 hereof, he shall allow the employee whatever time is necessary to make up the prescribed luncheon time. If an employer requires an employee to work during the prescribed luncheon time, or during such luncheon time and continuously during any further time thereafter up to the substituted luncheon time, he shall pay double time for such work. Provided that the employer shall not be bound to pay in addition for any time allowed in substitution for the prescribed luncheon time, and provided further that if the luncheon time is shortened to 42 minutes at the request of the employee, the employer shall not be required to pay any extra rate in respect of such shortening of the luncheon time.

(vi) Overtime work by shift workers on the second or third shifts shall be paid for at double rates.

(vii) This clause shall not apply to an employee in a "mixed industry" who shall be paid at the rate for overtime of the majority of employees in that industry.

#### TERMS OF EMPLOYMENT FOR WEEKLY EMPLOYEES.

7. (i) An employee to become entitled to payment of the weekly wages prescribed by this Determination must be ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees to which he belongs.

(ii) Employment during the first two weeks of such engagement shall be from day to day at the weekly rate prescribed, except in the case of a re-engagement within one month after the termination of a previous service of the employee under the employer.

(iii) No employee shall be entitled to payment when absent from work consequent on an accident or personal ill health, not attributable in either case to the employee's misconduct, but otherwise however happening, for more than six days in any one year where the employee usually works six days a week, or for more than five days in any one year where the employee usually works five days a week, and then only when he has produced to the employer or his local manager evidence satisfactory to the employer or his local manager, or in the event of the employer or his local manager not being satisfied, the Secretary for Labour. Such evidence is to be submitted to the employer or his local manager within 48 hours, or to the Secretary for Labour within what is, in the opinion of the Secretary for Labour, a reasonable time in the particular circumstances. Provided that where, under any scheme of insurance or of an accident, relief or provident fund to secure the benefit of which the employer has paid the necessary premium, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient with such compensation to make up the full pay of any of such days.

(iv) Subject to the provisions of sub-clause (v) and (vi) hereof, a week's notice of the termination of such engagement shall be given on either side. Such notice may be given on any day during the week to terminate such engagement on the corresponding day of the following week, or on any later day thereof.

(v) The employer may dismiss any employee peremptorily without notice for malingering, inefficiency, neglect of duty, or misconduct, and pay the employee's wage up to the time of dismissal only.

(vi) The employer may deduct payment for any day the employee cannot be usefully employed because of any strike, by or participation in any strike by the Society, or any branch of the Society, or by any members or member of the Society employed by the employer, or because of any strike by or participation in any strike by any other Union, or by any branch of any other Union, or by any members or member of any other Union employed by the employer, or because of any breakdown of machinery, or because of any other stoppage of work for any other cause for which the employer cannot be held responsible.

(vii) This clause does not apply to persons employed in a "mixed industry" where the general body of employees in such industry is covered by some other Award, Order, Agreement, or Wages Board Determination.

#### PAYMENT OF WAGES.

8. (i) Except as in sub-clause (ii) hereof, payment of wages shall be made on any day in the week not later than Friday. An employer shall not keep more than one day's pay in hand. An employee whose services end before pay time shall be paid at or before the time of its ending, or by post or otherwise, within 24 hours thereafter. Weekly employees shall be paid within fifteen minutes of ceasing work, and if not paid within such fifteen minutes, they shall be paid for all time they are kept waiting after the time of ceasing work at overtime rates.

(ii) This clause does not apply to persons employed in a "mixed industry" where the general body of employees in such industry is covered by some other Award, Order, Agreement, or Wages Board Determination.

#### TOOLS.

9. (i) The employer shall provide the following tools when they are required on the job:—Dogs and cramps of all descriptions, bars of all descriptions, augers of all sizes, star bits, bits not ordinarily used in a brace, all hammers except claw hammers, glue pots and brushes, dowl plates, tramells, hand-and-thumb screws, spanners, and soldering irons.

(ii) When an employee is discharged, he shall be allowed one and a half hours for grinding tools, or shall receive instead one and a half hours' pay. This sub-clause shall not apply to an employee engaged as a "casual hand" or to an employee dismissed for misconduct or inefficiency.

(iii) The employer shall provide for the use of carpenters and joiners a suitable grindstone on any job where a grindstone is reasonably necessary, together with power (hand or driven) for turning the same.

#### LOCK-UP FOR EMPLOYEES TOOLS.

10. On all jobs in towns and cities the employer shall provide a suitable waterproof lock-up in which to store employees' tools.

#### POSTING NOTICES.

11. No employer shall prevent an official of the Society from posting at any time a copy of this Determination, or any notice of the Society, not exceeding 14 inches by 9 inches, in a suitable place on any job.

#### TIME BOOKS.

12. The employer shall keep a record showing the names of the employees, the number of hours worked, the rates of pay, and the wages paid to the employees from week to week.

#### SANITARY CONVENIENCES AND BOILING WATER.

13. Employers shall provide on all jobs suitable sanitary convenience and boiling water ready for the luncheon time when it is necessary. This clause shall not apply to persons employed in a "mixed industry" where the general body of employees in such industry is covered by some other Award, Order, Agreement, or Wages Board Determination.

#### JUNIOR LABOUR.\*

14. (i) The proportion of unapprenticed boys to journeymen employed shall not exceed one to four on buildings and one to six in shops or joinery mills, provided that any employer who employs two adults may employ one unindentured boy.

(ii) Unindentured boys shall receive the same rate of wages as is prescribed in sub-clause (v) of clause 15 hereof, and shall receive overtime and allowance in accordance with sub-clause (xi) of that clause.

(iii) No unindentured boy under nineteen years of age shall be allowed to attend winches, sling timber or work power-driven machinery.

\* NOTE.—The employment within the Metropolitan District of any unindentured boy is illegal.

## APPRENTICES.

(Except those covered by the Apprenticeship Commission.)

15. (i) All apprenticed boys employed in the trade shall be legally indentured for five years, in accordance with the form of indenture prescribed by the Board, but each boy shall be allowed three months' probation, which shall be reckoned portion of his apprenticeship should he be afterwards indentured.

(ii) The proportion of apprenticed boys to journeymen in shops or joinery mills shall not exceed two apprentices to three journeymen or fraction thereof.

The calculation of the above proportion shall be based, when a new apprentice is proposed to be taken on, upon the aggregate number of employees on full time employment for the six preceding months. If an employer is actually working in the trade, he shall count as one journeyman.

(iii) If an employer is unable to fulfil his obligation to an apprentice, it shall be lawful for such apprentice to complete his term with another employer, who may take and employ him as such apprentice, and for that purpose such employee, if required so to do, shall assign the deed of apprenticeship to such other employer.

(iv) No employer shall be entitled to take an apprentice unless he has been in business for at least one year, but this shall not apply to joinery mills.

(v) Apprentices' wages shall be not less than the following:—

	Percentage of Total Basic Wage.	Total Wage Payable—		
		Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
1st six months .. .. .	20	0 19 6	1 1 0	0 19 0
2nd .. .. .	25	1 4 6	1 6 0	1 3 6
2nd year .. .. .	30	1 9 6	1 11 6	1 8 6
3rd year .. .. .	45	2 4 0	2 7 0	2 2 6
4th year .. .. .	65	3 3 6	3 8 0	3 1 6
5th year .. .. .	85	4 3 6	4 9 0	4 0 6

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

(v) (a) A tool allowance of 1s. a week shall be paid to apprentices in their third, fourth, and fifth year.

(vi) Every apprentice shall, during the second and third year of his apprenticeship, attend, at least two nights in each week, the classes in joinery and building construction and architecture provided at a Technical College, and the fees actually paid per quarter shall, unless such fees have been paid by the State Government, be refunded by the employer on production of a certificate from the Instructor that the apprentice has satisfactorily attended the classes during such quarter.

(vii) Should an apprentice at the time of being apprenticed produce a certificate from a technical school that he has attended a technical school in two of the three subjects named for one year prior to being apprenticed, he shall be entitled to 2s. 6d. extra per week in addition to the wages hereinbefore provided in sub-clause (v) hereof.

(viii) Should an apprentice during the third or any subsequent year of his apprenticeship produce a certificate from the examiners, that he has attended a two years' course and passed an examination at a technical school in two out of the three subjects named, he shall be entitled to be paid an additional sum of 2s. 6d. per week in addition to the wages prescribed by sub-clause (v) hereof, and in addition to the 2s. 6d. prescribed in sub-clause (vii) hereof, where payable, for the remainder of the term of his apprenticeship.

(ix) Any employers having apprentices other than those in joinery mills shall provide all heads, hollows, rounds, ploughs, cash fillisters and moulding planes required for the use of the apprentices.

(x) No apprentice under nineteen years of age shall be allowed to attend winches, sling timber or work power-driven machinery.

(xi) Where apprentices are required to work overtime, or are sent to distant jobs, &c., all provisions covering journeymen shall, in regard to rates of pay, be proportionately and, in regard to travelling expenses, be equally applicable.

## DEFINITIONS.

16. (a) "Carpenter making stock work" means any person making stock doors not larger than 7 feet by 3 feet by 2 inches, double insertion moulded, or ledge doors of the same size; stock sashes not larger than 6 feet by 3 feet by 1½ inches or stock frames for same; ladders, step-ladders, skirt-ironing boards, boot-cutting boards, paste-boards, clothes-horses, fly-wire doors, fly-wire windows, tree-guards, dog-kennels, wheelbarrows, water closets (other than pedestal seats).

(b) "Casual hand" means any hourly employee employed for a period of less than five days—exclusive of overtime—not dismissed summarily for misconduct or inefficiency and not voluntarily leaving his employment.

(c) "Insulation work" means such work as involves the handling of charcoal, pumice, or other recognized insulating material, but does not include the handling of malthoid or the making of ice-chests or insulated doors, nor such work as is ordinarily done in a factory.

(d) "Leading hand" means such tradesman as is given the responsibility by the employer or his duly authorized representative of directing and supervising the work of not less than two other tradesmen.

(e) "Mixed industry" means an industry where the work performed by carpenters (that is, any work to which this Determination applies) is subsidiary and auxiliary to the chief and principal purpose and business of such industry.

(f) "Rate of double time" for weekly employees means, as to holidays in sub-clause (ii) of Clause 6 hereof, and as to continuous work after overtime work during luncheon hour in sub-clause (v) of Clause 6 hereof, an extra payment at the ordinary rate in addition to the rate ordinarily receivable.

(g) "Wet place" means a place where water is dripping from overhead so that the clothing of an employee becomes saturated, or a place where the employee has to stand in water exceeding 2 inches in depth, so that the feet of such employee become wet.

(h) "Society" means the Victorian Section of the Amalgamated Society of Carpenters and Joiners of Australia.

(i) "Carpenter and joiner" means any person engaged upon construction work, including erection, repair, ornamentation, demolition, or any other forms of such work, and upon the making, preparing, and fixing of all necessary woodwork and fittings in connexion therewith, and upon the making, preparing and fixing of any other material necessitating the use of carpenters' tools or machines in lieu thereof, including metal shop fronts and fittings, and upon the work done by carpenters and joiners in any engineering or millwright workshop or yard.



## PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates set out in Clause 2 of this Part are based upon the following basic wage and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount and at the same time as such basic wage. The basic wage rates shown hereunder shall be adjusted as prescribed in Clause 18.

Table "A" Basic Wage.

Place.	Needs Basic Wage Adjustable.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Victoria—				
Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts	4 12 0	0 6 0	4 18 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne.				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.				

## ADJUSTMENT OF BASIC WAGE.

18. For work done before the beginning of the first pay period to commence in November, 1945, amounts of the basic wage shall be as prescribed in Clause 17.

For work done during each future pay period of or near a quarter 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:—

- (1) The index number set to be applied to a place is that assigned thereto in clause 17.
- (2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that amount assigned during such successive period.

Table "B".

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.

The wages of apprentices shall be the percentages of the total basic wage prescribed for the area in which they are employed calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

19. In addition to the Total Basic Wage prescribed in Clause 17, the margins and war loadings set out in this Clause shall be the minimum rate payable to employees named therein.

Classifications.	Margin per Week.	War Time Loading per Week.
	£ s. d.	s. d.
Employees engaged on stock work, including 1s. tool allowance	1 0 0	4 0
Employees engaged on shop work (shop or joinery mills or mixed industry), including 2s. 6d. tool allowance	1 11 0	6 0
Employees engaged on building construction work 6s. in addition to the rate for shop work, viz.	1 17 0	6 0

The above-mentioned loadings are not subject to adjustment pursuant to fluctuations in the cost of living and are not to be taken into account in the calculation of overtime or other penalty rates prescribed by the Determination.

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

Melbourne, 2nd January, 1946.

J. W. RYAN, Secretary.





# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, JANUARY 7.

[1946

Factories and Shops Acts.

## DETERMINATION OF THE BRICKLAYERS BOARD.

NOTE.—(1) This Determination applies to the whole of the State of Victoria.

(2) On the 7th July, 1926, the power to determine the lowest prices or rates which may be paid to any persons employed laying or fixing faience or majolica on floors, walls, or ceilings, was taken from the Tilayers Board and conferred exclusively on the Bricklayers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than labourers) wheresoever employed in the process, trade or business of a bricklayer," has made the following Determination, namely:—

- (i) That as from the operative date as prescribed in clause (ii) hereof, the last previous Determination of this Board shall be revoked and replaced by this Determination.
- (ii) (a) Part I. hereof shall come into force from the beginning of the next pay period to commence after the 22nd October, 1945, and shall continue in force whilst the Building Trades of Victoria Award of the Commonwealth Court of Conciliation and Arbitration remains in force.  
If and when the provisions of this Part cease to apply by virtue of the limitation prescribed in the previous paragraph, all employees covered by the said provisions will automatically be subject to the provisions of Part II. hereof.
- (b) Part II. and Part III. hereof shall come into force from the beginning of the next pay period to commence after the 22nd October, 1945.

### PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops.

2.

\* WAGES.

(a) Apprentices.—PER WEEK OF 44 HOURS.				Improvers.—PER WEEK OF 44 HOURS.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year .. .. .	26 3	1 0	27 3	1st six months .. .. .	21 9	1 0	22 9
2nd year .. .. .	39 9	1 6	41 3	2nd six months .. .. .	31 9	1 6	33 3
3rd year .. .. .	64 0	2 6	66 6	2nd year .. .. .	45 9	2 0	47 9
4th year .. .. .	72 0	3 0	75 0	3rd year .. .. .	74 3	3 0	77 3
5th year .. .. .	89 9	3 6	93 3	4th year .. .. .	95 9	4 0	99 9
				5th year .. .. .	112 3	4 6	116 9

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 15s. 6d. per week of 44 hours.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 15s. 6d. per week of 44 hours.

\* NOTE.—Section 151 Act 3877 reads as follows:—“When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages.”

(b) *Other Employees.—PER WEEK OF 44 HOURS.*

	Per Week.	Per Hour.
	s. d.	s. d.
Foreman bricklayer in charge of three or more employees .. .. .	163 1	3 8 <sup>11</sup> / <sub>44</sub>
Provided that in every case, a foreman bricklayer shall receive not less than 2½d. per hour in excess of the highest rate prescribed for any employee working under the control of such foreman.		
Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 140° Fahrenheit .. .. .	179 7	4 0 <sup>43</sup> / <sub>44</sub>
(b) Where the temperature exceeds 140° Fahrenheit .. .. .	195 2	4 5 <sup>6</sup> / <sub>22</sub>
Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 140° Fahrenheit .. .. .	179 7	4 0 <sup>43</sup> / <sub>44</sub>
(b) Where the temperature exceeds 140° Fahrenheit .. .. .	195 2	4 5 <sup>6</sup> / <sub>22</sub>
Bricklayers employed on all new firework, construction of stills, towers, and acid resisting brickwork, and all work pertaining thereto other than repairs to same .. .. .	163 1	3 8 <sup>11</sup> / <sub>44</sub>
Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid resisting brickwork .. .. .	195 2	4 5 <sup>6</sup> / <sub>22</sub>
Bricklayers laying glass bricks .. .. .	155 6	3 6 <sup>9</sup> / <sub>22</sub>
Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building) .. .. .	160 10	3 7 <sup>19</sup> / <sub>22</sub>
All other bricklayers .. .. .	155 6	3 6 <sup>9</sup> / <sub>22</sub>
Persons employed laying or fixing faience or majolica on floors, walls, or ceiling .. .. .	155 6	3 6 <sup>9</sup> / <sub>22</sub>
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, <i>ls. 0½d.</i> per day extra.		
And for every additional 50 feet or fraction thereof, <i>ls. 0½d.</i> per day extra.		

**WORKING IN EXCESSIVE HEAT.**

3. When a bricklayer in the last two hours of his day's work is working in artificial heat exceeding 140° Fah. he shall be allowed ten minutes of working time in which to cool off.

**HOURS.**

4. The ordinary hours shall be 44 per week to be worked in five or five and a half days, the daily hours being respectively 8 hours 48 minutes Monday to Friday inclusive or 8 hours Monday to Friday inclusive and 4 hours on Saturday between the hours of 7.30 a.m. and 5.30 p.m. Monday to Friday inclusive and 7.30 a.m. to 12 noon on Saturday. The lunch break shall not be less than 42 minutes.

**OVERTIME.**

5. (a) Persons employed on sewerage work, drainage work, or underground work not connected with building construction, shall be paid:—

For work done in excess of 44 hours in any week .. .. . Time and a half.

(b) Persons employed on any other work shall be paid:—

For work done within the hours fixed as the time of beginning and ending work—

(i) In excess of 4 hours on the day on which the half-holiday is usually observed and 8 hours on the other working days of the week .. .. . Time and a half.

(ii) In excess of 44 hours in any week .. .. . Time and a half.

For work done on the weekly half-holiday after 12 noon .. .. . Double time.

For work done on the other working days of the week—

Between the time of ending work as prescribed in clause 4 and 8 p.m. .. .. . Time and a half.

Between 8 p.m. and midnight .. .. . Double time.

Between midnight and the time of commencing work as prescribed in clause 4 .. .. . Double time.

**INCLEMENT WEATHER.**

6. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

- (i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.
- (ii) That weather shall not be regarded as inclement for the purposes of this clause unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.
- (iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.
- (iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.
- (v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

**ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.**

7. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres:—

	s. d.
Up to and including 12 miles .. .. .	2 0 per day
Over 12 miles and including 20 miles .. .. .	2 6 per day
Over 20 miles and including 30 miles .. .. .	3 0 per day

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case *1s. 4d.* per day travelling allowance shall be paid.

(b) Where fares are necessarily incurred on distant jobs, as defined in clause 8 (a) of this Part or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

## ALLOWANCES IN RESPECT OF DISTANT JOBS.

8. (a) When distance and/or travelling facilities reasonably prevent an employee going and returning each day to his usual place of residence, suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

	<i>s. d.</i>
For less than a full week .. .. .	10 0 per day
For a full working week at the rate of .. .. .	42 0 per week

(b) In lieu of the payments prescribed in clause 7 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week end after three months of continuous service and thereafter at three-monthly periods he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

## ALLOWANCE IN RESPECT OF MEALS.

9. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 2s. 6d. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

## WORK ON SUNDAYS AND PUBLIC HOLIDAYS.

10. Double time shall be paid for work performed on Sundays, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, King's Birthday, Melbourne Cup Day, Boxing Day, and Christmas Day.

## EXCESS OF HOURS.

11. An employee who has worked continuously (except for meal intervals) for 20 hours, shall have a break of at least twelve hours before again starting work.

## REST PAUSE.

12. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

## ANNUAL LEAVE.

13. (a) Subject to the provisions of sub-clauses (c) and (d) hereof, a period of fourteen consecutive days inclusive of public holidays occurring during the period shall be allowed as leave annually to all employees after twelve months' continuous service (less the period of annual leave) with an employer. Unless otherwise mutually agreed upon between an employer and the employee concerned, in which case the leave shall be given and taken within three months of becoming due, such leave shall be given and taken in conjunction with the Christmas and New Year holidays.

(b) If after 88 hours' continuous service, excluding overtime, in any qualifying twelve-monthly period an employee leaves his employment or his employment is terminated by the employer, the employee shall be paid 1/13th of a week's wage in respect of each completed 88 hours of continuous service in respect of which leave has not been granted hereunder.

(c) Where an employee absents himself from work during any qualifying period of service for any reason other than a reason set out in sub-clause (d) hereof, the amount of leave or payment in lieu to which he would otherwise be entitled under sub-clauses (a) and (b) hereof, shall be reduced by 1/50th for each week or part thereof during which any such absence occurs.

(d) For the purpose of administering the provisions of this clause, service shall be deemed to be continuous notwithstanding an employee's absence from work for the following reasons:—

(i) Injury received during the course of employment and for which an employee received Worker's Compensation—to a maximum period of two months.

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

(iii) Where called up for military service up to three months in any qualifying period.

(e) Each employee before going on leave, shall be paid in advance the wage which would ordinarily accrue to him during the currency of the leave.

(f) Service before the 1st day of October, 1945, shall be disregarded for the purpose of calculating annual leave.

(g) Notwithstanding anything elsewhere contained in this Determination, an employer giving leave at the Christmas-New Year period may, at his option either:—

(i) Stand off without pay during the period of leave any employee who has not then qualified for the full period; or

(ii) Stand off for the period of leave any employee who has not then qualified for fourteen consecutive days' leave and pay him pro rata for the leave which he has then qualified on the basis of 1/13th of a week's wages in respect of each 88 hours' consecutive service (exclusive of overtime) during his current qualifying twelve-monthly period.

## FIRST-AID OUTFIT.

14. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

## TRANSPORT.

15. If an employee is required to work overtime or on a Sunday or holiday (mentioned in clause 10) and no regular means of conveyance is available the employer shall at the request of the employee provide suitable transport to convey him to the job or to his residence as the case may be. If the employer fails to provide such transport he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

## PAYMENT OF WAGES.

16. Wages, allowances, and other monies due shall be paid not later than the time of ceasing work on Thursday of each working week, or otherwise by mutual arrangement. On termination of employment by the employer all wages allowances, and other monies shall be paid at the time of dismissal.

## INSPECTION OF TIME SHEETS AND BOOKS.

17. The Secretary for Labour may authorize at any time (except pay day) or place, the inspection of all wages sheets, time sheets or other wages records by a person nominated by the Victorian Operative Bricklayers Society and approved by the Secretary for Labour, provided that 24 hours' notice of such inspection is given to the employer.

TOOLS.

18. Each employer shall provide at the works a safe and suitable place for the tools of his employees.

SHELTER.

19. Each employer shall provide suitable dressing accommodation with a dry floor, and including seating, on all jobs unless it is impracticable to do so due to site conditions or building regulations. Where five or more men are employed, and the work is estimated to last two weeks or more, a shelter shed based on six square feet per person with a minimum of 50 square feet, shall be provided. Such shed shall be for the exclusive use of workmen and not used for the storage of building materials.

DEFINITION OF FOREMAN.

20. Where four or more bricklayers are employed on any job, one shall be a foreman and entitled to the rate prescribed for such a foreman.

TERMINATION OF EMPLOYMENT.

21. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof. Such hour shall be allowed the employee to gather clean, pack and transport his tools.

APPRENTICES AND IMPROVERS.

22. The provisions of clause 21 of this Part shall not apply to the employment of apprentices.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

\* WAGES.

<i>(a) Apprentices.—PER WEEK OF 44 HOURS.</i>				<i>Improvers.—PER WEEK OF 44 HOURS.</i>			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year .. .. .	26 3	1 0	27 3	1st six months .. .. .	21 9	1 0	22 9
2nd year .. .. .	39 9	1 6	41 3	2nd six months .. .. .	31 9	1 6	33 3
3rd year .. .. .	64 0	2 6	66 6	2nd year .. .. .	45 9	2 0	47 9
4th year .. .. .	72 0	3 0	75 0	3rd year .. .. .	74 3	3 0	77 3
5th year .. .. .	89 9	3 6	93 3	4th year .. .. .	95 9	4 0	99 9
				5th year .. .. .	112 3	4 6	116 9

PROPORTION (IN ANY PLACE).  
One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 144s. 2d. per week of 44 hours.  
An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).  
One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 144s. 2d. per week of 44 hours.

(b)

*Other Employees.—PER WEEK OF 44 HOURS.*

	Weekly Rate.	War Time Loading.	Total Weekly Wage.	Per Hour.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Foreman bricklayer in charge of three or more employees Provided that in every case, a foreman bricklayer shall receive not less than 2½d. per hour in excess of the highest rate prescribed for any employee working under the control of such foreman.	145 9	6 0	151 9	3 5 <sup>17</sup> / <sub>44</sub>
Bricklayers employed on sewerage work, drainage work, or underground work not connected with building construction	145 9	6 0	151 9	3 5 <sup>17</sup> / <sub>44</sub>
Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—				
(a) Where the temperature does not exceed 140° Fahrenheit .. .. .	162 3	6 0	168 3	3 9 <sup>39</sup> / <sub>44</sub>
(b) Where the temperature exceeds 140° Fahrenheit .. .. .	177 10	6 0	183 10	4 2 <sup>2</sup> / <sub>22</sub>
Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—				
(a) Where the temperature does not exceed 140° Fahrenheit .. .. .	162 3	6 0	168 3	3 9 <sup>39</sup> / <sub>44</sub>
(b) Where the temperature exceeds 140° Fahrenheit .. .. .	177 10	6 0	183 10	4 2 <sup>2</sup> / <sub>22</sub>
Bricklayers employed on all new firework, construction of sills, towers, and acid resisting brickwork, and all work pertaining thereto other than repairs to same ..	145 9	6 0	151 9	3 5 <sup>17</sup> / <sub>44</sub>
Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid resisting brickwork .. .. .	177 10	6 0	183 10	4 2 <sup>2</sup> / <sub>22</sub>
Bricklayers laying glass bricks .. .. .	138 2	6 0	144 2	3 3 <sup>7</sup> / <sub>22</sub>
Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building) .. .. .	143 6	6 0	149 6	3 4 <sup>17</sup> / <sub>22</sub>
All other bricklayers .. .. .	138 2	6 0	144 2	3 3 <sup>7</sup> / <sub>22</sub>
Persons employed laying or fixing faience or majolica on floors, walls, or ceilings ..	138 2	6 0	144 2	3 3 <sup>7</sup> / <sub>22</sub>
Bricklayers employed building chimney stacks shall be paid— Over 50 feet to 100 feet, 1s. 0½d. per day extra. And for every additional 50 feet or fraction thereof, 1s. 0½d. per day extra.				

\* NOTE.—Section 151 Act 3677 reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

## ALLOWANCES.

*Fares.*

3. (a) An amount of 3s. 6d. per week shall be made in lieu of fares on all work performed within 12 miles of the Post Office at the corner of Bourke and Elizabeth streets, Melbourne, or the principal Post Offices of the cities of Ballarat, Bendigo or Geelong. When work is performed outside that area an employee shall be paid all fares necessarily incurred in travelling to and from the job to and from his residence.

When an employee is engaged to work at such a distance that he is unable to return to his residence the same night he shall be paid, in addition to any other rates to which he is entitled :—

- (i) When the time occupied on the job is less than a working week, 10s. per day, and when such time is in excess of a working week, an allowance at the rate of £2 2s. per week. The amounts prescribed herein shall not be payable if suitable board and lodging has been provided by the employer.
- (ii) The fares necessarily expended, in addition to travelling time at ordinary rates.

Sub-clauses (i) and (ii) of this clause shall not apply to an employee unless he notifies the employer or his representative of his place of residence before being engaged.

*Travelling.*

(b) A travelling allowance of 1s. 4d. per day, as compensation for time lost in going to, and returning from work, shall be paid to each employee for each day he attends for work on the job at which he is for the time being engaged.

*Inclement Weather.*

(c) Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, not exceeding the equivalent of eight hours' pay in any one week. The question as to whether weather is inclement shall be a matter of agreement between the employer, or his representative on the job, and a representative of the men on such job. An employee shall not be entitled to payment as provided in this sub-clause unless he remains on the job until a decision to cease work has been arrived at between the representatives mentioned.

## PAYMENT OF WAGES.

4. (a) All wages due shall be paid not later than Thursday in each week.
- (b) An employer shall not keep more than one day's pay in hand.
- (c) If an employee leaves or is dismissed he shall be paid his wages on leaving or being dismissed, or paid by post or otherwise within 24 hours thereafter. If wages are not paid within the time prescribed in this paragraph, the employee shall be deemed to continue to be employed at ordinary rates until such wages are paid.
- (d) All other wages shall be paid during ordinary working hours.

## TIME OF BEGINNING AND ENDING WORK.

5. The times of beginning and ending work for persons (other than those employed on sewerage work, drainage work, or underground work not connected with building construction) shall be :—

- (a) Within the following part of the city of Melbourne, namely, in Flinders-street, Spencer-street, Victoria-street, and Spring-street, and within the area enclosed by such streets :—

Time of Beginning.	Time of Ending.
8 a.m. . . . .	5 p.m. Monday to Friday inclusive.
8 a.m. . . . .	12 noon on Saturday.

- (b) All other places—

Time of Beginning.	Time of Ending.
7.45 a.m. . . . .	5.15 p.m. on each of five days in the week.
7.45 a.m. . . . .	12 noon on the other working day of the week on which the half-holiday is usually observed.

## OVERTIME.

6. (a) Persons employed on sewerage work, drainage work, or underground work not connected with building construction shall be paid :—

For work done in excess of 44 hours in any week . . . . . Time and a half.

- (b) Persons employed on any other work shall be paid :—

For work done within the hours fixed as the time of beginning and ending work—

- (i) In excess of 4 hours on the day on which the half-holiday is usually observed and 8 hours on the other working days of the week . . . . . Time and a half.
- (ii) In excess of 44 hours in any week . . . . . Time and a half.

For work done on the weekly half-holiday after 12 noon . . . . . Double time.

For work done on the other working days of the week—

- Between the time of ending work as prescribed in clause 5 and 8 p.m. . . . . Time and a half.
- Between 8 p.m. and midnight . . . . . Double time.
- Between midnight and the time of commencing work as prescribed in clause 5 . . . . . Double time.

## REST INTERVAL.

7. There shall be an interval of ten minutes at a time fixed by the employer between 9.30 a.m. and 10 a.m. for rest on each day Monday to Friday inclusive in each week for each employee, such time to count as time worked. Boiling water for tea shall be provided by the employer for the employee during such interval if the employee so desires.

## FIRST-AID OUTFIT.

8. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

## TRANSPORT.

9. If an employee is required to work overtime or on a Sunday or holiday (mentioned in clause 15) and no regular means of conveyance is available the employer shall at the request of the employee provide suitable transport to convey him to the job or to his residence as the case may be. If the employer fails to provide such transport he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

## TERMINATION OF EMPLOYMENT.

10. Except in a case where an employee has been guilty of a misdemeanour one hour's notice of termination of employment shall be given by either employer or employee. If such notice be not given, one hour's pay shall be paid or forfeited, as the case may be, in lieu hereof.

**DEFINITION OF FOREMAN.**

11. Where four or more bricklayers are employed on any job, one shall be a foreman and entitled to the rate prescribed for such a foreman.

**TOOLS.**

12. Each employer shall provide at the works a safe and suitable place for the tools of his employees.

**SHELTER.**

13. Each employer shall provide suitable dressing accommodation with a dry floor, and including seating, on all jobs unless it is impracticable to do so due to site conditions or building regulations. Where five or more men are employed, and the work is estimated to last two weeks or more, a shelter shed based on six square feet per person with a minimum of 50 square feet, shall be provided. Such shed shall be for the exclusive use of workmen and not used for the storage of building materials.

**WORKING IN EXCESSIVE HEAT.**

14. When a bricklayer in the last two hours of his day's work is working in artificial heat exceeding 140° Fah. he shall be allowed ten minutes of working time in which to cool off.

**SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.**

15. All work done on—Sundays, Good Friday, Easter Monday, Australia Day, Labour Day, Anzac Day, Christmas Day, Boxing Day, and New Year's Day—shall be paid for at the rate of double time; but if any other day be by Act of Parliament or proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for the day so substituted.

**ANNUAL LEAVE.**

16. (a) Subject to the provisions of sub-clauses (c) and (d) hereof, a period of 44 consecutive hours of working time shall be allowed as leave annually to all employees after twelve months' continuous service with an employer. Unless otherwise mutually agreed upon between an employer and the employee concerned, in which case the leave shall be given and taken within three months of becoming due, such leave shall be given and taken in conjunction with the Christmas and New Year Holidays.

(b) If after 88 hours' continuous service (exclusive of overtime) in any qualifying twelve-monthly period an employee leaves employment or his employment is terminated by the employer, the employee shall be paid one twenty-sixth of a week's wage in respect of each such completed 88 hours' continuous service in respect of which leave has not been granted hereunder.

(c) Where an employee absents himself from work during any qualifying period of service for any reason other than a reason set out in sub-clause (d) hereof, the amount of leave or payment in lieu to which he would otherwise be entitled under sub-clauses (a) and (b) hereof, shall be reduced by 1/50th for each week or part thereof during which any such absence occurs.

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

- (i) Injury received during the course of employment, and for which an employee receives Worker's Compensation—up to a maximum period of two months;
- (ii) Any reason satisfactory to the employee or, in event of dispute, the Secretary for Labour.

(e) Each employee, before going on leave, shall be paid in advance the wage which would ordinarily accrue to him during the currency of the leave.

**DISABILITIES LOADING.**

17. The disabilities loading (9s. 7d. per week) included as part of the ordinary wage in clause 2 (b) represents approximately 17 9/16 days' pay per annum in payment or compensation for—

- (a) Eight public holidays in each year;
- (b) Time lost through following the job, estimated as 9 9/16 days each year.

**PART III.**

1. This Part applies to all persons covered by the Determination.

**PERIODICAL ADJUSTMENT OF WAGES.**

2. The wages rates for adults set out in clauses 2 of Part I. and Part II. hereof, are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. The wages of apprentices and improvers, shall be adjusted proportionately to adjustments of the basic wage such adjustments to be calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause 3 of this Part.

*Basic Wage.*

Place.	Basic Wage.	Index Number Set Assigned.
	<i>£ s. d.</i>	
Throughout the State .. .. .	4 12 0	Melbourne

**ADJUSTMENT OF BASIC WAGE.**

3. (a) Until the beginning of the first pay period to commence in November, 1945, the amount of the basic wage shall be as prescribed in clause 2 of this Part.

(b) During each future period of or near a quarter beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" Retail Price Index Numbers.



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

- (1) The Index Number set to be applied to a place is that assigned thereto in clause 2 of this Part.
- (2) The Index Number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or any extension thereof) to the Index Number Division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.				Basic Wage.	Index Number Divisions.				Basic Wage.
				£ s. d.					£ s. d.
994-1006	..	..	..	4 1 0	1118-1129	..	..	..	4 11 0
1007-1018	..	..	..	4 2 0	1130-1141	..	..	..	4 12 0
1019-1030	..	..	..	4 3 0	1142-1154	..	..	..	4 13 0
1031-1043	..	..	..	4 4 0	1155-1166	..	..	..	4 14 0
1044-1055	..	..	..	4 5 0	1167-1179	..	..	..	4 15 0
1056-1067	..	..	..	4 6 0	1180-1191	..	..	..	4 16 0
1068-1080	..	..	..	4 7 0	1192-1203	..	..	..	4 17 0
1081-1092	..	..	..	4 8 0	1214-1216	..	..	..	4 18 0
1093-1104	..	..	..	4 9 0	1217-1228	..	..	..	4 19 0
1105-1117	..	..	..	4 10 0	1229-1240	..	..	..	5 0 0

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

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

J. W. RYAN, Secretary.

Melbourne, 2nd January, 1946.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 5]

MONDAY, JANUARY 7.

[1946

Factories and Shops Acts.

## DETERMINATION OF THE PLUMBERS BOARD.

NOTES.—(1) This Determination applies to the whole of the State of Victoria.

(2) Plumbing and Gasfitting were proclaimed on the 10th October, 1928, as Apprenticeship Trades under the *Apprenticeship Act 1928*, for the Metropolitan District, and on the 23rd March, 1938, for the City of Ballarat and the borough of Sebastopol, and the cities of Geelong and Geelong West, the town of Newton and Chilwell, and the Moorpanyal riding of the shire of Corio.

Full particulars of the *Apprenticeship Regulations for these trades* may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne, C.2.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, since the 24th April, 1939 has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in any plumbing work (including electrical or gasfitting) or employed in fixing any material used instead of metal for pipes, guttering, or roof covering (other than slates or tiles) in connexion with the erection or repair of buildings"—has made the following determination, namely—

- (i) That as from the operative date as prescribed in clause (ii) hereof, the last previous Determination of this Board shall be revoked and replaced by this Determination.
- (ii) Part I. hereof shall come into force from the beginning of the next pay period to commence after the 22nd October, 1945, and shall continue in force whilst the Building Trades of Victoria Award of the Commonwealth Court of Conciliation and Arbitration remains in force.  
If and when the provisions of this Part cease to apply by virtue of the limitation prescribed in the previous paragraph, all employees covered by the said provisions will automatically be subject to the provisions of Part III. hereof.
- (b) Part II., Part III., and Part IV. hereof shall come into force from the beginning of the next pay period to commence after the 22nd October, 1945.

### PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops.

2.

### WAGES.

Apprentices (other than those covered by the Apprenticeship Commission).	Improvers.*	Other Employees.	
Per Week of 44 Hours. <i>s. d.</i>	Per Week of 44 Hours. <i>s. d.</i>	Person employed—	Wages Per Hour. <i>s. d.</i>
1st year .. .. . 19 9 2nd " .. .. . 27 10 3rd " .. .. . 36 7 4th " .. .. . 49 9 5th " .. .. . 65 11 6th " .. .. . 90 9 and thereafter the minimum wage.	1st year .. .. . 29 6 2nd " .. .. . 36 11 3rd " .. .. . 44 4 4th " .. .. . 66 4 5th " .. .. . 88 6 6th " .. .. . 114 0 and thereafter the minimum wage.	(a) Where the artificial temperature is— Over 130° F. .. .. . 11 15 1 115° F., but not exceeding 130° F. .. .. . 10 18 3 50° F. or lower .. .. . 11 15 1 (b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower .. .. . 9 16 7 (c) Lead burning or at lead work connected therewith .. .. . 8 19 9 (d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) .. .. . 7 15 6 (e) In fixing any material used instead of metal for pipes, guttering, or roof covering.. . . . 7 15 6 (f) At any other plumbing or gasfitting (but not including the fixing of gas mantles, or gas main or service laying) .. . . . 7 15 6	5 4 <sup>5</sup> / <sub>44</sub> 4 11 <sup>22</sup> / <sub>44</sub> 5 4 <sup>5</sup> / <sub>44</sub> 4 5 <sup>27</sup> / <sub>44</sub> 4 1 <sup>1</sup> / <sub>44</sub> 3 6 <sup>9</sup> / <sub>22</sub> 3 6 <sup>9</sup> / <sub>22</sub> 3 6 <sup>9</sup> / <sub>22</sub>
PROPORTION (within any factory or place).  One apprentice to every two or fraction of two workers receiving not less than 27 15s. 6d. per week of 44 hours. An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.	PROPORTION (within any factory or place).  One improver to four Two improvers to fifteen Three improvers to thirty and thereafter one additional improver to every seven additional	NOTE.—See clause 6 of this Part <i>re</i> casual rate.	

\* The employment of any improver within the Metropolitan District and any new improver within the City of Ballarat and the borough of Sebastopol, and the cities of Geelong and Geelong West, the town of Newtown and Chilwell, and the Moorpanyal riding of the shire of Corio is illegal.  
No. 5.—11079/45.

ALLOWANCES.

3. The following allowances in addition to wages rates shall be paid :—

To a person employed—

- |   |   |
|---|---|
| (i) On work requiring a swing scaffold, swing seat, or rope, or on a ladder exceeding 25 feet in height; or | } 1s. for the first four hours or any portion thereof, and 3d. for each hour thereafter on any day. |
| (ii) On work in any confined space other than in a ship; or   |   |
| (iii) On work in wet places, other than in a ship   |   |

HOURS.

4. The ordinary hours shall be 44 per week to be worked in five or five and a half days, the daily hours being respectively 8 hours 48 minutes Monday to Friday inclusive or 8 hours Monday to Friday inclusive and 4 hours Saturday between the hours of 7.30 a.m. and 5.30 p.m. Monday to Friday inclusive and 7.30 a.m. to 12 noon Saturday. The lunch break shall be not less than 42 minutes.

OVERTIME.

5. Overtime shall be paid for as follows :—

(a) Outside the hours fixed in clause 4 of this Part—

- |                                       |         |  |
|---------------------------------------|---------|--|
| (i) Before the time of beginning work | .. .. . | Double time.   |
| (ii) After the time of ending work    | .. .. . | Time and a half for the first hour and double time thereafter. |

(b) Within the hours fixed in clause 4 of this Part in excess of 44 hours in any week—

- |            |         |                  |
|------------|---------|------------------|
| First hour | .. .. . | Time and a half. |
| Thereafter | .. .. . | Double time.     |

NOTE.—Where a five-day week is worked, work done on a Saturday shall be deemed to be outside the times of beginning and ending work, and be paid for as prescribed in sub-clause (a) (ii) hereof.

- (c) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time, and commenced prior to midnight 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 eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.
- (d) An employee recalled to work overtime after leaving his employer's business premises shall be paid at the appropriate rate for such work with a minimum of four and a half hours' pay at the ordinary rate for each time he is so recalled.
- (e) An employee shall not be compelled to work for more than six hours without a break for a meal.

CASUAL LABOUR.

6. Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary hourly rate with an addition of 10 per centum.

INCLEMENT WEATHER.

7. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions :—

- (i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.
- (ii) That weather shall not be regarded as inclement for the purposes of this clause, unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.
- (iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.
- (iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.
- (v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

8. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (or Bourke and Elizabeth-streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres :—

	s.	d.
Up to and including 12 miles	.. .. .	2 0 per day.
Over 12 miles and including 20 miles	.. .. .	2 6 per day.
Over 20 miles and including 30 miles	.. .. .	3 0 per day.

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

(b) Where fares are necessarily incurred on distant jobs, as defined in clause 9. (a) of this Part or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

9. (a) When distance and or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

	s.	d.
For less than a full week	.. .. .	10 0 per day.
For a full working week at the rate of	.. .. .	42 0 per week.

(b) In lieu of the payments prescribed in clause 8 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week end after three months of continuous service and thereafter at three-monthly periods he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

## ALLOWANCE IN RESPECT OF MEALS.

10. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 2s. 6d. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

11. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, King's Birthday, Melbourne Cup Day, Boxing Day and Christmas Day.

## EXCESS OF HOURS.

12. An employee who has worked continuously (except for meal intervals) for 20 hours, shall have a break of at least twelve hours before again starting work.

## REST PAUSE.

13. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

## ANNUAL LEAVE.

14. (a) Subject to the provisions of sub-clauses (c) and (d) hereof, a period of fourteen consecutive days inclusive of public holidays occurring during the period shall be allowed as leave annually to all employees after twelve months' continuous service (less the period of annual leave) with an employer. Unless otherwise mutually agreed upon between an employer and the employee concerned, in which case the leave shall be given and taken within three months of becoming due, such leave shall be given and taken in conjunction with the Christmas and New Year holidays.

(b) If after 88 hours' continuous service, excluding overtime, in any qualifying twelve-monthly period an employee leaves his employment or his employment is terminated by the employer, the employee shall be paid  $\frac{1}{13}$ th of a week's wage in respect of each completed 88 hours of continuous service in respect of which leave has not been granted hereunder.

(c) Where an employee absents himself from work during any qualifying period of service for any reason other than a reason set out in sub-clause (d) hereof, the amount of leave or payment in lieu to which he would otherwise be entitled under sub-clauses (a) and (b) hereof, shall be reduced by  $\frac{1}{13}$ th for each week or part thereof during which any such absence occurs.

(d) For the purpose of administering the provisions of this clause, service shall be deemed to be continuous notwithstanding an employee's absence from work for the following reasons:—

(i) Injury received during the course of employment and for which an employee received Worker's Compensation—up to a maximum period of two months.

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

(iii) Where called up for military service up to three months in any qualifying period.

(e) Each employee before going on leave, shall be paid in advance the wage which would ordinarily accrue to him during the currency of the leave.

(f) Service before the 1st day of October, 1945, shall be disregarded for the purpose of calculating annual leave.

(g) Notwithstanding anything elsewhere contained in this Determination, an employer giving leave at the Christmas-New Year period may, at his option either:—

(i) Stand off without pay during the period of leave any employee who has not then qualified for the full period; or

(ii) Stand off for the period of leave any employee who has not then qualified for fourteen consecutive days' leave and pay him pro rata for the leave for which he has then qualified on the basis of  $\frac{1}{13}$ th of a week's wages in respect of each 88 hours' consecutive service (exclusive of overtime) during his current qualifying twelve-monthly period.

## PAYMENT OF WAGES.

15. Wages, allowances, and other monies due shall be paid not later than the time of ceasing work on Thursday of each working week, or otherwise by mutual arrangement. On termination of employment by the employer all wages allowances, and other monies shall be paid at the time of dismissal.

## INSPECTION OF TIME SHEETS AND BOOKS.

16. The Secretary for Labour may authorize at any time (except pay day) or place, the inspection of all wages sheets, time sheets or other wages records by a person nominated by the Plumbers and Gasfitters Union of Australia and approved by the Secretary for Labour, provided that 24 hours' notice of such inspection is given to the employer.

## EMPLOYEE ATTENDING FOR DUTY.

17. When an employee in accordance with directions given by an employer or his responsible representative, attends for duty at the place so directed, but his services are not required, such employee shall be paid 5s. and an amount equal to the fares to and from such place.

## TOOLS AND APPLIANCES.

18. That if any employee is required to provide any or all of the following tools or appliances—

Caulking-irons, drilling frame and chain, tap key, chain wrenches, files, grips or tongs of over 12 inches in length, hacksaw frame or blades, mandrills, dummies, metal pots, pipe cutters, plumbing irons, ratchets, stocks, dies, drills for stone, taps and drills for brass or iron threads, or vyces—

1s. per hour in addition to the ordinary rates fixed by this Part shall be paid by the employer.

## DAMAGE TO CLOTHING AND TOOLS.

19. 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 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.

## TIME OFF FOLLOWING ACCIDENT.

20. 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 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.

## TERMINATION OF EMPLOYMENT.

21. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof.

Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

## APPRENTICES AND IMPROVERS.

22. The provision of clause 21 of this Part shall not apply to the employment of apprentices.

**PART II.**  
This Part applies to all persons employed by Gas Companies.

1.		WAGES.		Other Employees.		
Apprentices (other than those covered by the Apprenticeship Commission).		Improvers.*		Persons employed—		
WAGES.		WAGES.		Wages Per Week of 44 Hours.		
Per Week of 44 Hours.		Per Week of 44 Hours.		Wages Per Hour.		
s. d.		s. d.		£ s. d.		
1st year .. .. .	19 9	1st year .. .. .	29 6	(a) Where the artificial temperature is—		
2nd „ .. .. .	27 10	2nd „ .. .. .	36 11	Over 130° F. . . . .	11 4 7	
3rd „ .. .. .	36 7	3rd „ .. .. .	44 4	115° F., but not exceeding 130° F. . . . .	10 7 9	
4th „ .. .. .	49 9	4th „ .. .. .	66 4	50° F. or lower . . . . .	11 4 7	
5th „ .. .. .	65 11	5th „ .. .. .	88 6	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower . . . . .	9 6 1	
6th „ .. .. .	90 9	6th „ .. .. .	114 0	(c) Lead burning or at lead work connected therewith . . . . .	8 9 3	
and thereafter the minimum wage.		and thereafter the minimum wage.		(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) . . . . .	7 5 0	
PROPORTION (within any factory or place).		PROPORTION (within any factory or place).		(e) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .	7 5 0	
One apprentice to every two or fraction of two workers receiving not less than £7 5s. 0d. per week of 44 hours.		One improver to four	workers receiving not less than £7 5s. 0d. per week of 44 hours	(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .	7 5 0	
An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.		Two improvers to fifteen			NOTE.—See clause 9 re casual rate.	
		Three improvers to thirty				
		and thereafter one additional improver to every seven additional				

\* The employment of any improver within the Metropolitan District and any new improver within the City of Ballarat and the borough of Sebastopol, and the cities of Geelong and Geelong West, the town of Newtown and Chilwell, and the Moorparanyal riding of the shire of Corio is illegal.  
NOTE.—The Wages proscribed above for 'other employees' include as a war loading the sum of 6s. in the case of rates per week, and the sum of 17/11d. in the case of rates per hour.

**TIMES OF BEGINNING AND ENDING WORK.**

2. Time of beginning.	Time of Ending.
7.45 a.m. .. .. .	12 noon on Saturday or the day on which the half-holiday is locally observed, and
7.45 a.m. .. .. .	5.15 p.m. on the other working days of the week.

**OVERTIME.**

3. The following rates shall be paid for all work done during the times specified hereunder :—  
(a) Outside the hours fixed in Clause 2 of this Part :—

	On Saturday or the Day on which the Half-holiday is Locally Observed.	On the other Working Days of the Week.
Between 5.15 p.m. and 6.15 p.m. . . . .	.. .. .	Time and a half
„ 6.15 p.m. and midnight . . . . .	.. .. .	Double time
„ 12 noon and 1 p.m. . . . .	Time and a half	.. .. .
„ 1 p.m. and midnight . . . . .	Double time	.. .. .
„ Midnight and 7.45 a.m. . . . .	Double time	Double time

(b) Within the hours fixed in Clause 2 of this Part in excess of 44 hours in any week :—  
First hour .. .. . Time and a half  
Thereafter .. .. . Double time.

**SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.**

4. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (by persons not subject to Anzac Day Act 1928), Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rates shall only be payable for the day so substituted.

**ALLOWANCES.**

5. The following allowances in addition to wages rates shall be paid :—  
(a) To a person employed on work away from the centre—  
(i) An amount equal to the fares payable by the most convenient public conveyance to go from and to the centre to and from his work.  
The provisions of this sub-clause shall not apply to the Metropolitan Gas Company or where the employer provides a convenient conveyance.  
(ii) For time necessarily occupied in travelling from and to the centre to and from his work—  
(a) During usual working hours .. .. . Ordinary rates  
(b) Outside usual working hours .. .. .  
Time in excess of a total of 1½ hours occupied in going from and to the centre to and from his work .. .. .  
(iii) For work done at a distance from the centre, if the employee is unable to return to his home the same night, and suitable board and lodging has not been provided by the employer . . . 9d. per hour extra.  
For the purpose of the above sub-clauses "Centre" shall mean the employer's usual place of business or the employee's residence, whichever is nearer to the work.

(b) To a person employed—

- |  |   |
|--|---|
| (i) On work requiring a swing scaffold, swing seat, or rope, or on a ladder exceeding 25 feet in height; or                | } 1s. for the first four hours or any portion thereof, and 3d. for each hour thereafter on any day. |
| (ii) Clearing stoppages in soil or waste pipes, or sewer drain pipes, also repairing, and putting same in proper order; or |   |
| (iii) On work in any confined space other than in a ship; or   |   |
| (iv) On work in wet places, other than in a ship   |   |

#### MEAL MONEY.

6. Where an employee is required to work overtime in excess of one hour, and has not been given notice of same on the previous working day, he shall be allowed on amount of 1s. 6d. for a meal.

#### EMPLOYEE ATTENDING FOR DUTY.

7. When an employee in accordance with directions given by an employer or his responsible representative, attends for duty at the place so directed, but his services are not required, such employee shall be paid 5s. and an amount equal to the fares to and from such place: Provided that where on any day work is commenced and is stopped before noon owing to wet or inclement weather, the employee shall be paid up to noon and then released from further attendance on that day. Where owing to wet or inclement weather work is stopped after noon, the employee shall be paid up to the time at which work usually ends.

#### TOOLS AND APPLIANCES.

8. That if any employee is required to provide any or all of the following tools or appliances:—  
Caulking-irons, drilling frame and chain, tap key, chain wrenches, files, grips or tongs of over 12 inches in length, hacksaw frame or blades, mandrills, dummies, metal pots, pipe cutters, plumbing irons, ratchets, stocks, dies, drills for stone, taps and drills for brass or iron threads, or vyces—  
1s. per hour in addition to the ordinary rates fixed by this Part shall be paid by the employer.

#### CASUAL LABOUR.

9. Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary hourly rate with an addition of 10 per centum.

#### TERMINATION OF EMPLOYMENT.

10. One hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

#### DAY FOR PAYMENT OF WAGES.

11. Wages, allowances and other moneys due shall be paid not later than 5 p.m. on Thursday of each working week. On termination of employment by the employer, all wages, allowances and other moneys shall be paid at the time of dismissal. The employee shall not be deemed to have ceased employment until he has been paid.

The provisions of this clause shall not apply in respect of persons employed by the Metropolitan Gas Company.

#### ANNUAL LEAVE.

12. (a) Except as hereinafter provided a period of seven consecutive days' leave shall be allowed annually to all employees after twelve months' continuous service (less the period of annual leave).

(b) Annual leave shall be given at a time fixed by the employer within a period not exceeding three months from the date when the right to annual leave accrued and after not less than one week's notice to the employee concerned.

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

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

(e) Each employee before going on leave shall be paid a week's wage. For the purpose of this sub-clause and sub-clause (d) hereof the week's wage shall be at the rate prescribed by clause 1 of this Part for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of the employment as the case may be.

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

(g) Notwithstanding anything herein provided an employer who gives to an employee leave of absence without loss of pay throughout the interval of time—

(i) between the days observed hereunder as the Christmas Day holiday and the New Year's Day holiday; or

(ii) between the day immediately preceeding the Good Friday holiday and the Monday next after the Easter Monday holiday shall be deemed thereby to fulfil all obligations to that employee under this clause in respect of the period of twelve months' service referred to in sub-clause (a) hereof. The provisions of sub-clause (c) hereof shall apply to this sub-clause.

(h) Where leave has been granted to an employee pursuant to sub-clauses (c) or (g) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each two complete months of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-sixth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed in clause 4 of this Part.

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

(i) any interruption or determination of the employment by the employer if such interruption or determination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of sickness or accident or military service, and in calculating the period of twelve months' continuous service absence on account of sickness or accident to the extent of fourteen days in any twelve months, shall be deemed to be part of the period of continuous service; or

(iii) any termination of the employment by the employee if such termination has been made merely with the intention of preventing the operation of sub-clause (g) hereof.

(j) 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.

(k) 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 services of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

PART III.

1. This Part applies in respect of the employmen of all persons coming within the ambit of the Determination, other than those provided for in Parts I. and II. hereof.

2.		WAGES.			
Apprentices (other than those covered by the Apprenticeship Commission).		Improvers.*		Other Employees.	
WAGES.		WAGES.		Per Week of 44 Hours.	Wages Per Hour.
Per Week of 44 Hours.		Per Week of 44 Hours.		£ s. d.	s. d.
1st year .. .. .	19 9	1st year .. .. .	29 6	Person employed—	
2nd „ .. .. .	27 10	2nd „ .. .. .	36 11	(a) Where the artificial temperature is—	
3rd „ .. .. .	36 7	3rd „ .. .. .	44 4	Over 130° F. .. .. .	11 7 10
4th „ .. .. .	49 9	4th „ .. .. .	66 4	115° F., but not exceeding 130° F. .. .. .	10 11 0
5th „ .. .. .	65 11	5th „ .. .. .	88 6	50° F. or lower .. .. .	11 7 10
6th „ .. .. .	90 9	6th „ .. .. .	114 0	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower .. .. .	9 9 4
and thereafter the minimum wage.		and thereafter the minimum wage.		(c) Lead burning or at lead work connected therewith .. .. .	8 12 6
PROPORTION (within any factory or place).		PROPORTION (within any factory or place).		(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) .. .. .	7 8 3
One apprentice to every two or fraction of two workers receiving not less than £7 8s. 3d. per week of 44 hours.		One improver to four		(e) In fixing any material used instead of metal for pipes, guttering, or roof covering .. .. .	7 8 3
An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.		Two improvers to fifteen	workers receiving not less than £7 8s. 3d. per week of 44 hours.	(f) At any other plumbing or gasfitting (but not including the fixing of gas mantles, or gas main or service laying) .. .. .	7 8 3
		Three improvers to thirty		NOTE.—See clause 7 re casual rate, and clause 3 re ship work.	
		and thereafter one additional improver to every seven additional			

\* The employment of any improver within the Metropolitan District and any new improver within the City of Ballarat and the borough of Sebastopol, and the cities of Geelong and Geelong West, the town of Newtown and Chilwell, and the Moorparryal riding of the shire of Corio is illegal.

NOTE.—The wages prescribed above for 'other employees' include as a loading in lieu of public Holidays (eight days) and Sick Leave (4 days), an amount of 7s. 5d. in the case of rates per week, and 2<sup>1</sup>/<sub>4</sub>d. in the case of rates per hour, and also include as a war loading the sum of 6s. in the case of rates per week, and 1<sup>7</sup>/<sub>11</sub>d. in the case of rates per hour.

ALLOWANCES.

3. The following allowances in addition to wages rates shall be paid—

(a) To a person employed on work away from the centre—

(i) An amount equal to the fares payable by the most convenient public conveyance to go from and to the centre to and from his work.

The provisions of this sub-clause shall not apply where the employer provides a convenient conveyance.

(ii) For time necessarily occupied in travelling from and to the centre to and from his work—

(a) During usual working hours .. .. . } Ordinary rates.

(b) Outside usual working hours— }  
Time in excess of a total of 1½ hours occupied in going from and to the centre to and from his work .. .. . }

(iii) For work done at a distance from the centre, if the employce is unable to return to his home the same night, and suitable board and lodging has not been provided by the employer .. .. . } 9½d. per hour extra.

For the purposes of the above sub-clauses "Centre" shall mean the employer's usual place of business.

(b) To a person employed—

(i) On work requiring a swing scaffold, swing seat, or rope, or on a ladder exceeding 25 feet in height; or .. .. . } 1s. for the first four hours or any portion thereof, and 3d. for each hour thereafter on any day.

(ii) Clearing stoppages in soil or waste pipes, or sewer drain pipes, also repairing, and putting same in proper order; or .. .. . }

(iii) On work in any confined space other than in a ship; or .. .. . }

(iv) On work in wet places, other than in a ship .. .. . }

SHIP WORK.

4. (i) All work done on a ship of any class—

(a) whilst it is under way; or

(b) in wet places or confined spaces; or

(c) in a ship which has done one trip or more, in oil fuel tanks, in bilges under engine-room or stokehold or on soil pipes— shall be paid for at the rate of 8d. per hour in addition to the ordinary wage.

(ii) For the purposes of this paragraph—

"Wet Place" means one in which the clothing of the workman necessarily is wetted to an uncomfortable degree, or one in which water accumulates underfoot to a depth exceeding two inches.

"Confined Space" means one of which the dimensions are such that the workman must work in a stooped or cramped position, or without adequate ventilation, or where confinement within a limited space is productive of unusual discomfort to him.

iii) Should the employer and the workman be unable to agree whether or not any work done by the latter is such as entitles him to the additional wage provided by this paragraph, the question is to be submitted to a Referee, chosen by the parties, whose decision will be binding on both of them. In the event of the parties being unable to agree on a Referee, application is to be made to the Secretary of the Department of Labour of the State of Victoria to appoint an Inspector to determine the matter in dispute, and the decision of such Inspector will be binding on both of them.



## ORDINARY WEEK'S WORK.

5. The ordinary hours for a week's work shall be 44 hours which may be worked by mutual agreement between the employer and employee as follows:—

- (a) On five days of 8 hours each and one day (Saturday) of 4 hours, or  
 (b) On five days of 8 hours 48 minutes each.

A meal break of not less than 42 minutes shall be allowed each day between noon and 2 p.m.

## TIMES OF BEGINNING AND ENDING WORK.

6. The ordinary times of beginning and ending work shall be within the following hours—

	Time of beginning.	Time of Ending.
(a) Where a five-day week is worked .. .. .	7.30 a.m.	5.30 p.m.
(b) Where a six-day week is worked—		
Saturday .. .. .	7.45 a.m.	noon.
On other week days .. .. .	7.45 a.m.	5.15 p.m.

## OVERTIME.

7. Overtime shall be paid for as follows—

- (a) Outside the hours fixed in clause 6 of this Part—  
 (i) Before the time of beginning work .. .. . Double time.  
 (ii) After the time of ending work .. .. . Time and a half for the first hour and double time thereafter.
- (b) Within the hours fixed in clause 6 of this Part in excess of 44 hours in any week—  
 First hour .. .. . Time and a half.  
 Thereafter .. .. . Double time.

NOTE.—Where a five-day week is worked, work done on a Saturday shall be deemed to be outside the times of beginning and ending work, and be paid for as prescribed in sub-clause (a) (ii) hereof.

- (c) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time, and commenced prior to midnight shall 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.  
 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 eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.
- (d) An employee recalled to work overtime after leaving his employer's business premises shall be paid at the appropriate rate for such work with a minimum of four and a half hours' pay at the ordinary rate for each time he is so recalled.
- (e) An employee shall not be compelled to work for more than six hours without a break for a meal.
- (f) 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 made to employees living in the same locality as their workshop who can reasonably return home for meals.
- (g) An employee working overtime after the evening meal break shall be allowed a crib-time of twenty minutes after each four hours of overtime work, if the employee continues work after such crib-time. Such crib-time shall be paid for at the ordinary rate.

## CASUAL LABOUR.

8. Casual employees (i.e. persons employed during the week for not more than one-half maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary rate hourly with an addition of 10 per centum.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

9. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (by persons not subject to *Anzac Day Act 1928*) King's Birthday, Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovementioned holidays, the special rates shall only be payable for the day so substituted.

## EMPLOYEE ATTENDING FOR DUTY.

10. When an employee in accordance with directions given by an employer or his responsible representative, attends for duty at the place so directed, but his services are not required, such employee shall be paid 5s. and an amount equal to the fares to and from such place: Provided that where on any day work is commenced and is stopped before noon owing to wet or inclement weather, the employee shall be paid up to noon and then released from further attendance on that day. Where owing to wet or inclement weather work is stopped after noon, the employee shall be paid up to the time at which work usually ends.

## TOOLS AND APPLIANCES.

11. That if any employee is required to provide any or all of the following tools or appliances:—

Caulking-irons, drilling fame and chain, tap key, chain wrenches, files, grips or tongs of over 12 inches in length, hacksaw frame or blades, mandrills, dummies, metal pots, pipe cutters, plumbing irons, ratchets, stocks, dies, drills for stone, taps and drills for brass or iron threads, or vices—

1s. per hour in addition to the ordinary rates fixed by this Part shall be paid by the employer.

## DAMAGE TO CLOTHING AND TOOLS.

12. 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 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.

## DAY FOR PAYMENT OF WAGES.

13. Wages, allowances, and other moneys due, shall be paid not later than the time of ceasing work on Thursday of each working week. On termination of employment by the employer, all wages, allowances, and other moneys, shall be paid at the time of dismissal. The employee shall not be deemed to have ceased employment until he has been paid.

## REST PERIOD.

14. There shall be a rest period of ten minutes from the time of ceasing to the time of the resumption of work, between the hours of 9 a.m. and 11 a.m., without deduction of pay.

## SUPPLY OF HOT WATER.

15. The employer shall provide facilities to enable the employee to obtain an adequate supply of hot water at meal times and during the morning rest period.

## ANNUAL LEAVE.

16. (a) Except as hereinafter provided a period of seven consecutive days' leave shall be allowed annually to all employees after twelve months' continuous service (less the period of annual leave).

(b) Annual leave shall be given at a time fixed by the employer within a period not exceeding three months from the date when the right to annual leave accrued and after not less than one week's notice to the employee concerned.

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

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

(e) Each employee before going on leave shall be paid a week's wage. For the purpose of this sub-clause and sub-clause (d) hereof the week's wage shall be at the rate prescribed by clause 2 of this Part for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of the employment as the case may be.

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

(g) Notwithstanding anything herein provided an employer who gives to an employee leave of absence without loss of pay throughout the interval of time—

- (i) between the days observed hereunder as the Christmas Day holiday and the New Year's Day holiday; or
- (ii) between the day immediately preceding the Good Friday holiday and the Monday next after the Easter Monday holiday, shall be deemed thereby to fulfil all obligations to that employee under this clause in respect of the period of twelve months' service referred to in sub-clause (a) hereof. The provisions of sub-clause (c) hereof shall apply to this sub-clause.

(h) Where leave has been granted to an employee pursuant to sub-clauses (c) or (g) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each two complete months of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-sixth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed in clause 9 of this Part.

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

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

(j) 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.

(k) 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 services of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

**ADDITIONAL ANNUAL LEAVE AND SICK LEAVE.**

17. When it is a constant condition of employment that an employee is continuously required to work, or on call for work, on week ends (i.e., Saturdays and Sundays) such employee shall be entitled to:—

- (a) one week's additional annual leave with pay, and
- (b) payment for a maximum of forty four hours for sickness (duly certified) in any one year, provided that in the event of an employee not claiming payment in whole or in part in any year, the number of days not claimed shall be held to his credit the following year or years, subject to a maximum payment of 132 hours for sickness.

For the purposes of sub-clause (b) hereof service prior to the 1st July, 1945, shall be disregarded.

**TIME OFF FOLLOWING ACCIDENT.**

18. 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 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.

**TERMINATION OF EMPLOYMENT.**

19. One hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

**PART IV.**

This Part applies to all persons employed under this Determination.

**PERIODICAL ADJUSTMENT OF WAGES.**

1. The wages rates set out in clause 2 of Part I., clause 1 of Part II., and clause 2 of Part III. hereof are based upon the following basic wage and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time, as such basic wage.

The basic wage shall be adjusted as prescribed in clause 2 of this Part.

*Basic Wage.*

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 4 12 0	s. d. 6 0	£ s. d. 4 18 0	Melbourne

**ADJUSTMENT OF NEEDS BASIC WAGE.**

2. (a) For work done before the beginning of the first pay period to commence in November, 1945, the rates prescribed in clause 2 of Part I., clause 1 of Part II., and clause 2 of Part III. hereof shall be paid.

(b) For work done during each future period of or near a quarter beginning with the first pay period to commence in a November, a February, a May, or an August, the amounts of the said rates 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 purpose of this Determination the expression "Commonwealth Statistician's 'All Items' retail price index numbers" or any like expression means the number stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

- (1) The index number set to be applied to a place is that assigned thereto in clause 1 of this Part.
- (2) The index number for the calendar quarter next preceding the period of or near a quarter for which adjustment is to be made is to be ascertained.
- (3) The amounts of addition or deduction assigned in the following table (or any extension thereof) in the index number division comprising such number are to be ascertained.
- (4) These assigned amounts shall for work done during such period of or near a quarter be added to or deducted from the originally prescribed amounts of the rates in accordance with that table.
- (5) The division called "original" in the following table is that for the Needs Basic Wage upon which the rates are to be deemed to have been originally prescribed.

Table.—Original Index Number Division.

Index Number Divisions for Additions.	Amounts of Addition or Deduction.		Index Number Divisions for Deduction.
	Per Week.	Per Week.	
994-1006	Nil	Nil	994-1006
1007-1018	1	0 $\frac{6^3}{11}$	982- 993
1019-1030	2	0 $\frac{0^8}{11}$	970- 981
1031-1043	3	0 $\frac{0^9}{11}$	957- 969
1044-1055	4	0 $\frac{1^1}{11}$	945- 956
1056-1067	5	0 $\frac{1^4}{11}$	933- 944
1068-1080	6	0 $\frac{1^7}{11}$	920- 932
1081-1092	7	0 $\frac{1^9}{11}$	908- 919
1093-1104	8	0 $\frac{2^2}{11}$	896- 907
1105-1117	9	0 $\frac{2^4}{11}$	883- 895
1118-1129	10	0 $\frac{2^8}{11}$	871- 882

The index number divisions in this table are based upon the equating of the index number 1000 with a basic wage of 81s. per week and any extension of this table must be of the same construction as the table.

The wages rates of apprentices and improvers shall at the same time be adjusted proportionately to the adjustment of the Needs Basic Wage.

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

J. W. RYAN, Secretary.

Melbourne, 2nd January, 1946.

