



# VICTORIA GOVERNMENT GAZETTE.

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**No. 77]**

**WEDNESDAY, MAY 1.**

**[1946**

Factories and Shops Acts.

## DETERMINATION OF THE BRICK TRADE BOARD.

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

(b) On 21st February, 1911, the powers of the Brick Trade Board were extended so that it might fix "the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of sand, lime, or cement brickmaking."

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 employed in the process, trade, or business of brickmaking (including clay-digging)" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 26th March, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a)	Improvers.	Other Employees	Per Hour.	Wage per Week of 44 Hours.
	<b>WAGES.</b>	<b>FIREBRICKS AND TEXTURE BRICKS.</b>	<i>s. d.</i>	<i>s. d.</i>
	<b>FIREBRICKS AND TEXTURE BRICKS.</b>	Burners .. .. .	2 10 <sup>4</sup> / <sub>11</sub>	126 0
	Per Week of 44 Hours.	Crusher attendants who also haul .. .. .	2 9 <sup>9</sup> / <sub>11</sub>	122 6
	<i>s. d.</i>	Crusher attendants who do not haul .. .. .	2 8 <sup>8</sup> / <sub>11</sub>	120 0
14 years of age .. .. .	39 4	Wet or dry pan attendants who do not haul .. .. .	2 9 <sup>9</sup> / <sub>11</sub>	123 0
15 " " .. .. .	40 10	Machine drivers, wire cut attendant, column man, or off-bearers from wire cut machine .. .. .	2 9 <sup>9</sup> / <sub>11</sub>	122 6
16 " " .. .. .	43 2	Hand moulders, dressers and cutters .. .. .	2 11 <sup>2</sup> / <sub>11</sub>	129 0
17 " " .. .. .	48 9	Drawers .. .. .	2 10 <sup>5</sup> / <sub>11</sub>	125 6
18 " " .. .. .	59 1	Setters .. .. .	2 11 <sup>2</sup> / <sub>11</sub>	129 0
19 " " .. .. .	77 10	Facemen working in a clayhole 25 feet or less in depth .. .. .	3 0 <sup>3</sup> / <sub>11</sub>	133 0
20 " " .. .. .	81 4	All other facemen .. .. .	3 0 <sup>9</sup> / <sub>11</sub>	135 0
	<b>OTHER BRICKS.</b>	Wheelers of green or burnt bricks .. .. .	2 11 <sup>5</sup> / <sub>11</sub>	122 6
14 years of age .. .. .	41 0	Clayhole men (employer to provide tools) .. .. .	2 11 <sup>5</sup> / <sub>11</sub>	130 0
15 " " .. .. .	42 6	Pressers .. .. .	2 9 <sup>9</sup> / <sub>11</sub>	121 6
16 " " .. .. .	45 0	Loftmen .. .. .	2 9	121 0
17 " " .. .. .	50 9	Yardmen and wastemen .. .. .	2 8 <sup>8</sup> / <sub>11</sub>	120 0
18 " " .. .. .	61 7			
19 " " .. .. .	81 1	<b>OTHER BRICKS.</b>		
20 " " .. .. .	84 9	Burners .. .. .	2 10 <sup>4</sup> / <sub>11</sub>	126 0
	Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 83s. 9d. per week of 44 hours plus an allowance at the rate of 3s. 6d. per week as compensation for time lost through wet weather.	Machine drivers or machine riggers .. .. .	2 11 <sup>5</sup> / <sub>11</sub>	130 0
	Provided also that improvers trucking from a single brick machine or taking off or trucking from a double brick machine shall be paid not less than the rate fixed for truckers.	Wet or dry pan attendants who do not haul .. .. .	2 10 <sup>10</sup> / <sub>11</sub>	128 0
	<b>PROPORTION (in any factory or place).</b>	Crusher attendants who do not haul .. .. .	2 10 <sup>4</sup> / <sub>11</sub>	126 6
	One improver to every eight or fraction of eight employees receiving not less than 120s. per week of 44 hours.	Crusher and wet or dry pan attendants who also haul .. .. .	3 0	132 0
		Drawers and setters of fancy bricks (other than those employed in Hoffman kilns) .. .. .	3 0 <sup>3</sup> / <sub>11</sub>	133 0
		Other drawers .. .. .	3 0 <sup>2</sup> / <sub>11</sub>	135 6
		Other setters .. .. .	3 0 <sup>2</sup> / <sub>11</sub>	135 6
		Facemen working in a clayhole 25 feet or less in depth .. .. .	3 1 <sup>7</sup> / <sub>11</sub>	138 0
		All other facemen .. .. .	3 3 <sup>3</sup> / <sub>11</sub>	144 0
		Clayhole men (employer to provide tools) .. .. .	3 0 <sup>9</sup> / <sub>11</sub>	135 0
		Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen .. .. .	2 11 <sup>12</sup> / <sub>11</sub>	130 6
		Off-bearers from wire cut machines .. .. .	2 10 <sup>17</sup> / <sub>11</sub>	127 6
		Truckers .. .. .	2 10 <sup>17</sup> / <sub>11</sub>	127 6
		Adults taking off brick machines .. .. .	2 10 <sup>17</sup> / <sub>11</sub>	127 6
		Dampers or kiln cleaners .. .. .	2 11 <sup>2</sup> / <sub>11</sub>	129 0
		Loftmen .. .. .	2 10 <sup>4</sup> / <sub>11</sub>	126 0
		Yardmen and wastemen .. .. .	2 10 <sup>4</sup> / <sub>11</sub>	125 0

The Board has determined that no person shall be taken as an apprentice.

(b) The wage rates prescribed in the Other Bricks Section in sub-clause (a) hereof, include the following allowances, as compensation for time lost through wet weather:—

- (i) All adults (other than burners) at the rate of 5s. per week of 44 hours.  
 (ii) Improvers—

Age	Rate	Hours
14 years of age	at the rate of 1s. 8d.	per week of 44 hours.
15	.. .. 1s. 8d.	.. 44 ..
16	.. .. 1s. 10d.	.. 44 ..
17	.. .. 2s. 0d.	.. 44 ..
18	.. .. 2s. 6d.	.. 44 ..
19	.. .. 3s. 3d.	.. 44 ..
20	.. .. 3s. 5d.	.. 44 ..

#### TIME OF BEGINNING AND ENDING WORK.

3. For any persons except burners, machine drivers, machine riggers, and pan or crusher attendants—

Time of Beginning.	Time of Ending.
7 a.m. ..	.. 12 noon on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m. ..	.. 5.30 p.m. on each of the other five working days of the week.

#### SPECIAL RATE.

4. Burners on night shift shall be paid 10 per cent. extra for work performed between 6 p.m. and 6 a.m.

#### OVERTIME.

5. (a) Any employee who works for any time in excess of the ordinary hours of work per day shall be paid for such extra time at the rate of time and a half. Provided that where an employee ordinarily works a five-day week, work done on Saturday shall be deemed to be overtime, and shall be paid for as such, except in the case where an employee is required to work on such Saturday to make up for time lost (except because of Public Holidays) through any circumstances over which the employer had no control. In such an excepted case the employee shall only be entitled to be paid at ordinary rates for the first four hours worked on such Saturday.

(b) Any employee (other than a burner, machine driver, machine rigger, or pan or crusher attendant) who works outside the spread of hours fixed in clause 3 shall be paid for such time at the rate of time and a half.

(c) All work done by machine drivers, machine riggers, and pan or crusher attendants either before the ordinary starting time or after the ordinary finishing time of the factory shall be paid for at the rate of time and a half irrespective of the number of hours worked.

#### MEAL ALLOWANCE.

6. 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 be paid a meal allowance of 2s. 6d.

#### SUNDAYS AND HOLIDAYS.

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

#### PAYMENT FOR HOLIDAYS.

8. All employees shall, as far as practicable, be granted the holidays mentioned in clause 7 without deduction of pay.

#### PAYMENT OF WAGES.

9. All wages due shall be paid not later than Friday in each week, except where otherwise mutually agreed between employer and employee.

#### ANNUAL LEAVE.

10. (a) Any employee who has been in the service of the same employer for a period of not less than twelve months shall be entitled to annual leave, without deduction of pay, consisting of 44 hours of working time, such leave to be taken in conjunction with the Christmas and New Year holiday period. The day upon which leave shall commence in any establishment shall be mutually agreed upon between the employer and the majority of the employees in such establishment. An employee absent from duty, without the permission of his employer, during the period immediately preceding the day on which leave is due to commence, and/or immediately succeeding the last day of such leave, shall have the period of leave, without deduction of pay, reduced by one day for each such day he so absents himself.

(b) Any employee who immediately preceding the holiday period has been continuously employed by the same employer for three months or more, but less than twelve months, shall be entitled to the annual leave period prescribed in sub-clause (a) hereof and shall be paid *pro rata* according to the number of completed months of service.

(c) Any employee required to work on any day or days to which he is entitled under sub-clauses (a) or (b), shall be allowed at a time suitable to himself and the employer, an equivalent number of days in lieu thereof as holidays without deduction of pay, or shall be paid double time for such day or days.

(d) Any employee who had been continuously employed by the same employer for three months or more, but less than twelve months, in any qualifying twelve-monthly period, and whose services have been terminated for any reason other than for misconduct, shall be entitled to *pro rata* annual leave or payment in lieu according to the number of completed months of service. In computing the amount of leave or payment in lieu to which an employee is entitled under this sub-clause any leave or payment in lieu made on account of the operation of sub-clause (b) hereof shall be taken into account.

#### SICK LEAVE.

11. (a) Where an employee has been in the service of an employer for a period of not less than three months and is disabled by personal ill-health, proof of which sickness is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the employee's consequential absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work for a period not exceeding in the aggregate four days in any year of employment in the industry.

(b) Notwithstanding anything contained in the previous sub-clause if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year up to a period not exceeding twenty days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

(c) For the purposes of this clause a year shall be deemed to commence on the 1st July and to end on the next following 30th June.

TERMINATION OF EMPLOYMENT.

12. In any case where it is intended to close down a kiln or portion of the works, one week's notice of such intention shall be given to employees whose services are to be terminated.

MORNING TEA INTERVAL.

13. A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, such interval shall be arranged by the employer so as to avoid the necessity for a stoppage of operations in the establishment.

ASSISTANCE FOR TRUCKERS.

14. Persons trucking 75 yards or over shall be supplied with assistance, and any person so assisting shall be paid at trucker's rate.

INJURED EMPLOYEES.

15. In all cases of accidents where it is deemed necessary to send the injured person to a hospital or a doctor he shall be accompanied by an attendant.

FIRST-AID OUTFIT.

16. An adequate first-aid kit and a stretcher shall be provided in the clayhole.

PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

17. The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards .. .. .	3 3½	3 7	3 2½	3 5½
26 to 36 yards .. .. .	3 8	4 0½	3 6½	3 10
36 to 46 yards .. .. .	3 10½	4 1½	3 9	4 0½
Over 46 yards .. .. .	4 4½	4 8	4 3½	4 6½

Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards .. .. .	4 5½	4 8½	4 9½	5 0
26 to 36 yards .. .. .	4 10½	5 1	5 1½	5 4½
36 to 46 yards .. .. .	5 0½	5 3½	5 3½	5 6½
Over 46 yards .. .. .	5 7	5 9½	5 10½	6 1

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets .. .. . 3s. 1½d. per 1,000 bricks

	s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks	21 5
"    "    "    "    in sheds .. .. .	18 7
"    "    "    "    from bowling stool and placing on grass hacks (where material is placed on the table)	15 1
"    "    "    "    from bowling stool in sheds (where material is placed on the table)	13 10
"    "    "    "    fancy bricks and offbearing to hacks or in sheds .. .. .	21 5
"    "    "    "    from bowling stool .. .. .	19 4
Setting .. .. .	3 6
Picking blues .. .. .	20 0

An amount at the rate of 5s. per week of 44 hours has been added to the earnings of piece workers as compensation for time lost through wet weather.

PIECEWORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

18. The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piecework prices to any person employed in fire-brick making, or as a clayholeman, machine driver, machine rigger, wheeler of green bricks, or trucker, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates set out in clause 2 are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that proportionate adjustments to the rates for improvers and to the piecework prices shall be made at the same time as follows:—

- (a) In the case of improvers and hand moulding and setting by piecework to the nearest penny, half or less than half of one penny to be disregarded.
- (b) In the case of drawers, wheelers, stackers and loaders by piecework, an increase or decrease of one farthing per 1,000 bricks for every increase or decrease of 1s. in the basic wage.

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

*Basic Wage.*

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

ADJUSTMENT OF BASIC WAGE.

20. (a) Until the beginning of the first pay period to commence in May, 1946, the amount of the basic wage shall be as prescribed in clause 19.

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

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

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

TABLE.

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

A. V. BARNS, J.P. Chairman.

J. W. RYAN, Secretary.

Melbourne, 11th March, 1946.



# VICTORIA GOVERNMENT GAZETTE.

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

No. 78]

WEDNESDAY, MAY 1.

[1946

Factories and Shops Acts.

## DETERMINATION OF THE POTTERY BOARD.

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

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

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

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

1. That as from the beginning of the first pay period to commence on or after the 27th March, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

### APPRENTICES OR IMPROVERS.

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

### MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
Under 15 years of age	At the Rates prescribed for Adults	<i>s. d.</i> 23 3	<i>s. d.</i> 1 3	<i>s. d.</i> 2 3	<i>s. d.</i> 26 9
15 years of age		27 0	1 6	2 9	31 3
16 " "		31 0	1 6	3 3	35 9
17 " "		36 9	1 9	3 9	42 3
18 " "		49 9	2 6	5 0	57 3
19 " "		58 6	3 0	6 0	67 6
20 " "		72 0	3 9	7 3	83 0

### FEMALES.

Wages per Week of 44 hours.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	22 9	1 3	2 3	26 3	26 6	1 3	2 9	30 6
2nd 6 months	26 6	1 3	2 9	30 6	32 3	1 9	3 3	37 3
1st year	30 0	1 6	3 0	34 6	36 3	1 9	3 9	41 9
2nd "	32 3	1 9	3 3	37 3	41 6	2 0	4 3	47 9
3rd "	36 3	1 9	3 9	41 9	46 0	2 3	4 9	53 0
4th "	41 6	2 0	4 3	47 9				
5th "	46 0	2 3	4 9	53 0				
6th "								
and thereafter the minimum wage								

FEMALES—continued.

Wages per Week of 44 hours.

	Commencing Age.							
	17 Years.				18 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st Year .. .. .	31 0	1 6	3 3	35 9	32 3	1 9	3 3	37 3
2nd " .. .. .	36 3	1 9	3 9	41 9	41 6	2 0	4 3	47 9
3rd " .. .. .	41 6	2 0	4 3	47 9	46 0	2 3	4 9	53 0
4th " .. .. . and thereafter the minimum wage	46 0	2 3	4 9	53 0	..	..	..	..

  

	Commencing Age.							
	19 Years.				20 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year .. .. .	36 3	1 9	3 9	41 9	43 0	2 3	4 6	49 9
2nd " .. .. . and thereafter the minimum wage	46 0	2 3	4 9	53 0	..	..	..	..

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age .. .. .	At the Rates prescribed for Adults	22 6	1 3	2 3	26 0
15 years of age .. .. .		24 6	1 3	2 6	28 3
16 " " .. .. .		30 0	1 6	3 0	34 6
17 " " .. .. .		33 9	1 9	3 6	39 0
18 " " .. .. .		48 3	2 0	5 0	55 9
19 " " .. .. .		56 0	3 0	5 9	64 9
20 " " .. .. .	69 0	3 9	7 0	79 9	

FEMALES.

Wages per Week of 44 hours.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months .. .. .	22 6	1 3	2 3	26 0	..	..	..	..
2nd 6 months .. .. .	25 3	1 3	2 6	29 0	..	..	..	..
1st year .. .. .	..	..	..	..	25 3	1 3	2 6	29 0
2nd " .. .. .	28 3	1 6	3 0	32 9	31 3	1 9	3 3	36 3
3rd " .. .. .	31 3	1 9	3 3	36 3	33 6	1 9	3 6	38 9
4th " .. .. .	33 6	1 9	3 6	38 9	39 3	2 0	4 0	45 3
5th " .. .. .	39 3	2 0	4 0	45 3	44 9	2 3	4 9	51 9
6th " .. .. . and thereafter the minimum wage	44 9	2 3	4 9	51 9	..	..	..	..

FEMALES—continued.  
Wages per Week of 44 hours.

	Commencing Age.							
	17 Years.				18 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year .. .. .	26 6	1 3	2 9	30 6	31 0	1 9	3 3	36 0
2nd .. .. .	33 0	1 9	3 6	38 3	39 3	2 0	4 0	45 3
3rd .. .. .	39 3	2 0	4 0	45 3	44 9	2 3	4 9	51 9
4th .. .. .	44 9	2 3	4 9	51 9	..	..	..	..
and thereafter the minimum wage								

  

	Commencing Age.							
	19 Years.				20 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year .. .. .	34 0	1 9	3 6	39 3	39 3	2 0	4 0	45 3
2nd .. .. .	44 9	2 3	4 9	51 9	..	..	..	..
and thereafter the minimum wage								

Proportion (in any factory or place).

Apprentices.

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

Improvers.

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

ALL OTHER EMPLOYEES.

	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Boroallic; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.		Wages per Hour.		Wages per Week of 44 Hours.		Wages per Hour.	
<b>All Departments.</b>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Head burner .. .. .	123 0	2 9 <sup>8</sup> / <sub>11</sub>	120 0	2 8 <sup>8</sup> / <sub>11</sub>				
All other burners .. .. .	119 0	2 8 <sup>8</sup> / <sub>11</sub>	118 0	2 7 <sup>7</sup> / <sub>11</sub>				
Mouldmakers .. .. .	125 0	2 10 <sup>10</sup> / <sub>11</sub>	122 0	2 9 <sup>8</sup> / <sub>11</sub>				
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	120 0	2 11 <sup>2</sup> / <sub>11</sub>	129 0	2 11 <sup>2</sup> / <sub>11</sub>				
All other clayhole men (employers to provide tools)	120 0	2 8 <sup>8</sup> / <sub>11</sub>	117 0	2 7 <sup>10</sup> / <sub>11</sub>				
Men boring or using explosives .. .. .	124 0	2 9 <sup>8</sup> / <sub>11</sub>	121 0	2 9				
<b>FEMALES.</b>								
Females .. .. .	64 0	1 5 <sup>5</sup> / <sub>11</sub>	61 0	1 4 <sup>7</sup> / <sub>11</sub>				
<b>MALES.</b>								
<b>Glazed Pipes and Salt-glazed Ware.</b>								
Flanger .. .. .	124 0	2 9 <sup>8</sup> / <sub>11</sub>	121 0	2 9				
Man in charge of plunger .. .. .	118 6	2 8 <sup>7</sup> / <sub>11</sub>	115 6	2 7 <sup>7</sup> / <sub>11</sub>				
Pressers .. .. .	121 0	2 9	118 0	2 8 <sup>8</sup> / <sub>11</sub>				
Setters .. .. .	121 0	2 9	118 0	2 8 <sup>8</sup> / <sub>11</sub>				
Junction sticker .. .. .	121 0	2 9	118 0	2 8 <sup>8</sup> / <sub>11</sub>				
Man working pipe flanging machine .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>10</sup> / <sub>11</sub>				
Bitumen jointers .. .. .	116 0	2 7 <sup>7</sup> / <sub>11</sub>	113 0	2 6 <sup>8</sup> / <sub>11</sub>				
Drawers .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>10</sup> / <sub>11</sub>				
Feeders of pipe machine .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>				
Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>10</sup> / <sub>11</sub>				
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>				
Man sorting pipes .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>				
Pipe dressers .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>				
Packers of goods into railway trucks .. .. .	114 0	2 7 <sup>10</sup> / <sub>11</sub>	111 0	2 6 <sup>8</sup> / <sub>11</sub>				
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	113 0	2 6 <sup>8</sup> / <sub>11</sub>	110 0	2 6				

All Other Employees—continued.

	Within the Metropolitan District as defined in the Factories and Shops Act 1923 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all other parts of Victoria.	
	Wages per Week of 44 Hours.	Wages per Hour.	Wages per Week of 44 Hours.	Wages per Hour.
	s. d.	s. d.	s. d.	s. d.
<b>Dust Tile Making.</b>				
Leading hand slip making .. .. .	118 0	2 8 <sup>2</sup> / <sub>11</sub>	115 0	2 7 <sup>4</sup> / <sub>11</sub>
Slip house attendants .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>
Head placer inside a kiln .. .. .	118 0	2 8 <sup>2</sup> / <sub>11</sub>	115 0	2 7 <sup>4</sup> / <sub>11</sub>
Man dipping tiles and in charge of dipping room .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>1</sup> / <sub>11</sub>
Man hand-pressing dust tiles with 6-in. press .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>1</sup> / <sub>11</sub>
Setter and/or drawer .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>1</sup> / <sub>11</sub>
Sagger maker .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>1</sup> / <sub>11</sub>
Man operating lever on sagger machine .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>
Man carrying into or out of kiln .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>
Head packer .. .. .	119 0	2 8 <sup>8</sup> / <sub>11</sub>	116 0	2 7 <sup>7</sup> / <sub>11</sub>
Packer who packs articles with protective sub- stances into containers with secured lids .. .. .	116 0	2 7 <sup>7</sup> / <sub>11</sub>	113 0	2 6 <sup>9</sup> / <sub>11</sub>
Other packers .. .. .	114 0	2 7 <sup>1</sup> / <sub>11</sub>	111 0	2 6 <sup>3</sup> / <sub>11</sub>
All others (except burners, mouldmakers, clay- hole men, and men boring or using explosives)	113 0	2 6 <sup>9</sup> / <sub>11</sub>	110 0	2 6
<b>General Pottery and Insulator Making.</b>				
Leading hand employed at pinning, leading, and/ or cementing insulators or similar ware .. .. .	120 0	2 8 <sup>8</sup> / <sub>11</sub>	117 0	2 7 <sup>10</sup> / <sub>11</sub>
Man employed at pinning, leading, and/or cementing insulators or similar ware .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>1</sup> / <sub>11</sub>
Sanitary ware presser .. .. .	119 0	2 8 <sup>8</sup> / <sub>11</sub>	116 0	2 7 <sup>7</sup> / <sub>11</sub>
Head packer .. .. .	119 0	2 8 <sup>8</sup> / <sub>11</sub>	116 0	2 7 <sup>7</sup> / <sub>11</sub>
Packer who packs articles with protective sub- stances into containers with secured lids .. .. .	116 0	2 7 <sup>7</sup> / <sub>11</sub>	113 0	2 6 <sup>9</sup> / <sub>11</sub>
Other packers .. .. .	114 0	2 7 <sup>1</sup> / <sub>11</sub>	111 0	2 6 <sup>3</sup> / <sub>11</sub>
Leading hand slip making .. .. .	118 0	2 8 <sup>2</sup> / <sub>11</sub>	115 0	2 7 <sup>4</sup> / <sub>11</sub>
Slip house attendants .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>
Tea-pot hand pressers .. .. .	118 0	2 8 <sup>2</sup> / <sub>11</sub>	115 0	2 7 <sup>4</sup> / <sub>11</sub>
Man fixing handles or spouts .. .. .	116 0	2 7 <sup>7</sup> / <sub>11</sub>	113 0	2 6 <sup>9</sup> / <sub>11</sub>
Hollow ware presser or head dipper .. .. .	118 0	2 8 <sup>2</sup> / <sub>11</sub>	115 0	2 7 <sup>4</sup> / <sub>11</sub>
Turner .. .. .	120 0	2 8 <sup>8</sup> / <sub>11</sub>	117 0	2 7 <sup>10</sup> / <sub>11</sub>
Caster .. .. .	118 0	2 8 <sup>2</sup> / <sub>11</sub>	115 0	2 7 <sup>4</sup> / <sub>11</sub>
Stoneware thrower— 4th year's experience .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>
5th year's experience .. .. .	119 0	2 8 <sup>2</sup> / <sub>11</sub>	116 0	2 7 <sup>7</sup> / <sub>11</sub>
and thereafter .. .. .	125 0	2 10 <sup>1</sup> / <sub>11</sub>	122 0	2 9 <sup>2</sup> / <sub>11</sub>
Head placer inside a kiln .. .. .	118 0	2 8 <sup>2</sup> / <sub>11</sub>	115 0	2 7 <sup>4</sup> / <sub>11</sub>
Other placers .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>1</sup> / <sub>11</sub>
Sagger maker .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>1</sup> / <sub>11</sub>
Jolly and jigger hands .. .. .	119 0	2 8 <sup>8</sup> / <sub>11</sub>	116 0	2 7 <sup>7</sup> / <sub>11</sub>
Pressers (screw and lever type inclusive) .. .. .	118 6	2 8 <sup>7</sup> / <sub>22</sub>	115 6	2 7 <sup>6</sup> / <sub>11</sub>
Man carrying into or out of kiln .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>
Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>1</sup> / <sub>11</sub>
Grinders of burnt ware .. .. .	118 0	2 8 <sup>2</sup> / <sub>11</sub>	115 0	2 7 <sup>4</sup> / <sub>11</sub>
Potter's printer .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>
Man operating lever on sagger machine .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>
All others (except burners, mouldmakers, clay- hole men, and men boring or using explosives)	113 0	2 6 <sup>9</sup> / <sub>11</sub>	110 0	2 6
<b>Plastic Tile and Terra-cotta Making.</b>				
Flower pot, or flower-pot saucer throwers .. .. .	122 0	2 9 <sup>2</sup> / <sub>11</sub>	119 0	2 8 <sup>5</sup> / <sub>11</sub>
Facemen .. .. .	118 6	2 8 <sup>7</sup> / <sub>22</sub>	115 6	2 7 <sup>6</sup> / <sub>11</sub>
Pressers (screw and lever type inclusive) .. .. .	118 6	2 8 <sup>7</sup> / <sub>22</sub>	115 6	2 7 <sup>6</sup> / <sub>11</sub>
Setters .. .. .	121 0	2 9	118 0	2 8 <sup>3</sup> / <sub>11</sub>
Vent makers .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>1</sup> / <sub>11</sub>
Man in charge of plunge .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>1</sup> / <sub>11</sub>
Drawers .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>1</sup> / <sub>11</sub>
Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .	117 0	2 7 <sup>10</sup> / <sub>11</sub>	114 0	2 7 <sup>1</sup> / <sub>11</sub>
Man feeding tile press .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>
Man taking off roofing tile press .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>
Man digging and/or wheeling clay from an uncovered dump .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>
Man sorting roofing tiles .. .. .	115 0	2 7 <sup>4</sup> / <sub>11</sub>	112 0	2 6 <sup>8</sup> / <sub>11</sub>
Packers of goods into railway trucks .. .. .	114 0	2 7 <sup>1</sup> / <sub>11</sub>	111 0	2 6 <sup>3</sup> / <sub>11</sub>
All others (except burners, mouldmakers, clay- hole men, and men boring or using explosives)	113 0	2 6 <sup>9</sup> / <sub>11</sub>	110 0	2 6



## TIME OF BEGINNING AND ENDING WORK.

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

Time of Beginning.	Time of Ending.
7 a.m. ..	1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m. ..	5.30 p.m. on each of the other five working days of the week.

## OVERTIME.

4. \**(a)* By persons employed as burners in excess of 8 hours on any one shift and 44 hours in any one week Time and a half.

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

\**(c)* By any other person:—

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

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

## EXTRA RATES FOR SHIFT WORKERS.

## 5. Shift workers shall be paid 10 per cent. extra for work performed between 6 p. m. and 6 a.m.

## SPECIAL RATES.

6. Double time shall be the penal rate payable to all employees for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

## HOLIDAYS.

7. *(a)* All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day;

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

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

## ANNUAL LEAVE.

## Period of Leave.

8. *(a)* Except as hereinafter provided a period of fourteen consecutive days' leave at the ordinary rates of pay shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee in any one or more of the occupations to which this Determination applies.

## Annual Leave Exclusive of Public Holidays.

*(b)* Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 7 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to that period one working day for each such holiday falling as aforesaid.

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

## Broken Leave.

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

## Calculation of Continuous Service.

*(d)* 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 personal sickness or accident or on account of leave lawfully granted by the employer; or
- (iii) any absence with reasonable cause proof whereof shall be upon the employee.

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

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 48 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 9(a) shall be accepted as a notification under this sub-clause.

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

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

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

## Calculation of Service.

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

Where the employer is a successor or assignee or transferee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

*Calculation of Month.*

(f) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

*Leave to be Taken.*

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

*Time of Taking Leave.*

(h) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

*Leave Allowed Before Due Date.*

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 7 of this Determination.

*Payment for Period of Leave.*

(j) Each employee before going on leave shall be paid two weeks' wages. For the purposes of this sub-clause and sub-clause (k) hereof, wages shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

*Proportionate Leave on Dismissal.*

(k) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for  $3\frac{1}{2}$  hours in respect of each completed one month of continuous service before the 1st January, 1946, and for  $7\frac{1}{2}$  hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

*Annual Close Down.*

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

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave, paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (k) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

*Disputes.*

(m) Any disputes arising in connexion with annual leave shall be referred to the Wages Board.

**SICK LEAVE.**

9. (a) Where an employee has been in the service of an employer for a period of not less than three months, and is disabled by personal ill health, proof of which sickness is given to the employer by the production of a certificate from a legally qualified Medical Practitioner, statutory declaration, or other satisfactory evidence, within 48 hours of the employee's consequential absence, he or she shall, on account thereof, be entitled without deduction of pay at ordinary rates to absent himself or herself from work for a period not exceeding in the aggregate 4 days in any year of employment in the industry.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as proscribed herein is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year up to a period not exceeding 20 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

(c) For the purpose of this clause the year shall be deemed to commence on July 1st, (beginning on July 1st, 1943) and to end on the next following June 30th.

**MORNING TEA INTERVAL.**

10. A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, and such interval shall be arranged by the employer so as to avoid the necessity of a stoppage of operations in the establishment.

**TEA MONEY.**

11. An allowance of 2s. for tea money, shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

**BURNERS.**

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

**WET PLACES.**

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

**CRIB TIME.**

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

**PAYMENT OF WAGES.**

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

**DIRTY WORK.**

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

**PIECEWORK.**

17. That the lowest piecework prices payable for the following kinds of work shall be:—

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

**GLAZED PIPES AND SALT-GLAZED WARE.**

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

**GENERAL POTTERY.**

*Cane Bakers (Hand Pressed).*

7 inches .. .. .	13s. 1½d. per gross
8 " .. .. .	17s. 11d. "
9 " .. .. .	21s. 9d. "
10 " .. .. .	26s. 8½d. "
11 " .. .. .	30s. 9½d. "
12 " .. .. .	34s. 2d. "

or 23s. 10d. per gross all round.

*Chambers (Hand Pressed).*

12's .. .. .	45s. 1d. per gross
9's .. .. .	58s. 11d. "
6's .. .. .	65s. 8d. "

Fluted chambers, finishing and handling .. 25s. 2d. "

6s. 0½d. per gross extra to be allowed for embossed chambers.

*Chambers (Jiggered).*

	Jiggering.	Turning.	Handling.
	per gross.	per gross.	per gross.
12's .. .. .	14s. 11½d.	12s. 3d.	12s. 3d.
9's .. .. .	17s. 11d.	14s. 7d.	14s. 7d.
6's .. .. .	20s. 6½d.	16s. 7½d.	16s. 7½d.

6s. 2d. per gross extra to be allowed for embossed chambers.

*Bed Slippers and Bed Pans (Hand Pressed).*

Bed slippers, large and small .. .. .	12s. 8½d. per dozen
Bed pans .. .. .	12s. 8½d. "

*Ewers (Hand Pressed).*

9's .. .. .	8s. 4½d. per dozen
6's .. .. .	8s. 10½d. "

*Lip Bowls (Hand Pressed).*

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

*Oval Cover Dishes, with Raised Foot (Hand Pressed).*

7 and 8 inches .. .. .	9s. 0½d. per dozen
9 and 10 inches .. .. .	10s. 3d. "

*Soap Dishes.*

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

*Male and Female Urinals.*

Male and female urinals .. .. .	7s. 11½d. per dozen
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*Cottage Pans and Traps.*

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

*Pans (Throwing).*

Bread or Cream—	
Not more than 1½ gallons .. .. .	52s. 7½d. per 100 gallons
More than 1½ gallons .. .. .	48s. 4½d. "

*Pudding Bowls.*

9's .. .. .	22s. 2½d. per gross
12's .. .. .	16s. 2½d. "
18's .. .. .	12s. 2½d. "
24's .. .. .	7s. 5d. "

*Jelly Moulds.*

1, 1½, and 2 pints .. .. .	47s. 8½d. per gross
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*Jars (Throwing).*

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

*Spittoons (Hand Pressed).*

Large .. .. .	36s. 8½d. per gross
Small .. .. .	30s. 5½d. "

*Vases.*

Vases .. .. .	30s. 0½d. per gross
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*Bottles (Throwing).*

Acid bottles, including stopping and stamping (3 gallon) .. .. .	13s. 1½d. per dozen bottles
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*Bung Jars and Demijohns (Throwing).*

1 gallon .. .. .	2s. 8½d. per dozen
2 gallon .. .. .	4s. 7½d. "
3 gallon .. .. .	8s. 5½d. "
5 gallon .. .. .	18s. 4½d. "

11½d. per dozen extra for handle bottles.

*Pedestal Pans (Hand Pressed).*

Sizes whether in straight or hollow fronts not exceeding 2¼ in. x 16½ in. x 15 in. or its equivalent in cubic inches—

*Straight fronts—*

Cane .. .. .	5s. 10½d. each
White .. .. .	6s. 0½d. "

*Hollow fronts—*

Cane .. .. .	4s. 11½d. "
White .. .. .	5s. 7½d. "

*Sizes exceeding the above dimensions—*

Cane .. .. .	6s. 3½d. "
White .. .. .	7s. 3½d. "

*State pattern—*

Cane .. .. .	5s. 6½d. "
White .. .. .	6s. 0d. "

*Jugs (Throwing).*

39's .. .. .	12s. 0½d. per gross
36's .. .. .	12s. 10d. "
30's .. .. .	16s. 10½d. "
24's .. .. .	17s. 5½d. "
12's .. .. .	24s. 4½d. "

*Barrels (Throwing).*

Barrels .. .. .	52s. 1½d. per 100 gallons
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*Washing or Toilet Bowls (Hand Pressed).*

Plain .. .. .	52s. 0d. per gross
Embossed .. .. .	57s. 9½d. "

*Foot Warmers (Hand Pressed).*

Plain .. .. .	8s. 9½d. per dozen
Plain, with screw top .. .. .	10s. 9d. "
Embossed, with screw top .. .. .	8s. 7d. "

*Jam Jugs.*

Handling jam jugs .. .. .	13s. 6½d. per gross
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*Syrup Jars.*

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

*Filter Shells (Throwing).*

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

*Ginger Beer and Ale Bottles (Throwing).*

1 gallon (screwed) .. .. .	38s. 7d. per gross
Ale bottles .. .. .	12s. 11½d. "
Others .. .. .	6s. 11½d. "

*Jugs (Hand Pressed).*

30's .. .. .	36s. 2½d. per gross
24's .. .. .	42s. 8½d. "
12's .. .. .	52s. 11d. "

Amounts of 5s. as an emergency loading, and 10s. as a special loading, for a week of 44 hours, and pro rata amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

PIECEWORK—continued.

Within the Metropolitan District, &c.—continued.

TERRA COTTA.

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

  

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

  

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

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

  

Crimp-pot Saucers.	
6s. 7½d. per gross	
8s. 10d. "	
10s. 9½d. "	
15s. 9½d. "	
20s. 10d. "	
26s. 1½d. "	

  

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

  

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

  

Butter-cooler Saucers.	
1s. 1½d. per dozen	
1s. 5d. "	

  

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

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

Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.	
Boundary traps, 6 inches	2s. 0½d. per trap
Boundary traps, 4 inches	1s. 4½d. "
Gully Traps (flanged)	11½d. each

  

Cane Bakers (Hand Pressed).	
7 inches	12s. 5½d. per gross
8 "	17s. 1½d. "
9 "	20s. 11½d. "
10 "	25s. 2½d. "
11 "	29s. 3½d. "
12 "	34s. 1½d. "

or 23s. 2½d. per gross all round.

  

Chambers (Hand Pressed).	
12's	44s. 0½d. per gross
9's	56s. 2½d. "
6's	61s. 3½d. "

Fluted chambers, finishing and handling 23s. 11½d. 5s. 10½d. per gross extra to be allowed for embossed chambers.

  

Chambers (Jiggered).		
Jiggering.	Turning.	Handling.
per gross.	per gross.	per gross.
12's	13s. 11½d.	11s. 8½d.
9's	17s. 1½d.	13s. 4½d.
6's	19s. 10d.	15s. 11½d.

5s. 10½d. per gross extra to be allowed for embossed chambers.

  

Bed Slippers and Bed Pans (Hand Pressed).	
Bed slippers, large and small	12s. 1d. per dozen
Bed pans	12s. 1d. "

  

Ewers (Hand Pressed).	
9's	8s. 0½d. per dozen
6's	8s. 6½d. "

  

Vases.	
Vases	28s. 7½d. per gross

  

Bottles (Throwing).	
Acid bottles, including stopping and stamping (3 gallon)	12s. 3½d. per dozen bottles

  

Bung Jars and Demijohns (Throwing).	
1 gallon	2s. 7d. per dozen
2 "	4s. 5½d. "
3 "	7s. 9½d. "
5 "	17s. 5½d. "

10½d. per dozen extra for handle bottles.

GENERAL POTTERY.	
Disconnectors	1s. 2½d. each
Basins	1s. 2½d. "
Junctions	17s. 3d. per 100

  

Pedestal Pans (Hand Pressed).	
Sizes whether in straight or hollow fronts not exceeding 24½ in. x 10½ in. x 15 in., or its equivalent in cubic inches—	
Straight fronts—	
Cane	5s. 5½d. each
White	5s. 10½d. "
Hollow fronts—	
Cane	5s. 1d. "
White	5s. 5½d. "
Sizes exceeding above dimensions—	
Cane	5s. 11½d. "
White	6s. 9½d. "
State Pattern—	
Cane	5s. 2½d. "
White	5s. 9½d. "

  

Jugs (Throwing).	
39's	11s. 7d. per gross
36's	12s. 0½d. "
30's	15s. 1½d. "
24's	15s. 1½d. "
12's	24s. 3d. "

  

Barrels (Throwing).	
Barrels	49s. 6½d. per 100 gallons

  

Lip Bowls (Hand Pressed).	
No. 1 (11 inches or under)	38s. 1½d. per gross
No. 2 (12 inches)	42s. 3½d. "
No. 3 (13 inches)	48s. 11½d. "
No. 4 (14 inches or over)	55s. 1d. "

  

Oval Cover Dishes, with Raised Foot (Hand Pressed).	
7 and 8 inches	8s. 6½d. per dozen
9 and 10 inches	9s. 9½d. "

  

Soap Dishes.	
3-piece soap dishes	38s. 1½d. per gross
1-piece soap dishes	20s. 10½d. "

  

Male and Female Urinals.	
Male and female urinals	7s. 7½d. per dozen

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 44 hours, and pro rata amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

PIECEWORK—continued.

Within all other parts of Victoria—continued.

GENERAL POTTERY—continued.

Cottage Pans and Traps.		White.		9's .. .. .		21s. 4½d. per gross		
Pans .. .. .	19s. 11½d. per dozen	21s. 8½d. per dozen	12'6 .. .. .	15s. 7½d. "	18's .. .. .	11s. 9½d. "	24's .. .. .	7s. 0½d. "
Traps .. .. .	19s. 11½d. "	21s. 8½d. "						
Pans (Throwing).				Jelly Moulds.				
Bread or Cream—				1, 1½, and 2 pints .. .. .				45s. 5½d. per gross
Not more than 1½ gallons .. .. .				49s. 2d. per 100 gallons				
More than 1½ gallons .. .. .				44s. 10d. "				
Spittoons (Hand Pressed)				Jars (Throwing).				
Large .. .. .				Squat jars—				
Small .. .. .				Under 2 gallons .. .. .				36s. 4½d. per 100 gallons
34s. 11½d. per gross				2 gallons and over .. .. .				32s. 11½d. "
29s. 4½d. "								
Washing or Toilet Bowls (Hand Pressed).				Filter Shells (Throwing).				
Plain .. .. .				Dropstone .. .. .				49s. 4½d. per 100 gallons
Embossed .. .. .				Candles (making and shaving) .. .. .				9½d. per gallon
48s. 9d. per gross								
55s. 2½d. "								
Foot Warmers (Hand Pressed).				Ginger Beer and Ale Bottles (Throwing).				
Plain .. .. .				1 gallon (screwed) .. .. .				35s. 11d. per gross
Plain, with screw top .. .. .				Ale bottles .. .. .				4s. 4½d. "
Embossed, with screw top .. .. .				Others .. .. .				6s. 9½d. "
8s. 6½d. per dozen								
10s. 8½d. "								
13s. 1d. "								
Jam Jugs.				Jugs (Hand Pressed).				
Handling jam jugs .. .. .				30's .. .. .				34s. 0d. per gross
12s. 10½d. per gross				24's .. .. .				41s. 6½d. "
				12's .. .. .				50s. 1½d. "
Syrup Jars.				TERRA COTTA.				
Large .. .. .				Crimp-pots and Saucers (Throwing and Finishing). <td></td>				
Small .. .. .				Crimp-pots. <td></td>				
15s. 1½d. per dozen				Crimp-pot Saucers. <td></td>				
11s. 2½d. "				5 inches .. .. .				10s. 0½d. per gross
				6 .. .. .				12s. 9½d. "
				7 .. .. .				16s. 5½d. "
				8 .. .. .				23s. 2½d. "
				9 .. .. .				26s. 8½d. "
				10 .. .. .				32s. 8½d. "
				8 inches .. .. .				14s. 5½d. per gross
				9 .. .. .				17s. 11½d. "
				10 .. .. .				20s. 0½d. "
				12 .. .. .				28s. 11d. "
				13 .. .. .				37s. 4d. "
				14 .. .. .				46s. 5½d. "
				15 .. .. .				56s. 5½d. "
Flower-pots (Throwing and Finishing).				Seed Pans.				
3 inches .. .. .				8 inches .. .. .				14s. 5½d. per gross
4 .. .. .				9 .. .. .				17s. 11½d. "
5 .. .. .				10 .. .. .				20s. 0½d. "
6 .. .. .				12 .. .. .				28s. 11d. "
7 .. .. .				13 .. .. .				37s. 4d. "
8 .. .. .				14 .. .. .				46s. 5½d. "
9 .. .. .				15 .. .. .				56s. 5½d. "
10 .. .. .								
11 .. .. .								
12 .. .. .								
13 .. .. .								
14 .. .. .								
15 .. .. .								
16 .. .. .								
17 .. .. .								
18 .. .. .								
2s. 10½d. per gross								
3s. 7d. "								
5s. 5½d. "								
7s. 3d. "								
8s. 11½d. "								
14s. 6½d. "								
18s. 0½d. "								
22s. 6½d. "								
34s. 4½d. "								
66s. 5d. "								
86s. 11d. "								
107s. 7½d. "								
215s. 4½d. "								
Flower-pot Saucers (Throwing and Finishing).				Butter Coolers and Butter-cooler Saucers.				
4 inches .. .. .				Butter Coolers.				6s. 4d. per dozen
5 .. .. .				Butter-cooler Saucers.				1s. 0½d. per dozen
6 .. .. .				8's .. .. .				6s. 9½d. "
7 .. .. .				9's .. .. .				6s. 9½d. "
8 .. .. .								
9 .. .. .								
10 .. .. .								
11 .. .. .								
12 .. .. .								
13 .. .. .								
14 .. .. .								
15 .. .. .								
2s. 7½d. per gross								
3s. 7d. "								
5s. 6½d. "								
7s. 1d. "								
10s. 10½d. "								
14s. 6½d. "								
17s. 0d. "								
22s. 3½d. "								
34s. 1½d. "								
43s. 2½d. "								
52s. 8½d. "								
Ridging.				Chimney-pots.				
Ridging made by hand from wood or plaster				16 inches and under .. .. .				9s. 11d. per dozen
moulds .. .. .				Over 16 inches .. .. .				12s. 2½d. "
2s. 11d. per dozen								

Amounts of 5s. as an emergency loading, and 10s. as a special loading, for a week of 44 hours, and pro rata amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

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

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

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

PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

18. The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices to any person employed in the glazed pipes and salt-glazed ware, general pottery, tile, and terra-cotta sections of the trade at work for which piecework prices have not been specified above, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates for males set out in clause 2 are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount and at the same time as such basic wage. Provided that proportionate adjustments to the rates for apprentices and improvers and to the piecework prices, shall be made at the same time as follows:—

- (a) The rates for apprentices and improvers to the nearest 3d., half or less than half of 3d. to be disregarded.
- (b) The piecework prices as set out in clause 17 to the nearest farthing.
- (c) The basic wage for adult females shall be 54 per cent. (to the nearest 3d., half or less than half of 3d. to be disregarded) of the total basic wage prescribed hereunder.

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

*Basic Wage.*

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within the Metropolitan District as defined in the <i>Factories and Shops Act 1928</i> (No. 3677) and the Order in Council thereunder: such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Fern-tree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.	4 12 0	6 0	4 18 0	Melbourne
Within all other parts of Victoria—3s. less (except clayhole men working underground in shaft and/or tunnel).				

ADJUSTMENT OF BASIC WAGE.

20. (a) Until the beginning of the first pay period to commence in May, 1946, the amount of the basic wage shall be as prescribed in clause 19.

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

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

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

*Table.*

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

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

MARGINAL RATES.

In addition to the basic wages provided in clause 19 the margins and loadings set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins Per Week.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).
	s. d.	s. d.	s. d.
<b>All Departments.</b>			
Head burner .. .. .	10 0	5 0	10 0
All other burners .. .. .	6 0	5 0	10 0
Mouldmakers .. .. .	12 0	5 0	10 0
Clayhole men working underground in shaft and/or tunnel (employers to provide tools) .. .. .	16 0	5 0	10 0
All other clayhole men (employers to provide tools) .. .. .	7 0	5 0	10 0
Men boring or using explosives .. .. .	11 0	5 0	10 0
<b>Glazed Pipes and Salt-glazed Ware.</b>			
Flanger .. .. .	11 0	5 0	10 0
Man in charge of plunger .. .. .	5 6	5 0	10 0
Pressers .. .. .	8 0	5 0	10 0
Setters .. .. .	8 0	5 0	10 0
Junction sticker .. .. .	8 0	5 0	10 0
Man working pipe flanging machine .. .. .	4 0	5 0	10 0
Bitumen jointers .. .. .	3 0	5 0	10 0
Drawers .. .. .	4 0	5 0	10 0
Feeders of pipe machine .. .. .	2 0	5 0	10 0
Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .	4 0	5 0	10 0
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	2 0	5 0	10 0
Man sorting pipes .. .. .	2 0	5 0	10 0
Pipe dressers .. .. .	2 0	5 0	10 0
Packers of goods into railway trucks .. .. .	1 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	Nil.	5 0	10 0

## MARGINAL RATES—continued.

Classification.	Margtus	Emergency	Special Loading
	Per Week.	Loading	(Non-adjustable).
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<b>Dust Tile Making.</b>			
Leading hand slip making .. .. .	5 0	5 0	10 0
Slip house attendants .. .. .	2 0	5 0	10 0
Head placer inside a kiln .. .. .	5 0	5 0	10 0
Man dipping tiles and in charge of dipping room .. .. .	4 0	5 0	10 0
Man hand-pressing dust tiles with 6-in. press .. .. .	4 0	5 0	10 0
Setter and/or drawer .. .. .	4 0	5 0	10 0
Sagger maker .. .. .	4 0	5 0	10 0
Man operating lever on sagger machine .. .. .	2 0	5 0	10 0
Man carrying into or out of kiln .. .. .	2 0	5 0	10 0
Head packer .. .. .	6 0	5 0	10 0
Packer who packs articles with protective substances into containers with secured lids .. .. .	3 0	5 0	10 0
Other packers .. .. .	1 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	Nil.	5 0	10 0
<b>General Pottery and Insulator Making.</b>			
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware .. .. .	7 0	5 0	10 0
Man employed at pinning, leading, and/or cementing insulators or similar ware .. .. .	4 0	5 0	10 0
Sanitary ware presser .. .. .	6 0	5 0	10 0
Head packer .. .. .	6 0	5 0	10 0
Packer who packs articles with protective substances into containers with secured lids .. .. .	3 0	5 0	10 0
Other packers .. .. .	1 0	5 0	10 0
Leading hand slip making .. .. .	5 0	5 0	10 0
Slip house attendants .. .. .	2 0	5 0	10 0
Tea-pot hand pressers .. .. .	5 0	5 0	10 0
Man fixing handles or spouts .. .. .	3 0	5 0	10 0
Hollow ware presser or head dipper .. .. .	5 0	5 0	10 0
Turner .. .. .	7 0	5 0	10 0
Caster .. .. .	5 0	5 0	10 0
Stoneware thrower—			
4th year's experience .. .. .	2 0	5 0	10 0
5th year's experience .. .. .	6 0	5 0	10 0
and thereafter .. .. .	12 0	5 0	10 0
Head placer inside a kiln .. .. .	5 0	5 0	10 0
Other placers .. .. .	4 0	5 0	10 0
Sagger maker .. .. .	4 0	5 0	10 0
Jolly and jigger hands .. .. .	6 0	5 0	10 0
Pressers (screw and lever type inclusive) .. .. .	5 6	5 0	10 0
Man carrying into or out of kiln .. .. .	2 0	5 0	10 0
Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .	4 0	5 0	10 0
Grinders of burnt ware .. .. .	5 0	5 0	10 0
Potter's printer .. .. .	2 0	5 0	10 0
Man operating lever on sagger machine .. .. .	2 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	Nil.	5 0	10 0
<b>Plastic Tile and Terra-cotta Making.</b>			
Flower pot, or flower-pot saucer throwers .. .. .	9 0	5 0	10 0
Facemen .. .. .	5 6	5 0	10 0
Pressers (screw and lever type inclusive) .. .. .	5 6	5 0	10 0
Setters .. .. .	8 0	5 0	10 0
Vent makers .. .. .	4 0	5 0	10 0
Man in charge of plunge .. .. .	4 0	5 0	10 0
Drawers .. .. .	4 0	5 0	10 0
Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .	4 0	5 0	10 0
Man feeding tile press .. .. .	2 0	5 0	10 0
Man taking off roofing tile press .. .. .	2 0	5 0	10 0
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	2 0	5 0	10 0
Man digging and/or wheeling clay from an uncovered dump .. .. .	2 0	5 0	10 0
Man sorting roofing tiles .. .. .	2 0	5 0	10 0
Packers of goods into railway trucks .. .. .	1 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	Nil.	5 0	10 0
<b>FEMALES.</b>			
Adult females (All Departments) .. .. .	2 9	2 9	5 6

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

J. W. RYAN, Secretary.

Melbourne, 12th March, 1946.







# VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, MAY 3.

[1946

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

NOTE.—This Determination applies to the whole of the State **outside and excepting** the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portions of the City of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since 24th December, 1940, 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 business of a hay, corn, or chaff dealer;
- (b) employed carting, cutting, or otherwise preparing firewood for sale or for use in some process, trade, business, or occupation;
- (c) employed in connexion with the sale or distribution of wood, coal, or coke;
- (d) employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after 6th April, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### Part 1.—Persons **OTHER THAN** those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

2.

IMPROVERS.		OTHER EMPLOYERS.	
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
	<i>s. d.</i>	<i>Firewood Saw-mills, Mallee Roots, &amp;c.</i>	
Under 17 years of age .. .. .	60 9	Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker .. .. .	117 0
17 years of age .. .. .	71 0	Other benchmen .. .. .	112 0
18 " " .. .. .	81 4	Lumpers .. .. .	112 0
19 " " or over—the appropriate rate prescribed under the heading "other employees."		Trolley-men .. .. .	112 0
		Skip loaders .. .. .	112 0
		Truck loaders of wood 4 feet or over .. .. .	112 0
		Wagon or dray loaders .. .. .	112 0
		Block stackers .. .. .	106 0
		Wood cutters .. .. .	117 0
		Carters driving one, two, or three horses .. .. .	117 0
		And 6s. extra per week for every additional horse in excess of three.	
		Drivers of motor vehicles having a carrying capacity—	
		(a) not exceeding 25 cwt. .. .. .	110 0
		(b) exceeding 25 cwt. but not exceeding 3 tons .. .. .	116 0
		(c) exceeding 3 tons .. .. .	122 0
		And if a trailer is attached to the vehicle—1s. 6d. per day extra.	
		Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles .. .. .	122 0
		All others .. .. .	104 0
		Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.	
		<i>Gas Producer Units.</i>	
		The following provisions shall apply to drivers of vehicles fitted with gas producer units:—	
		(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
		(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	

IMPROVERS.	OTHER EMPLOYEES.
Wages per Week of 44 Hours.	Wages per Week of 44 Hours.
	<i>Hay, Corn, or Chaff Stores.</i>
	Storemen in charge .. .. . 114 0
	All others .. .. . 108 0
	<i>Wood, Coal, or Coke Yards.</i>
	Carters driving one horse .. .. . 109 0
	Carters driving two horses .. .. . 112 0
	And 3s. extra per week for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. .. .. . 110 0
	(b) exceeding 25 cwt., but not exceeding 3 tons .. .. . 116 0
	(c) exceeding 3 tons .. .. . 122 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra.
	All others .. .. . 108 0
	<i>Gas Producer Units.</i>
	The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units:—
	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.

NOTE.—The Board determines that no person shall be employed as an apprentice.

CONDITIONS OF EMPLOYMENT.

3. (i) Except as in this Determination otherwise provided, the ordinary weekly total of hours shall be 44 in number, all to be worked on days other than Sunday.
- (ii) Such ordinary weekly total, at the option of the employer, may be spread over five or six days and shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.
- (iii) If a five-day week is worked the ordinary daily total of working hours shall be 8 4/5ths, and if a six-day week is worked such total shall be four on Saturday and eight on any other day.
- (iv) Smoke-ohs shall be counted as part of time worked.

OVERTIME, ETC.

4. (a) Except as in this Determination otherwise provided, all time worked in excess of the ordinary weekly or daily hours of work shall be paid at one and a half times the ordinary prescribed rate for the first four hours, and at double the ordinary prescribed rate for the time thereafter.
- (b) Horse drivers who, in excess of such weekly or daily total hours of work, are required to spend time in taking charge of teams at the yard, camp, or stable, or in returning teams thereto, shall be paid for such time at the ordinary rate.
- (c) If an employee is required by his employer to be for any time anywhere only for the purposes of the employer in respect of the business in which the employee is employed, the employee shall be deemed to be on duty for the employer during such time and shall be paid at the appropriate prescribed rate (if any) for so much of such time as is spent in work, and at the ordinary minimum rate for so much of such time as is not so spent.
- Provided that this clause shall not apply to any time spent by an employee in the course of going to or coming from any yard, camp, stable, depot or picking-up place of the employer, or in the course of going to a place of the employer, or in the course of going to a place of work for the purpose of starting work, or in the course of coming therefrom after ceasing work.
- (d) Employees recalled to work after the expiration of their customary working time for the day, and after they have left work for the day, shall be paid at the least as for working two hours at one and a half times the prescribed rate.

TERMS OF ENGAGEMENT.

5. (a) Subject to exceptions and limitations hereinafter contained any employer shall have the option of engaging any employee either by the week or casually.
- (b) (i) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.
- (ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.
- Employees on casual engagement shall be paid at the rate of time and a quarter.
- (iii) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.
- (iv) No deduction shall be made from the wages of any employee, other than a pieceworker, unavoidably absent through illness for not more than 44 working hours in each year, i.e., 11 hours for each three months' service, commencing 1st December, 1942, provided he has submitted, within 48 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.
- Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, or under any Workers' Compensation Act, 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 for any such days.
- (c) Notwithstanding the provisions of sub-clause (b) (iv) hereof if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 88 working hours, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay. For the purposes of this sub-clause service prior to 6th April, 1946, shall be disregarded.

TIME WAGES.

6. Any person employed in a factory or shop on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to one-half the number of hours fixed, at the ordinary wages rate with an addition of thirty-three and a third per centum. For time worked beyond the 22 hours aforesaid, he shall be paid the ordinary wages rate up to, but not exceeding the rate prescribed by this Determination for an ordinary week's work.

CONTRACT WORK.

7. No person shall contract or enter into an agreement with any other person or persons to perform any work connected with the preparation of firewood for sale or for use in any trade or business at a lower rate or price than the appropriate wages rate or piecework price prescribed by this Determination.

SUNDAYS AND HOLIDAYS.

8. (a) Except as herein provided otherwise, if an employee is required to work on a holiday or on a Sunday, he shall be paid at double the ordinary prescribed rate.
- (b) If a casual employee desires to work on a holiday and with the consent of the employer does so work, he shall be paid therefor at the ordinary prescribed rate.

(c) In the case of any other employee, other than a pieceworker, engaged by the week no deduction shall be made from his wages for the week because of his not working on a holiday.

(d) The expression "holiday" means any of the following days:—Australia Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, and Boxing Day.

**ANNUAL LEAVE.**

*Period of Leave.*

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

*Annual Leave Exclusive of Public Holidays.*

(b) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 8 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to that period one working day for each such holiday falling as aforesaid.

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

*Broken Leave.*

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

*Calculation of Continuous Service.*

(d) 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 personal sickness or accident or on account of leave lawfully granted by the employer; or
- (iii) any absence with reasonable cause proof whereof shall be upon the employee.

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

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 5 (b) (iv) shall be accepted as a notification under this sub-clause.

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

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

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

*Calculation of Service.*

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

Where the employer is a successor or assignee or transferee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

*Calculation of Month.*

(f) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

*Leave to be Taken.*

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

*Time of Taking Leave.*

(h) 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 two weeks' notice to the employee.

*Leave Allowed Before Due Date.*

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 8 of this Determination.

*Payment for Period of Leave.*

(j) Each employee before going on leave shall be paid two weeks' wages. For the purposes of this sub-clause and sub-clause (k) hereof, wages shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be.

*Proportionate Leave on Dismissal.*

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

*Annual Close Down.*

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

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid, leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (k) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

**ALLOWANCES.**

10. (a) An employee shall have the right to elect whether he shall travel each day to and from the job, or camp at such job. Having so elected, he shall be entitled to the special allowance where applicable, as provided in sub-clauses (b) and (c) hereof.

(b) Employees who, in order to be available for their work, have to live in a camp established either by the employer or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day on which they are required to hold themselves, and do hold themselves available in the camp throughout the said day to serve the employer's purpose on that or any other day, whether or not work is done on the said day, but this clause shall not apply to any Sunday, unless the employee is required to work on that Sunday.

(c) An employee who finds it necessary to travel five miles or over to his place of employment shall, unless transport is provided by the employer free of cost to the employee, be paid a travelling allowance of 1s. per day.

**TIME RECORD.**

11. (a) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times, and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day coming two days after a pay day between 10 a.m. and noon, or at such other times as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

**WET WEATHER PROVISIONS.**

12. (i) (a) In the event of rain being sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith, and during the cessation of work employees shall hold themselves in readiness for work during ordinary working hours, and shall be paid for the actual time of waiting at ordinary time wages rates of pay.

(b) When weather conditions are suitable employees shall resume work immediately.

(ii) If the employer's representative considers the weather justifying the cessation of work is likely to continue for a lengthy period the payment, as set forth in sub-clause (i), may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

Provided that, for any day on which an employee is ready and willing to commence work, he shall be entitled to payment as though he had worked for a minimum of four hours.

(iii) The employer shall provide adequate and suitable shelter from the rain for the employee.

(iv) The employer shall provide adequate facilities for the employee to dry off his wet clothes.

**SPECIAL TREATMENT OF INJURED.**

13. The employer, as soon as reasonably possible, shall supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

**FIRST-AID AND MEDICAL OUTFIT.**

14. The employer shall provide at every main place of employment a first-aid outfit. Such outfit shall consist of at least the following:—Boric acid, iodine, picric acid (bottle solution), 1-in bandages, lint, cotton, triangle bandages, lysol, permanganate of potash, snake-bite scarifier, splints capable of being used in 12-in lengths, and one pair of scissors.

**ACCOMPANYING SICK OR INJURED EMPLOYEES.**

15. No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance, to his home or nearest hospital. All expenses incurred in such patient's removal shall be paid by the employer, and no employee assisting or accompanying an injured or sick person shall lose any wages by so doing.

**PIECE-WORK.**

"(16).—A schedule of piece-work prices (as shown hereunder) to be paid to any person for doing certain kinds of work has been fixed by the Board, and in addition to these prices, when required to do so, pieceworkers shall be paid three pence per ton extra to stack tops, or four pence per ton extra to stack and burn tops.

**PIECEWORK PRICES.**

*Firewood Saw-mills, Mallee Roots, &c.*

**CUTTING AND STACKING OR CUTTING AND LOADING ON TO WAGONS OR DRAYS—**

Grey box, 6 feet or over	.. .. .	5s. 8d. per ton (50 cubic feet) or
Ironbark, 6 feet or over	.. .. .	45s. 4d. per truck (Standard I.B.).
		42s. 7d. per truck (Standard I.B.).
		5s. 10d. per ton (50 cubic feet) or
		58s. 6d. per truck (Standard I.B.) loaded
		to 5 feet.
Grey box or ironbark, 4 feet and under 6 feet	.. .. .	64s. 6d. per truck (Standard I.B.) loaded
		to 5 feet 8 inches.
		68s. 4d. per truck (Standard I.B.) loaded
		to 5 feet 10 inches.
Box or ironbark, 2 feet and under 4 feet	.. .. .	8s. 6d. per ton (50 cubic feet).
Mixed wood, i.e., all wood other than box, ironbark, or ti-tree—		
Over 6 feet	.. .. .	5s. 0d. per ton (50 cubic feet).
4 feet to 6 feet inclusive	.. .. .	5s. 3d. per ton (50 cubic feet).
2 feet and under 4 feet	.. .. .	6s. 11d. per ton (50 cubic feet).

The cutter shall have the right to determine where the wood is to be stacked for measurement, i.e., at the stump, on the vehicle, or at the place of delivery.

Red box, 6 feet or over	.. .. .	41s. 6d. per truck (Standard I.B.).
Stringybark or gum, over 6 feet	.. .. .	34s. 4d. per truck (Standard I.B.).
Dry gum, 6 feet or over	.. .. .	41s. 6d. per truck (Standard I.B.).
Dry gum, 5 feet boiler wood	.. .. .	7s. 6d. per ton (50 cubic feet).
Green gum, 5 feet boiler wood	.. .. .	6s. 3d. per ton (50 cubic feet).
Ironbark or box, 5 feet boiler wood	.. .. .	6s. 11d. per ton (50 cubic feet).

Boiler wood (other than ironbark or box), 5 feet, cut from saplings not exceeding 2 feet 4 inches in circumference 2 feet from the ground—  
 within the Shire of Beechworth, and at such places within a radius of 12 miles of the Post Office at Freeburgh, or 25 miles of the principal Post Offices at Ballarat and Warrnambool respectively as are included in the area to which this Determination applies.. .. . 4s. 2d. per ton (50 cubic feet).

CUTTING—

Ti-tree .. .. .	7s. 6d. per ton (50 cubic feet).
LOADING WAGONS OR DRAYS .. .. .	7s. 3d. per truck (Standard I.B.).
LOADING AND STACKING BLOCKS—	
If taken off ground within 15 feet of rails and placed in Standard I.B. truck..	8s. 2d. per truck (Standard I.B.).
TROLLEYING FROM STACK TO BENCH .. .. .	5s. 3d. per truck (Standard I.B.).
TRUCK LOADING—	

5 feet boiler wood .. .. .	{ 8s. 2d. per truck (Standard I.B.) loaded to 5 feet. 8s. 9d. per truck (Standard I.B.) loaded to 5 feet 8 inches. 9s. 1d. per truck (Standard I.B.) loaded to 5 feet 10 inches.
STACKING WOOD 6 FEET OR OVER ON END—	
Taken from drays .. .. .	

Taken from wagons .. .. .	3s. 3d. per truck (Standard I.B.).
Taken from wagons .. .. .	3s. 10d. per truck (Standard I.B.).

MILLING (OTHER THAN BY SELF-ACTING BENCH)—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Where four men are employed—		
Benching .. .. .	5s. 1d. per truck (Standard I.B.).	6s. 4d. per truck (Standard I.B.).
Lumping .. .. .	4s. 9d. " " "	5s. 9d. " " "
Handing up .. .. .	4s. 9d. " " "	5s. 9d. " " "
Stacking .. .. .	4s. 9d. " " "	5s. 9d. " " "
Benchman to sharpen saws also.		
Lumper, hander-up, and stacker to clean up also.		

Where three men are employed—		
Benching and handing up .. .. .	6s. 8d. per truck (Standard I.B.).	8s. 0d. per truck (Standard I.B.).
Lumping and handing up .. .. .	6s. 4d. " " "	7s. 9d. " " "
Stacking .. .. .	6s. 4d. " " "	7s. 9d. " " "
Benchman to sharpen saws also.		
Lumper and stacker to clean up also.		

Where two men are employed .. .. .	each 9s. 8d. " " "	11s. 9d. " " "
These men also to sharpen saws and clean up.		

MILLING BY SELF-ACTING BENCH—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Where three men are employed—		
Benching .. .. .	5s. 10d. per truck (Standard I.B.).	7s. 2d. per truck (Standard I.B.).
Lumping .. .. .	5s. 6d. " " "	6s. 10d. " " "
Stacking .. .. .	5s. 6d. " " "	6s. 10d. " " "
Benchman to sharpen saws also.		
Lumper and stacker also to clean up.		

Where two men are employed—		
Benching and lumping .. .. .	8s. 10d. " " "	10s. 7d. " " "
Stacking .. .. .	8s. 3d. " " "	10s. 4d. " " "
Benchman to sharpen saws also.		
Stacker to clean up also.		

Where one man is employed .. .. .	17. 2d. " " "	20s. 11d. " " "
This man also to sharpen saws and clean up.		

MALLEE ROOTS—

	By Weight.		By Measurement.	
	per ton.	s. d.	per ton.	s. d.
(a) Raising or digging out .. .. .	5	10	4	9
(b) Cleaning or trimming .. .. .	5	10	4	9
(c) Loading on to vehicles .. .. .	3	1	1	6

NOTE.—To the weekly earnings of each pieceworker, the sum of 2s. shall be added, provided that where less than 44 hours is worked in any week, a proportionate amount shall be added in lieu of such sum.

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

17.	IMPROVERS.	OTHER EMPLOYEES.	
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
	s. d.	s. d.	
Under 17 years of age .. .. .	60 9	Wood cutters, using axe, power crosscut, circular saw, or other method .. .. .	117 0
17 years of age .. .. .	71 0	Carters driving one, two, or three horses .. .. .	117 0
18 " " .. .. .	86 6	And 6s. extra per week for every additional horse in excess of three.	
19 " " or over:—the appropriate rate prescribed under the heading "other employees."		Drivers of motor vehicles having a carrying capacity—	
		(a) not exceeding 25 cwt. .. .. .	110 0
		(b) exceeding 25 cwt. but not exceeding 3 tons .. .. .	118 0
		(c) exceeding 3 tons but not exceeding 6 tons .. .. .	122 0
		(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.	
		And if a trailer is attached to the vehicle—1s. 6d. per day extra.	
		Gas Producer Units.	
		The following provisions shall apply to drivers of vehicles fitted with gas producer units:—	
		(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
		(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	
		Charcoal burning by retorts, metal or brick kilns, or pits—	
		(a) Operator in charge of plant .. .. .	132 0
		(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading .. .. .	122 0
		Grinding or grading charcoal—	
		(a) Attendant in charge of plant—	
		(i) With four or more persons under his supervision .. .. .	142 0
		(ii) With three or fewer persons under his supervision .. .. .	138 0
		(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags .. .. .	132 0

PROPORTION (BY ANY EMPLOYER).

One improver to the first three workers, receiving not less than 117s. per week of 44 hours and thereafter one additional improver to every ten additional such workers.

NOTE.—The Board determines that no person shall be employed as an apprentice.

## CONDITIONS OF EMPLOYMENT.

18. (i) Except as in this Determination otherwise provided, the ordinary weekly total of hours shall be 44 in number, all to be worked on days other than Sunday.

(ii) (a) Such ordinary weekly total, at the option of the employer, may be spread over five or six days and, except on shift work, shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.

(b) If a five-day week is worked the ordinary daily total of working hours shall be 8  $\frac{4}{5}$ ths, and if a six-day week is worked such total shall be four on Saturday and eight on any other day.

(iii) The employer may require employees to work such ordinary weekly total on a shift or relay, being one of either two or three shifts or relays worked in the 24 hours, but subject only to the following conditions:—

(a) Each shift shall be worked in one period with no break except for recognized meal intervals and smoke-oh.

(b) In each shift during which the employee does not receive the same amount of time for a meal interval or smoke-oh as that which day workers receive under this Determination he shall be paid at ordinary rates for twenty minutes' crib time and two smoke-ohs of ten minutes each.

(c) Where a shift comprises within its period any time between 7 p.m. and 6 a.m. the whole of the time worked during the shift shall be paid for at ordinary rate plus 7 $\frac{1}{2}$  per cent.

(d) Where practicable, shifts shall be changed in rotation each week.

(iv) Smoke-ohs shall be counted as part of time worked.

## OVERTIME, ETC.

19. (a) Except as in this Determination otherwise provided, all time worked in excess of the ordinary weekly or daily hours of work shall be paid at one and a half times the ordinary prescribed rate for the first four hours, and at double the ordinary prescribed rate for the time thereafter.

(b) Horse drivers who, in excess of such weekly or daily total hours of work, are required to spend time in taking charge of teams at the yard, camp, or stable, or in returning teams thereto, shall be paid for such time at the ordinary rate.

(c) If an employee is required by his employer to be for any time anywhere only for the purposes of the employer in respect of the business in which the employee is employed, the employee shall be deemed to be on duty for the employer during such time, and shall be paid at the appropriate prescribed rate (if any) for so much of such time as is spent in work, and at the ordinary minimum rate for so much of such time as is not so spent.

Provided that this clause shall not apply to any time spent by an employee in the course of going to or coming from any yard, camp, stable, depot or picking-up place of the employer, or in the course of going to a place of the employer, or in the course of going to a place of work for the purpose of starting work, or in the course of coming therefrom after ceasing work.

(d) Employees recalled to work after the expiration of their customary working time for the day, and after they have left work for the day, shall be paid at the least as for working two hours at one and a half times the prescribed rate.

## TERMS OF ENGAGEMENT.

20. (a) Subject to exceptions and limitations hereinafter contained any employer shall have the option of engaging any employee either by the week or casually.

(b) (i) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.

(ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.

Employees on casual engagement shall be paid at the rate of time and a quarter.

(iii) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

(iv) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than 44 working hours in each year, i.e., 11 hours for each three months' service, commencing 1st December, 1941, provided he has submitted, within 48 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, or under any Workers' Compensation Act, 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 for any such days.

(c) Notwithstanding the provisions of sub-clause (b) (iv) hereof if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 88 working hours which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to 6th April, 1946, shall be disregarded.

## SUNDAYS AND HOLIDAYS.

21. (a) Except as herein provided otherwise, if an employee is required to work on a holiday or on a Sunday, he shall be paid at double the ordinary prescribed rate.

(b) If a casual employee desires to work on a holiday and with the consent of the employer does so work, he shall be paid therefor at the ordinary prescribed rate.

(c) In the case of any other employee engaged by the week no deduction shall be made from his wages for the week because of his not working on a holiday.

(d) The expression "holiday" means any of the following days:—Australia Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day.

## ANNUAL LEAVE.

*Period of Leave.*

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

*Annual Leave Exclusive of Public Holidays.*

(b) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 21 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to that period one working day for each such holiday falling as aforesaid.

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

*Broken Leave.*

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

*Calculation of Continuous Service.*

(d) 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 personal sickness or accident or on account of leave lawfully granted by the employer; or

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

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

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 20 (b) (iv) shall be accepted as a notification under this sub-clause.

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

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

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

*Calculation of Service.*

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

Where the employer is a successor or assignee or transferee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

*Calculation of Month.*

(f) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

*Leave to be Taken.*

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

*Time of Taking Leave.*

(h) 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 two weeks' notice to the employee.

*Leave Allowed Before Due Date.*

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 21 of this Determination.

*Payment for Period of Leave.*

(j) Each employee before going on leave shall be paid two weeks' wages. For the purposes of this sub-clause and sub-clause (k) hereof, wages shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

*Proportionate Leave on Dismissal.*

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

*Annual Close Down.*

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

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave, paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (k) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

ALLOWANCES.

23. Employees who, in order to be available for their work, have to live in a camp established either by the employer or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day on which they are required to hold themselves, and do hold themselves available in the camp throughout the said day to serve the employer's purpose on that or any other day, whether or not work is done on the said day, but this clause shall not apply to any Sunday, unless the employee is required to work on that Sunday.

WASHING FACILITIES.

24. Each employer shall provide for all the employees suitable washing troughs or other conveniences, which shall be approved by the Secretary for Labour or his Inspector.

TIME RECORD.

25. (a) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day coming two days after a pay day between 10 a.m. and noon, or at such other times as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

WET WEATHER PROVISIONS.

26. (i) (a) In the event of rain being sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith, and during the cessation of work employees shall hold themselves in readiness for work during ordinary working hours, and shall be paid for the actual time of waiting at ordinary time wages rates of pay.

(b) When weather conditions are suitable employees shall resume work immediately.

(ii) If the employer's representative considers the weather justifying the cessation of work is likely to continue for a lengthy period the payment, as set forth in sub-clause (i), may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

Provided that, for any day on which an employee is ready and willing to commence work, he shall be entitled to payment as though he had worked for a minimum of four hours.

(iii) The employer shall provide adequate and suitable shelter from the rain for the employee.

(iv) The employer shall provide adequate facilities for the employee to dry off his wet clothes.

SPECIAL TREATMENT OF INJURED.

27. The employer, as soon as reasonably possible, shall supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

FIRST-AID AND MEDICAL OUTFIT.

28. The employer shall provide at every main place of employment a first-aid outfit. Such outfit shall consist of at least the following:—Boracic acid, iodine picric acid (bottle solution), 1-in. bandages, lint, cotton, triangle bandages, lysol, permanganate of potash, snake-bite scarifier, splints capable of being used in 12-in. lengths, and one pair of scissors.

SHELTER.

29. The employer shall provide adequate and suitable shelter, with seating accommodation for employees.

SANITATION.

30. In every camp where the pan system is not in use, the employer shall instal sanitary conveniences, and provide attention thereto. Where no camp is established, practicable and reasonable temporary provision shall be made by the employer.

ACCOMPANYING SICK OR INJURED EMPLOYEES.

31. No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance, to his home or nearest hospital. All expenses incurred in such patient's removal shall be paid by the employer, and no employee assisting or accompanying an injured or sick person shall lose any wages by so doing.

CHARCOAL BURNING.

32. (i) The lowest prices to be paid to any person employed burning charcoal from wood which has to be transported not more than half a mile to the retort or kiln in which it is to be burned shall be those prescribed in the following schedule, viz. :—

	Price per Ton of Charcoal.	
	(a) Where more than 50 per cent. of the wood used has to be felled.	(b) In circumstances other than (a).
Grey box, red box, red gum, or ironbark .. .. .	s. d. 57 6	s. d. 52 6
Any other variety of wood .. .. .	62 6	55 0

The above prices shall include all necessary cutting, cartage to the retort or kiln, filling and sewing of bags, and the adequate provision by the employee of food for any horse which is being used in connexion with the work.

(ii) If the wood to be burned is situated more than half a mile from the retort or kiln, 2s. 6d. extra per ton of charcoal shall be paid for each extra half mile or portion thereof.

(iii) The employer shall supply, free of charge, all tools, vehicles, and equipment necessary.

NOTE.—To the weekly earnings of each pieceworker, the sum of 1s. shall be added, provided that where less than 44 hours is worked in any week, a proportionate amount shall be added in lieu of such sum.

Part 3.—All persons to whom this Determination applies.

PERIODICAL ADJUSTMENT OF WAGES.

33. The wages rates set out in clauses 2 and 17 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 and the weekly earnings of pieceworkers shall be automatically increased or decreased by the same amount, and at the same time as such basic wage.

Provided that, where a pieceworker works less than 44 hours in any week, the sum to be added to or subtracted from his earnings shall be varied proportionately.

The basic wage shown hereunder shall be adjusted as prescribed in clause 34.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies .. .. .	£ s. d. 4 12 0	Melbourne



## ADJUSTMENT OF BASIC WAGE.

34. (a) Until the beginning of the first pay period to commence in May, 1946, the amount of the basic wage shall be as prescribed in clause 33.

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

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

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

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

J. V. WILLOX, Secretary.

Melbourne, 4th April, 1946.

