



OTHER EMPLOYEES.

		Per Week of 44 Hours.	
		s.	d.
<i>Males.</i>			
Combination bag-making machine attendant .. .. .	.. .. .	112	0
Repairs by hand .. .. .	.. .. .	112	0
Repairs by machine .. .. .	.. .. .	112	0
<i>Females.</i>			
Bag-making machinist .. .. .	.. .. .	86	6
Repairs by hand .. .. .	.. .. .	73	9
Repairs by machine .. .. .	.. .. .	73	9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—			
1st 3 months .. .. .	.. .. .	52	0
2nd 3 months .. .. .	.. .. .	57	6
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—			
1st 3 months .. .. .	.. .. .	52	0
All others .. .. .	.. .. .	65	9

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

TIME OF BEGINNING AND ENDING WORK.

3. Time of beginning—  
 7.30 a.m. .. .. . 12.30 p.m. on the day on which the half-holiday is observed locally.  
 7.30 a.m. .. .. . 6 p.m. on the other five working days of the week.

OVERTIME.

4. For all work done—  
 (a) Outside the hours fixed as the times of beginning and ending work,  
 (b) Within the hours so fixed in excess of nine hours on Monday, Tuesday, Wednesday, Thursday, Friday, and four hours on Saturday,  
 (c) Within the hours so fixed in excess of the number of hours fixed for a week's work, excluding that provided for under (b),  
 a time-worker shall be paid at the rate of time and a half and a piece-worker at the rate of rate and a half.

TIME WAGES.

5. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid—  
 (a) in any week in which two or more public holidays occur At the ordinary wages rate, with an addition of fifty per centum.  
 (b) in any other week .. .. . At the ordinary wages rate, with an addition of thirty-three and one-third per centum,

and for each hour worked beyond the 22 hours aforesaid shall be paid at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

SUNDAYS AND PUBLIC HOLIDAYS.

6. That double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour 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 following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, Boxing Day, and Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder). Provided that Melbourne Cup Day may be substituted for King's Birthday at the election of the employer.

(b) PIECE-WORKERS.—All piece-workers shall be entitled to the same holidays as are granted to time-workers and they shall be paid for such holidays the amount for each holiday based on time wages as set out in this Determination.

ANNUAL LEAVE.

8. Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday exclusive of the holidays mentioned in clause 7 in each year on full pay.

Provided that if an employee is given as holidays on full pay all working days between Boxing Day and New Year's Day such ordinary working days may be regarded as part of the week's holiday to which the employee is entitled under this clause, and such other working days as will make up the balance of a week shall be granted at some other time as holidays on full pay.

A piece-worker shall be entitled to the same annual leave as a time worker, and for such annual leave shall be paid at the same rate as a time worker doing the same class of work.

Any such holiday shall be given within six months of the completion of twelve months' service.

Provided, further, that any employee, who, after completing six months' service, leaves or is dismissed before the expiration of any period of twelve months' service with the same employer, shall be entitled to *pro rata* holidays on full pay, i.e., one day for each completed two months of service.

SICK LEAVE.

9. (a) No deduction shall be made from the wages of any employee who has had not less than twelve months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty-four hours of working time in any year of service, provided he or she has submitted within 24 hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct. Provided, further, that pieceworkers shall be paid at the same rate as time workers for any such day or days that they are unavoidably absent on account of illness.

(b) Notwithstanding the provisions of sub-clause (a) 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 hours of working time 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 23rd December, 1944, shall be disregarded.

REST PERIOD FOR FEMALES.

10. A rest period of ten minutes, between 9.30 a.m. and 10.30 a.m., and between 2.30 p.m. and 3.30 p.m. each day shall be given to all female employees, without deduction of pay.

TERMINATION OF EMPLOYMENT.

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

RIGHT OF ENTRY OF UNION OFFICIAL.

12. The Secretary of the Federated Fodder and Fuel Trades' Industrial Union shall have the right to enter, during the mid-day meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are done, for the purpose of interviewing employees on legitimate Union business.

PIECE-WORK.

13. The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine) .. .. .	2d. each.	} With 35 per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine) ..	4½d. per dozen.	
Machine repairing washed sugar bags (employer to provide twine) .. .. .	5½d. "	
Machine repairing ordinary bags (employer to provide twine) .. .. .	4½d. "	
Machine repairing mill or coal bags (employer to provide twine) .. .. .	11d. "	
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine) ..	11d. "	
Machine repairers on piece-work shall also be paid 1s. per hour for any time occupied in cleaning machines or cutting patches.		
Hand repairing ordinary bags (employee to provide twine) .. .. .	10d. per dozen.	
Hand repairing mill, coal, lime, or hide bags (employee to provide twine) .. .. .	1s. 6d. "	
Hand repairing wool packs (employee to provide twine) .. .. .	4½d. each.	

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

14. The Board determines that any employer may fix and pay piece-work rates to any person employed at repairing by machine (employer to provide twine) or by hand (employee to provide twine) bags other than those for which the Board has fixed a piece-work rate, provided that such piece-worker shall be paid in any week, at least the amount payable to a time-worker performing the same class of work for the same number of hours as such piece-worker.

WAITING TIME.

15. All piece-workers kept waiting for work, or any materials, or for repair of machines shall be paid the hourly rate of the corresponding time-worker for such waiting time.

PERIODICAL ADJUSTMENT OF WAGES.

16. 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 the wages of improvers, juveniles, and females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Provided further that the piece-work prices shall be subject to adjustment according to the fluctuations in the basic wage on the following basis:—The percentage difference between 83s. (such amount being the rate provided for a Repairer by Machine—Male—in the Determination which came into force on the 2nd September, 1938), and the amount payable to a Repairer by Machine—Male—after adjustment as hereinbefore provided.

The basic wage shown hereunder shall be adjusted as prescribed in clause 17.

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.

17. (a) Until the beginning of the first pay period to commence in February, 1946, the amount of the basic wage shall be as prescribed in clause 16.

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

P. A. RANGLES, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 8th January, 1946,





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 10]

FRIDAY, JANUARY 11.

[1946

Factories and Shops Acts.

## DETERMINATION OF THE TEA PACKING BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of the Grocers Board) employed either inside or outside a factory or work-room, in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling," has made the following Determination, namely:—

1. That on the 18th December, 1945, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.				Adults.			
WAGES.				WAGES.			
				Males.			
				Per week of 44 hours.			
				MALES.		FEMALES.	
				Per week of 44 hours.		Per week of 44 hours.	
				s. d.		s. d.	
14 years	..	..	..	20	0	..	..
15 years	..	..	..	26	0	23	9
16 years	..	..	..	30	9	26	6
17 years	..	..	..	38	6	31	6
18 years	..	..	..	48	6	37	6
19 years	..	..	..	54	9	41	9
20 years	..	..	..	70	6	47	9
				Foreman .. .. . 122s. 9d.			
				Headman .. .. . 114s. 6d.			
				All other adult workers .. .. . 108s. 0d.			
				Females.			
				Headwoman .. .. . 70s. 6d.			
				All other adult females .. .. . 62s. 0d.			

PROPORTION (within any factory or place).

### Apprentices.

One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 108s. per week of 44 hours.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 62s. per week of 44 hours.

### Improvers.

One male improver to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 108s. per week of 44 hours.

One female improver to every three or fraction of three female workers receiving not less than 62s. per week of 44 hours.

3.	TIME OF BEGINNING AND ENDING WORK.	
Time of Beginning.	.. ..	Time of Ending.
7.30 a.m.	.. ..	12 noon on Saturdays.
7.30 a.m.	.. ..	5.30 p.m. on each of the other five working days of the week.

**OVERTIME.**

## 4. Overtime shall be paid for as follows :—

- (a) Within the hours provided in clause 3 in excess of 44 hours in any week—time and a half.  
 (b) Outside the hours provided in clause 3—time and a half for the first two hours and double time thereafter.

**HOLIDAYS.**

5. Employees shall be granted the following holidays without deduction of pay :—New Year's Day, Australia Day, Union Picnic Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day.

**SPECIAL RATES.**

6. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup 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.

**TERMINATION OF EMPLOYMENT.**

7. Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker. If such notice be not given, a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

**SICK PAY.**

8. (a) Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than 12 months' continuous service and he or she produces or forwards within 24 hours of the commencement of such absence satisfactory evidence to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding eighteen days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay. For the purposes of this sub-clause service prior to 15th February, 1944, shall be disregarded.

**ANNUAL LEAVE.**

9. All employees shall be granted leave of absence on full pay for seven consecutive working days (exclusive of Saturdays, whether worked or not, and the holidays mentioned in clause 5), on completion of each twelve months' continuous service with an employer.

Should an employee's service be terminated (other than for misconduct) before the completion of any twelve months of service, he or she shall be entitled to a pro rata leave of absence or payment in lieu of same. An employee dismissed for misconduct is not entitled to this leave of absence or payment.

**PAY DAY.**

10. Employees shall be paid on a day not later than Thursday in each week.

**POSTING OF DETERMINATION.**

11. A copy of this Determination shall be posted in a conspicuous place at or near the entrance of each floor in a building if any employees are employed on such floor at any work covered by this Determination.

**REST PERIOD.**

12. An interval of ten minutes each morning and afternoon shall be given as a rest period to all employees, and shall be counted as time worked.

**MEAL ALLOWANCE.**

13. Any employee who is required to work overtime for one hour or more on any day shall receive a meal allowance of two shillings for each day he or she is so required to work.

**MIXED FUNCTIONS.**

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

## 15.

**DEFINITIONS.**

**Foreman:** A person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employees.

**Headman or Headwoman:** A person on a floor who directs other employees in their work and who is held responsible for work done on that floor notwithstanding he or she may be under the orders or takes instructions from the foreman.

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

J. V. WILLOX, Secretary.

Melbourne, 8th January, 1946.



# VICTORIA GOVERNMENT GAZETTE.

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No. 11]

FRIDAY, JANUARY 11.

[1946

Factories and Shops Acts.

## DETERMINATION OF THE BREAD TRADE BOARD.

NOTES (i).—On 28th December, 1944, the application of this Determination was as follows:—

- (a) Clauses 1 to 16 inclusive applied to the Metropolitan District as defined in the Factories and Shops Acts, and the Order in Council thereunder, and such portion of the City of Sandringham as is not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; the township of Kangaroo Flat, in the shires of Marong and of Strathfieldsaye; the township of Spring Gully, in the shire of Strathfieldsaye; and such portions of the shire of South Barwon and of the Moorpanyal Riding of the shire of Corio as are within a radius of 5 miles of the Geelong Post Office.
  - (b) Clause 1 and clauses 17 to 20 inclusive applied to the whole of the State *outside and excepting* those parts enumerated in the preceding paragraph.
  - (ii) On 31st May, 1938, the Bread Board, the Country Bread Board, and the Provincial Bread Board, were deprived of the power to "determine the lowest prices or rates of payment for bread making or baking," and such power was conferred exclusively on the Bread Trade Board.
  - (iii) The Board has prescribed a form of apprenticeship indenture.
  - (iv) Breadmaking and baking were proclaimed on 12th December, 1938, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.
- Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of bread making or baking" has made the following Determination, namely:—

1. That on the 12th December, 1945, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### WITHIN THE AREA SET OUT IN NOTE (I) (a).

2 WAGES.—		• Apprentices.		• Improvers.		Other Employees.											
		Per Week of 44 Hours.		Per Week of 44 Hours.		Per Hour.											
		s. d.		£ s. d.													
				1st six months ..		Doughmakers ..        Foremen or single hands ..   All others engaged in the making and/or baking of bread ..											
1st Year—				2nd " ..													
1st six months ..		28 0		3rd " ..													
2nd " ..		28 9		4th " ..													
2nd Year—				5th " ..					<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Ordinary Days.</td> <td style="text-align: center;">Double Days.</td> <td style="text-align: center;">Treble Days.</td> </tr> <tr> <td style="text-align: center;">Between 4 a.m. and 4 p.m.</td> <td style="text-align: center;">Between midnight and noon.</td> <td style="text-align: center;">Between 10 p.m. of previous day and noon.</td> </tr> </table>			Ordinary Days.	Double Days.	Treble Days.	Between 4 a.m. and 4 p.m.	Between midnight and noon.	Between 10 p.m. of previous day and noon.
Ordinary Days.	Double Days.	Treble Days.															
Between 4 a.m. and 4 p.m.	Between midnight and noon.	Between 10 p.m. of previous day and noon.															
1st six months ..		30 10		6th " ..					Per Hour. s. d. 3 4½								
2nd " ..		34 6		7th " ..													
3rd Year—				8th " ..		Per Hour. s. d. 3 2											
1st six months ..		39 4		and thereafter the minimum wage.													
2nd " ..		46 5		PROPORTION (within any factory or place). One improver to every eight workers receiving not less than 139s. 4d. per week of 44 hours.													
4th Year—				One apprentice to every three or fraction of three workers receiving not less than 139s. 4d. per week of 44 hours.													
1st six months ..		54 3															
2nd " ..		63 6															
5th Year—																	
1st six months ..		74 8															
2nd " ..		87 2															

\* Except those subject to the jurisdiction of the Apprenticeship Commission.

## LIMITATION OF HOURS OF EMPLOYMENT.

3. No employee shall be employed at bread making or baking, as defined in clause 10 hereof during the hours specified hereunder, viz. :—

- (a) (i) Between the hours of 4 p.m. on the day preceding an ordinary day and 4 a.m. on such ordinary day, and,  
(ii) after 4 p.m. on such ordinary day.  
(b) (i) between the hour of 4 p.m. and midnight on the day preceding a double day or between the hours of 4 p.m. and 10 p.m. on the day preceding a treble day, and,  
(ii) after noon on such double or treble day.  
(c) (without affecting the generality of the foregoing), between the hours of 12 noon on the Monday preceding the third Wednesday in January and 4 a.m. on the next succeeding Thursday.

## HOURS OF WORK.

4. That the number of hours to be worked on each day (including the time spent at the doughmaking necessary for such day's work) shall be :—

	Apprentices.	Other Employees.
Ordinary days .. .. .	7 hours	7 hours
Double days .. .. .	9 ..	10 ..
Treble days .. .. .	9 ..	10 ..

## OVERTIME.

5. (a) That any employee (other than an apprentice) who works either—  
(i) for any time in excess of the number of hours fixed in clause 4, or alternatively,  
(ii) during any week for any time in excess of 44 hours,  
shall be paid for such extra time at the wages rate of double time.  
(b) That any apprentice who works on any one day for any time in excess of the number of hours fixed in clause 4 shall be paid for such extra time at the rate of 6s. per hour.

## WEEKLY HOURS.

6. That the number of hours to constitute an ordinary week's work shall be 44.

## TIME RATE.

7. (a) That any person employed 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 22 hours, at the ordinary wages rate with an addition of 33 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, together with any overtime rate which is applicable.

(b) In addition to any other rate to which he is entitled, any person employed for not more than 22 hours in any one week shall be paid, in respect of each night he is employed, fares from the Trades Hall, Melbourne, to his place of employment and return to the Trades Hall, Melbourne, by the cheapest means of regular rail, tram, or bus service available to him at the times of beginning or ending work as the case may be.

This shall include the fare charged by any available all-night service to employees travelling outside the times of ordinary services.

Provided that this sub-clause shall apply only to work done within the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder and such portion of the City of Sandringham as is not included within the said District.

## SPECIAL RATES FOR PUBLIC HOLIDAYS.

8. (a) That payment for all work done on New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, or Boxing Day shall be at the rate of time and a half; but if by Act of Parliament or Proclamation any other day be substituted for any of the abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

(b) Time and a half shall be paid for all work done on Monday, 24th December, 1945, and Monday, 31st December, 1945, such days having by proclamation been appointed public holidays throughout the State of Victoria.

## UNION REPRESENTATIVE.

9. That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, shall be permitted to inspect the time-book and conditions relating to the persons employed therein, and interview employees whose breaches or suspected breaches of this Determination are occurring or suspected of occurring.

## DEFINITIONS.

10. (a) "Foreman" shall mean a person in charge of a bakehouse. No person shall be classed as a foreman unless he is a tradesman, and is present during substantially the whole of the working hours.

(b) "Double day" shall mean a day on which bread is baked to supply all the employer's customers for two days so as to obviate the necessity for any work being done on the following day.

(c) "Treble day" shall mean a day on which bread is baked to supply all the employer's customers for three or more days so as to obviate the necessity for any work being done on the following two days.

(d) The making of bread shall be deemed to mean each of the following acts :—

- (i) the dividing of bread dough; ..  
(ii) the weighing of bread dough; ..  
(iii) the kneading or moulding of bread dough; ..  
(iv) the placing of bread dough in boxes or tins or on trays. ..

(e) The baking of bread shall be deemed to mean :—

- (i) the setting of dough in the oven;  
(ii) the withdrawal of bread from the oven.

## ANNUAL LEAVE.

11. (i) That any employee who has been in the service of an employer for a period of not less than twelve months shall be granted two weeks' holiday (exclusive of the holidays mentioned in clause 8) in each year on full pay. Such holiday shall be given within three months of the completion of twelve months' service.

Fourteen days' notice shall be given by the employer to the employee before the latter commences his two weeks' holiday aforesaid.

(ii) Any employee who has been for not less than three months in an employer's service, and whose engagement is terminated for any reason other than misconduct shall receive seven and one-third hours' holiday payment at his ordinary rate for each month spent in such employer's service.

(iii) During the continuance of the present war and for six months thereafter, by agreement between the employer and the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria (or in default of such agreement, with the approval of the Secretary for Labour) it shall be permissible to pay an employee two weeks' extra wages in lieu of annual leave.

Such payment shall be made before the commencement of the annual leave period concerned.



**SICK LEAVE.**

12. (a) Any employee not attending for duty, who has had not less than twelve months service with the same employer shall not lose his pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year.

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

For the purposes of this sub-clause, service prior to the 28th December, 1944, shall be disregarded.

**REST PERIODS.**

13. That on double and treble days, employees shall be allowed two rest periods of ten minutes each which shall be counted as part of time worked. One of such rest periods shall be taken before the meal interval, and the other rest period shall be taken after the meal interval.

**MEAL INTERVAL.**

14. That a meal interval of thirty minutes shall be allowed after the completion of not less than 2½ hours' work and not more than 5 hours' work.

**CONTINUITY OF WORK.**

15. The work of each employee (except a doughmaker) on each day or shift, shall be continuous with the customary break for a meal.

**CLOTHING ALLOWANCE.**

16. Any employee who works for more than 22 hours in any week for the same employer shall be paid an allowance of two shillings per week towards the cost of laundering and/or maintenance of working clothes.

**WITHIN THE AREA SET OUT IN NOTE (I) (b).**

17 WAGES.—					
Apprentices.		Improvers.		Other Employees.	
Per Week of 44 Hours.		Per Week of 44 Hours.			
s. d.		£ s. d.			
1st Year—		1st year .. ..	} 5 15 0	Foremen or single hands ..	} 3s. 3d. per hour, or 143s. 0d. per week of 44 hours.
1st six months ..	27 5	2nd " .. ..		Makers or bakers of rye bread, Vienna bread, or rolls	
2nd " ..	28 0	3rd " .. ..		} 3s. 0½d. per hour, or 133s. 10d. per week of 44 hours.	
2nd Year—		4th " .. ..			
1st six months ..	30 0	PROPORTION (within any factory or place).		Doughmakers .. ..	} 3s. 0½d. per hour, or 133s. 10d. per week of 44 hours.
2nd " ..	33 10	One improver to every eight workers receiving not less than 133s. 10d. per week of 44 hours.		Persons not provided for elsewhere in this Determination	
3rd Year—					
1st six months ..	38 4				
2nd " ..	45 3				
4th Year—					
1st six months ..	52 10				
2nd " ..	62 0				
5th Year—					
1st six months ..	73 0				
2nd " ..	85 2				
and thereafter the minimum wage.					
PROPORTION.					
One apprentice to every three or fraction of three workers receiving not less than 133s. 10d. per week of 44 hours.					

**OVERTIME.**

18. (a) That any employee (other than an apprentice) who works in any week for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half.

(b) That any apprentice who works in any week for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half for the first four hours, and thereafter at the rate of double time.

**WEEKLY HOURS.**

19. That the number of hours to constitute an ordinary week's work shall be 44.

**TIME RATE.**

20. That any person employed 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 22 hours, at the ordinary wages rate with an addition of 33 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.

**UNION REPRESENTATIVE.**

21. That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, shall be permitted to inspect the time-book and conditions relating to the persons employed therein, and interview employees where breaches or suspected breaches of this Determination are occurring or suspected of occurring.

**SUNDAY WORK.**

22. The Board determines, pursuant to the provisions of section 9, Act 4461, that, where a public holiday occurs upon a Tuesday, bread may be made or baked on the preceding Sunday after the hour of 8 p.m.

## SPECIAL RATES FOR PUBLIC HOLIDAYS.

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

(b) Time and a half shall be paid for all work done on Monday, 24th December, 1945, and Monday, 31st December, 1945, such days having by proclamation been appointed public holidays throughout the State of Victoria.

## ANNUAL LEAVE.

24. (i) That any employee who has been in the service of an employer for a period of not less than twelve months shall be granted two weeks' holiday (exclusive of the holidays mentioned in clause 23 in each year on full pay. Such holiday shall be given within three months of the completion of twelve months' service.

Fourteen days' notice shall be given by the employer to the employee before the latter commences his two weeks' holiday aforesaid.

(ii) Any employee who has been for not less than three months in an employer's service, and whose engagement is terminated for any reason other than misconduct shall receive seven and one-third hours' holiday payment at his ordinary rate for each month spent in such employer's service.

(iii) During the continuance of the present war and for six months thereafter, by agreement between the employer and the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria (or in default of such agreement, with the approval of the Secretary for Labour) it shall be permissible to pay an employee two weeks' extra wages in lieu of annual leave.

Such payment shall be made before the commencement of the annual leave period concerned.

## SICK LEAVE.

25. (a) Any employee not attending for duty, who has had not less than twelve months' service with the same employer shall not lose his pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year.

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

For the purposes of this sub-clause service prior to the 28th December, 1944, shall be disregarded.

## MEAL INTERVAL.

26. That a meal interval of thirty minutes shall be allowed after the completion of not less than 2½ hours' work, and not more than 5 hours' work.

## CONTINUITY OF WORK.

27. The work of each employee (except a doughmaker) on each day or shift, shall be continuous with the customary break for a meal.

## CLOTHING ALLOWANCE.

28. Any employee who works for more than 22 hours in any week for the same employer, shall be paid an allowance of two shillings per week towards the cost of laundering and/or maintenance of working clothes.

## DEFINITION.

29. "Foreman" shall mean a person in charge of a bakehouse. No person shall be classed as a foreman unless he is a tradesman, and is present during substantially the whole of the working hours.

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

J. V. WILLOX, Secretary.

Melbourne, 8th January, 1946.



VICTORIA  
GOVERNMENT GAZETTE.

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FRIDAY, JANUARY 11.

[1946

Factories and Shops Acts.

DETERMINATION OF THE BREAD CARTERS BOARD.

NOTES.—(1) This Determination applies to the following parts of Victoria, namely:—

- (a) The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts; such portions of the City of Sandringham as are not within the said Metropolitan District; the Cities of Ballarat, Bendigo, Chelsea, Mildura, Mordialloc, and Warnambool; the town of Hamilton; the boroughs of Colac, Eaglehawk, Echuca, Sebastopol, and Wonthaggi; the Township of Kangaroo Flat in the Shires of Marong and Strathfieldsaye;
- (b) the shires or portions of the shires (if any) set forth below in the column opposite the name of the shire:—

Name of Shire.	Shire or Portion of the Shire within which Determination shall be Operative.
Ballarat .. .. .	} Such portions as are within a radius of 3 miles of the Ballarat Post Office
Bungaree .. .. .	
Buninyong .. .. .	
Grenville .. .. .	
Colac .. .. .	
Dandenong .. .. .	Such portions as are within a radius of 2 miles of the Colac Post Office
Frankston and Hastings .. .. .	The whole of the Shire
Hampden .. .. .	The Seaford Riding and the Township of Frankston
Huntly .. .. .	Such portions as are within a radius of 2 miles of the Camperdown Post Office
Mildura .. .. .	Such portions as are within a radius of 10 miles of the Bendigo Post Office
Mulgrave .. .. .	The Township of Merbein and such portions of the Shire as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively
South Barwon .. .. .	The whole of the Shire
Werribee .. .. .	Such portions as are not within the said Geelong District, but are within a radius of 5 miles of the Geelong Post Office
	Such portions as are within a radius of 3 miles of the Altona Post Office

- (c) the Greensborough Ward of the City of Heidelberg, the Towns of Ararat, Horsham and Sale; the Boroughs of Castlemaine, Daylesford, Koroit, Maryborough, Portland, Queenscliff, Shepparton, Stawell, St. Arnaud, and Wangaratta; and such other portions of the State of Victoria (outside the areas mentioned in paragraphs (a) and (b) hereof) as are within a radius of 3 miles of the post offices at Bairnsdale, Bayswater, Beechworth, Belgrave, Benalla, Brown Coal Mine, Casterton, Chewton, Creswick, Croydon, Dromana, Drouin, Eltham, Epping, Euroa, Emerald, Ferntree Gully, Flinders, Gembrook, Healesville, Hepburn Springs, Kerang, Korumburra, Kyabram, Kyneton, Lake Boga, Lakes Entrance, Lara, Leongatha, Lilydale, Maffra, Moe, Monbulk, Mooropna, Mornington, Morwell, Mount Evelyn, Narre Warren, Nhill, Nilma, Olinda, Research, Rosebud, Seymour, Somerville, Sorrento, Stratford, Swan Hill, Tallygaroopna, Tatura, Terang, Trafalgar, Traralgon, Upper Ferntree Gully, Violet Town, Warburton, Warragul, Werribee, Yallourn, Yarragon, Yarra Junction, Yarram, and Yarrawonga.

(2) On the 18th day of December, 1944, the Bread Carters Wages Board, the Determination of which was operative over an extended area, was appointed to take the place of the Bread Carters Board appointed on the 18th August, 1908, the Determination of which was limited to portion of the State only.

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—

- (i) wheresoever employed in carting or driving or assisting in carting or driving or in delivering bread in connexion with the business of a baker or a seller of bread;
- (ii) employed in or in connexion with any stable in which are stabled the horses used in his trade or business by a baker or a seller of bread"—

has made the following determination, namely:—

1. That on the 12th December, 1945, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SECTION 1.

2. Within the Area Set out in Note (1) (a) and (b).

Apprentices.*	Improvers.		Other Employees.				
	WAGES.		—	WAGES.		WEEKLY HOURS.	
	Mildura District.	Elsewhere.		Mildura District.	Elsewhere.	During a week in which the Bread Carters' Statutory Holiday is observed.	During any other week.
WAGES.	Per week. s. d.	Per week. s. d.	Per week. s. d.	s. d.	s. d.		
1st Year—							
1st 6 months ..	34 0	14 and under	14 and under	91 0	99 0	48	48
2nd 6 " ..	39 6	21 years of age ..	21 years of age ..	108 0	116 0	46	50
2nd Year—							
1st 6 months ..	48 3						
2nd 6 " ..	56 9						
3rd Year—							
1st 6 months ..	68 3						
2nd 6 " ..	79 6						
PROPORTION—(In any place.)		PROPORTION—Wherever this Section applies.					
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		(In any place.)					
Apprentices and improvers shall be subject to the hours per week fixed for their respective sections.		One improver to every four or fraction of four workers receiving not less than the minimum wage.					

\* The Board has determined that on and after 3rd October, 1942, no person shall be taken on as an apprentice.

TIMES OF BEGINNING AND ENDING WORK.

3. That the times of beginning and ending work for all persons (other than stable workers) shall be:—

Time of beginning.	Time of ending.
5 a.m. ..	6 p.m. on ordinary days.
5 a.m. ..	7 p.m. on days during which bread for more than one day's consumption is delivered.

NOTE.—Section 32, Act 4275, provides that within the Metropolitan District:—

Every person—

(a) who before six o'clock in the morning or after six o'clock in the evening on any day carts or delivers bread on sale whether in a retail or wholesale way, and whether the same has been paid for or is to be paid for on or after delivery; or

(b) who causes any bread to be so carted or delivered—

shall be guilty of an offence. Penalty: Minimum one pound, maximum five pounds.

OVERTIME.

4. (a) For stable workers—

In excess of 48 hours in any week .. .. . 9d. per hour in addition to ordinary rates.

(b) For any other person—

Outside the hours fixed as the times of beginning and ending work .. 3s. per hour.

Within the hours fixed, in excess of the number of hours fixed as the week's work .. .. . 9d. per hour in addition to ordinary rates.

ALLOWANCE.

5. Any employee who is required to wear clean washable outer garments shall be paid 1s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

6. (a) Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Show Day (in such localities mentioned in the Twelfth Schedule to the Public Service Act 1928 as are within the area to which this Section applies), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

(b) Double time shall be paid for all work done on Monday, 24th December, 1945, and Monday, 31st December, 1945, such day having by proclamation been appointed public holidays throughout the State of Victoria.

MEAL TIME.

7. Not more than one hour per day shall be deducted for meals.

TIME RATE.

8. Any person employed 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 24 hours, at the ordinary rate with an addition of 33 per centum.

For the time worked beyond the 24 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Section for an ordinary's week's work, together with any overtime rate which is applicable.

SICK LEAVE.

9. Any employee not attending for duty, who has had not less than twelve months' service with the same employer shall not lose his or her pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence a doctor's certificate stating that his or her non-attendance was due to personal ill health necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill health or accident for more than four days in each year.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

10. Thursday, at 5.30 p.m., shall be the day and the latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

11. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

ANNUAL LEAVE.

12. (i) Any person who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday on full pay in each year, such holiday to be given within three months of the completion of each twelve months' service. Provided that any person whose service terminates after not less than six months, but less than any period of twelve months, shall be granted leave *pro rata*.

(ii) During the continuance of the present war and for six months thereafter, by agreement between the employer and the Secretary or organizer of the Bread Carters' Industrial Federation of Australia—Melbourne Division (or in default of such agreement, with the approval of the Secretary for Labour) it shall be permissible to pay an employee one week's extra wages in lieu of annual leave.

Such payment shall be made before the commencement of the annual leave period concerned.

UNION REPRESENTATIVE.

13. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Section to inspect the entries in the time-book required to be kept under the provisions of the Factories and Shops Acts.

DEFINITION.

14. The expression "Mildura District," wherever occurring herein, shall be deemed to mean—

(a) the City of Mildura, and

(b) the Township of Merbein in the Shire of Mildura and such portions of the said Shire as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.

SECTION 2.

15. Within the Area Set out in Note (1) (c).

* Improvers.		Other Employees.				
Wages.		Wages.	Weekly Hours.			
<i>s.</i>	<i>d.</i>		During a Week in which Carters' Holiday is Observed.	During a Week in which Carters Receive a Half-holiday as Referred to in Clause 25.	During any Other Week.	
Under 16 years of age .. .. .	40 0					
16 years and under 17 years of age .. .. .	50 0					
17 years and under 18 years of age .. .. .	60 0					
18 years and under 19 years of age .. .. .	70 0					
19 years and under 20 years of age .. .. .	80 0					
20 years and under 21 years of age .. .. .	90 0					
Proportion.—Wherever this section applies:—						
One Improver to every four or fraction of four workers receiving not less than the minimum wage.		Stable workers ..	<i>s. d.</i> 85 0	48	48	48
Improvers shall be subject to the hours per week as provided for other employees.		All others ..	100 0	46	48	50

\* The Board has determined that no apprentice shall be taken to this Section.

TIMES OF BEGINNING AND ENDING WORK.

16. The times of beginning and ending work for all persons (other than stable workers) shall be—

Time of Beginning.	Time of Ending.
5 a.m. .. .. .	7 p.m. .. .. .

OVERTIME.

17. (a) For stable workers—

In excess of 48 hours in any week .. .. . 9d. per hour in addition to ordinary rates.

(b) For any other person—

Outside the hours fixed as the times of beginning and ending work .. 3s. per hour all inclusive.

Within the hours fixed, in excess of the number of hours fixed as the week's work .. .. . 9d. per hour in addition to ordinary rates.

ALLOWANCE.

18. Any employee who is required to wear clean washable outer garments shall be paid 1s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

19. (a) Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Show Day (in such localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* as are within the area to which this Section applies), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

(b) Double time shall be paid for all work done on Monday, 24th December, 1945, and Monday, 31st December, 1945, such days having by proclamation been appointed public holidays throughout the State of Victoria.

MEAL TIME.

20. Not more than one hour per day shall be deducted for meals.

SICK LEAVE.

21. Any employee not attending for duty, who has had not less than twelve months' service with the same employer shall not lose his or her pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence a doctor's certificate stating that his or her non-attendance was due to personal ill health necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill health or accident for more than four days in each year.

For the purposes of this clause service prior to 22nd February, 1945, shall not be taken into account.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

22. Thursday, at 5.30 p.m., shall be the day and latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

23. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

ANNUAL LEAVE.

24. (i) Any person who has been on the service of an employer for a period of not less than twelve months shall be granted one week's holiday on full pay in each year, such holiday to be given within three months of the completion of each twelve months' service. Provided that any person whose service terminates after not less than six months, but less than any period of twelve months, shall be granted leave *pro rata*.

(ii) During the continuance of the present war and for six months thereafter, by agreement between the employer and the Secretary or organizer of the Bread Carters' Industrial Federation of Australia—Melbourne Division (or in default of such agreement, with the approval of the Secretary for Labour) it shall be permissible to pay an employee one week's extra wages in lieu of annual leave.

Such payment shall be made before the commencement of the annual leave period concerned.

For the purposes of this clause, service prior to 22nd February, 1945, shall not be taken into account.

WEEKLY HOLIDAY.

25. In all places where Section 212 of the Factories and Shops Act does not apply the employer shall grant to each carter coming under this Section a half-holiday each week. The day of such half-holiday is not to be changed by the employer unless he gives to his carters one month's previous notice of such change.

UNION REPRESENTATIVE.

26. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Determination to inspect the entries in the time-book required to be kept under the provisions of the Factories and Shops Acts.

SECTION 3.

All Persons to whom this Determination Applies.

PERIODICAL ADJUSTMENT OF WAGES.

27. The wages rates for adults set out in clauses 2 and 15 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 the wages of improvers and apprentices set out in clause 2, and improvers set out in clause 15, shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in Clause 28.

BASIC WAGE.

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

ADJUSTMENT OF BASIC WAGE.

28. (a) Until the beginning of the first pay period to commence in February, 1946, the amount of the basic wage shall be as prescribed in clause 27.

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

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

- (1) The index number set to be applied to a place is that assigned to Five Towns, Victoria.
- (2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made 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.

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

J. V. WILLOX, Secretary.

Melbourne, 8th January, 1946.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.