



VICTORIA GOVERNMENT GAZETTE.

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No. 110]

THURSDAY, FEBRUARY 13.

[1947

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Flax Treating Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say :—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades that is to say :—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lamp shades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases "

has made, in respect of the Treating of Flax, the following Determination, namely :—

(1) That as from the beginning of the first pay period to commence on or after the 1st December, 1946, the last previous Determination for this Section shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS (a) (DAY SHIFT).

(i) Improvers.				(ii) Other Employees.			
			s. d.		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.	
Under 17 years of age	..	..	28 3				
17 years of age	..	..	35 6				
18	"	..	47 6				
19	"	..	64 6				
20	"	..	78 6				
PROPORTION (in any place).					£ s. d.	£ s. d.	
One improver to each adult employee.				Foreman in charge	.. .. 5 18 0	5 15 0	
				Scutcher (hand)	.. .. 5 12 0	5 9 0	
				Scutcher (machine)	.. .. 5 9 0	5 6 0	
				All others	.. .. 5 6 0	5 3 0	

(b) NIGHT SHIFT.—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(5) TIMES OF BEGINNING AND ENDING WORK (DAY SHIFT).—That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m.	12 noon on Saturday
7.30 a.m.	5.30 p.m. on the other working days of the week.

(6) OVERTIME (DAY SHIFT).—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) HOURS AND SPECIAL CONDITIONS FOR NIGHT SHIFT.—(a) The hours of work on night shift shall be 44 per week.

(b) An employee transferred from day work to night work shall be guaranteed his position on day work after he has completed his work on the night shift.

(c) A night shift shall be deemed to be any shift where the majority of the hours of the shift are worked outside the ordinary hours of day work.

(d) No improver under the age of 18 years shall be required to work at night.

(e) No female employee shall be employed on night shift.

(f) The employment on night shifts of adult workers who are not eligible for transfer to day work may be terminated by 24 hours' notice on either side.

(g) The employment of male improvers between 18 and 21 years of age on night shift may be terminated without notice.

(h) For work done outside the recognized hours of duty in any establishment on night shift, overtime shall be paid, after 44 hours have been worked, at the rate of time and a half for the first four hours and double time thereafter.

(8) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(9) TERMS OF EMPLOYMENT.—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to 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 of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any proscribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(10) ANNUAL HOLIDAY.—The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

(11) MARGINAL RATES.—In addition to the current basic wage the margins set out in this clause, plus 6s., shall be the minimum rate payable to employees therein named:—

	Per Week.
	£ s. d.
Foreman in charge of factory	.. .. 12 0
Scutcher (hand)	.. .. 6 0
Scutcher (machine)	.. .. 3 0

(12) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (a) ii. are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause (13). Provided that the wages of improvers 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, and to be made upon the rates prescribed by the Determination for this Section which came into force as from the beginning of the first pay period to commence on or after the 1st December, 1946.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

(13) (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the basic wage shall be as prescribed in clause (12).

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 14th January, 1947.



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No. 111]

THURSDAY, FEBRUARY 13.

[1947

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Gold Beating Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lampshades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases "

has made, in respect of the trade of gold beating, the following Determination, namely:—

That as from the beginning of the first pay period to commence on or after the 1st December, 1946, the last previous Determination for this Section shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		s.	d.	Females.		s.	d.
1st year's experience	..	22	3	1st six months' experience	..	18	0
2nd ..	..	31	3	2nd ..	..	22	3
3rd ..	..	48	6	3rd ..	..	26	3
4th ..	..	78	6	4th ..	..	30	9
5th ..	..	and until 21		5th ..	..	34	9
	years of age	98	6	6th ..	..	39	6
				7th ..	..	43	9
				8th ..	..	49	3
				9th ..	..	53	6
				10th ..	..	57	6

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

Two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

Three female improvers to every two female workers receiving the adult rate.

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m. ..	.. .. 12 noon on Saturday.
7.30 a.m. ..	.. .. 5.30 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any person who is employed on a Sunday or any holiday provided for herein shall receive a minimum payment for four hours' work at the rate of double time, which hours shall be worked continuously. In the event of more than four hours being worked such person shall be paid for a minimum of eight hours' work at the rate of double time.

(8) TERMS OF EMPLOYMENT.—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to 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 of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(9) REST ROOM.—A rest room shall be provided by every employer. Such room shall contain a suitable couch and seating accommodation, and shall be properly lighted and ventilated.

(10) REST PERIOD FOR FEMALES.—Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employees in the establishment concerned.

(11) ANNUAL HOLIDAY.—The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.(12) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) (b) are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause (13). The wages of improvers 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, and to be made upon the rates prescribed in the Determination for this Section, which came into force as from the beginning of the first pay period to commence on or after the 1st December, 1946.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

(13) (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in Clause (12).

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 14th January, 1947.



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No. 112]

THURSDAY, FEBRUARY 13.

[1947]

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Paper Crackers or Bon-Bons Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;

Preparing feathers;

Treating flax;

Treating pyrites and other metalliferous ores;

Mixing seed and making poultry foods;

Glass badging;

Gold stamping;

Ivory working;

Show-card and ticket-writing;

Manufacturing or preparing—

Abrasive paper or cloth;

Asbestos articles;

Blue prints;

Buttons and buckles other than those subject to the

Determination of the Plastic Moulding Board;

Button badges;

Carbon articles;

Chalk crayons, or other articles from mineral earth;

Cinematograph film;

Composition flooring;

Cutlery;

Artificial flowers and bouquets;

Paper articles not subject to any Board heretofore appointed;

Honey;

Ink or adhesives;

Silk or parchment lamp shades;

Fishing and other nets;

Ornaments for cakes;

Plaster models;

Sporting goods not provided for under any Board heretofore appointed;

Surgical instruments;

Toys;

Watch cases"

has made, in respect of the—

manufacturing or preparing of paper crackers or bon-bons,

the following Determination namely:—

(1) That as from the beginning of the first pay period to commence on or after the 1st December, 1946, the last previous Determination for this Section shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males		Females	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	22 3	1st six months' experience	18 0				
2nd "	31 3	2nd "	22 3				
3rd "	43 3	3rd "	26 3				
4th "	58 0	4th "	30 9				
5th "	74 3	5th "	34 9				
6th "	85 9	6th "	39 6				
7th "	91 9	7th "	43 9				
and thereafter the rate prescribed for adults.							
		8th "	49 3				

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for adults.

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than),				Time of Ending (not later than),	
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.15 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(8) TERMS OF EMPLOYMENT.—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to 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 of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 44 working hours' notice except in circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(9) REST PERIOD FOR FEMALES.—Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

(10) ANNUAL HOLIDAY.—The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

(11) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause (12). Provided that the wages of improvers and of 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, and to be made upon the rates prescribed by the Determination for this Section which came into force as from the beginning of the first pay period to commence on or after the 1st December, 1946.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

(12) (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in Clause (11).

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 14th January, 1947.

[1161]



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No. 113]

THURSDAY, FEBRUARY 13.

[1947

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Plaster Model Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lampshades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases "

has made, in respect of the manufacturing or preparing of plaster models, the following Determination namely—

(1) That as from the beginning of the first pay period to commence on or after the 1st December, 1946, the last previous Determination for this Section shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.					(b) OTHER EMPLOYEES.									
					s.	d.						s.	d.	
Under 17 years of age	..	..	..	..	23	9	Persons engaged in making or preparing moulds ..	..	..	..	116	0
17 years of age	35	9	Persons engaged in coloring or decorating models—							
18 "	..	..	..	..	47	6	(a) by hand ..	..	..	..	130	0
19 "	..	..	..	..	64	3	(b) by spray, or otherwise than by hand ..	..	..	..	118	0
20 "	78	6	Persons engaged in assembling or fining models							
							when taken from moulds ..	..	..	..	111	0
							All others ..	..	..	..	106	0
<i>Proportion (in any place).</i>														
One improver to every three adult employees.														

(3) **PROHIBITION OF EMPLOYMENT.**—The Board determines that no person shall be employed as an apprentice.

(4) **WEEKLY HOURS.**—That the number of hours to constitute an ordinary week's work shall be 44, to be worked as follows :—

On Saturday From 8 a.m. to 12 noon.
On Monday to Friday .. . From 8 a.m. to 12 noon, and from 1 p.m. to 5 p.m.

(5) **OVERTIME.**—That all time worked outside the times of beginning and ending work prescribed in Clause (4) shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(6) **HOLIDAYS.**—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

(7) **TERMS OF EMPLOYMENT.**—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to 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 of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(8) **ANNUAL HOLIDAY.**—The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

(9) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates set out in clause (2) (b) are based upon the following basic wage, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause (10). Provided that the wages of improvers 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, and to be made upon the rates prescribed by the Determination for this Section which came into force as from the beginning of the first pay period to commence on or after the 1st December, 1946.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Melbourne

(10) (a) **ADJUSTMENT OF BASIC WAGE.**—For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the basic wage shall be as prescribed in clause (9).

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 14th January, 1947.



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THURSDAY, FEBRUARY 13.

[1947

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Renovating Carpets Section.)

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

(b) On 18th July, 1933, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1938*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lampshades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases "

has made, in respect of the renovating of carpets the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence on or after the 1st December, 1946, the last previous Determination for this Section shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.						(b) ADULTS.					

(3) **PROHIBITION OF EMPLOYMENT.**—The Board determines that no person shall be employed as an apprentice.

(4) **WEEKLY HOURS.**—That the number of hours to constitute an ordinary week's work shall be 44.

(5) **TIMES OF BEGINNING AND ENDING WORK.**—That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).				Time of Ending (not later than).	
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.30 p.m. on the other working days of the week.

(6) **OVERTIME.**—That all time worked:—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) **HOLIDAYS.**—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(8) **TERMS OF EMPLOYMENT.**—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to 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 of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(9) **ANNUAL HOLIDAY.**—The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

(10) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates for males set out in clause (2) (b) are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause (11). Provided that the wages of improvers and of 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, and to be made upon the rates prescribed by the Determination for this Section which came into force as from the beginning of the first pay period to commence on or after the 1st December, 1946.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

(11) (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in Clause (10).

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 14th January, 1947



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THURSDAY, FEBRUARY 13.

[1947

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Seed Mixing and Poultry Foods Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lamp-shades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lamp shades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases "

has made, in respect of mixing seed and making poultry foods, the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence on or after the 1st December, 1946, the last previous Determination for this Section shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.					(b) Other Employees.				
				s. d.					s. d.
Under 17 years of age	..	..	..	23 9	All adults	..	..	..	110 0
17 years of age	..	..	..	35 6					
18 "	..	..	..	47 6					
19 "	..	..	..	64 6					
20 "	..	..	..	78 6					

Proportion (in any place).

One improver to every two fully paid workers.

(3) **PROHIBITION OF EMPLOYMENT.**—The Board determines that no person shall be employed as an apprentice.

(4) **WEEKLY HOURS.**—That the number of hours to constitute an ordinary week's work shall be 44.

(5) **TIMES OF BEGINNING AND ENDING WORK.**—That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than)—		Time of Ending (not later than)—	
7.30 a.m.	.. .. .	12 noon	on Saturday.
7.30 a.m.	.. .. .	5.30 p.m.	on the other working days of the week.

(6) **OVERTIME.**—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5) ; or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) **HOLIDAYS.**—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

(8) **TERMS OF EMPLOYMENT.**—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to 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 of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages ; and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notices to terminate and the re-engagement, if any.

(9) **ANNUAL HOLIDAY.**—The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

(10) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates set out in clause (2) (b) are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause (11). The wages of improvers 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, and to be made upon the rates prescribed by the Determination for this Section which came into force from the beginning of the first pay period to commence on or after the 1st December, 1946.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

(11) (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the basic wage shall be as prescribed in clause (10).

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 14th January, 1947.



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THURSDAY, FEBRUARY 13.

[1947

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Vinegar and Yeast Section.)

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

(b) On the 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
 - Designs for paper patterns or for other paper articles whatsoever.
 - Paper crackers or bon-bons
 - Lamp-shades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
 - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones
 - Articles made of feathers, including dress ornaments and boas.
 - Vinegar and yeast.
 - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

- | | |
|---|---|
| <ul style="list-style-type: none"> Renovating carpets; Preparing feathers; Treating flax; Treating pyrites and other metalliferous ores; Mixing seed and making poultry foods; Glass badging; Gold stamping; Ivory working; Show-card and ticket-writing; Manufacturing or preparing— <ul style="list-style-type: none"> Abrasive paper or cloth; Asbestos articles; Blue prints; Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board; Button badges; Carbon articles; | <ul style="list-style-type: none"> Chalk, crayons, or other articles from mineral earth; Cinematograph film; Composition flooring; Cutlery; Artificial flowers and bouquets; Paper articles not subject to any Board heretofore appointed; Honey; Ink or adhesives; Silk or parchment lamp shades; Fishing and other nets; Ornaments for cakes; Plaster models; Sporting goods not provided for under any Board heretofore appointed; Surgical instruments; Toys; Watch cases " |
|---|---|

has made, in respect of the manufacturing or preparing of vinegar and yeast,

the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence on or after the 1st December, 1946, the last previous Determination for this section shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
Under 17 years of age ..	41 9	Under 17 years of age ..	41 6	Leading hand, namely an			
17 years of age ..	49 9	17 years of age ..	45 0	employee who, with the			
18 " " ..	67 0	18 " " ..	50 3	authority of his employer,			
19 " " ..	84 3	19 " " ..	55 6	exercises supervision over			
20 " " ..	91 9	20 " " ..	59 0	the work of any other			
				employee or employees ..	118 0		
and thereafter the rate prescribed for adults.				Man engaged in cleaning			
PROPORTION (in any place).				vinegar generator ..	114 0		
One male improver to every three or fraction of three male persons receiving not less than the				*Together with an additional			
minimum rate prescribed for male adults.				7s. 6d for each generator			
One female improver to every three or fraction of three female persons receiving not less than				cleaned.			
the minimum rate prescribed for female adults.				All others ..	114 0		
				Females.			
				All adults ..	60 6		

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than)—

Time of Ending (not later than)—

6 a.m. .. 12 noon on Saturday (not more than four hours to be worked daily).

6 a.m. .. 6 p.m. on the other working days of the week (not more than eight hours to be worked on any day.)

(6) OVERTIME AND TEA MONEY.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half.

Employees who are required on any day to work overtime extending beyond 5.45 p.m. on Monday to Friday inclusive, or 12.45 p.m. on Saturday, shall be paid 1s. 6d. tea money, unless on the previous day before ceasing work they shall have been notified of the intention to work such overtime. Where such notice shall have been given, and any new circumstances arise, the employer shall, except on Saturday, be entitled before 12 noon on the day appointed for such overtime to cancel such notice, and in that case the employee shall not be entitled to tea money.

(7) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, and Melbourne Cup Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on any of the above-mentioned holidays shall be paid for at the rate of double time; if done on Sunday, at the rate of time and a half.

(8) CASUAL EMPLOYEES.—A casual employee shall mean and be deemed to be any employee engaged for a less period than 44 hours per week. All casual employees in compress yeast factories and vinegar works shall be paid one-tenth per day in addition to wages otherwise prescribed herein.

(9) TERMS OF EMPLOYMENT.—All employees shall be engaged by the week, and shall be paid weekly. A week's notice shall be given by the employer or employee to determine employment, or, in lieu of such notice, a week's wages shall be paid. Such notice shall be given at the end of a working week. All time of absence from work shall be deducted from the employee's wages, except absence on the holidays hereinbefore mentioned and except absence without deduction of pay in accordance with the following provision:—

Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the beginning of the employee's consequential absence, he shall on account thereof be entitled without deduction of pay to absent himself from work for one day in each quarter or for a proportionate aggregate in a longer period, but not exceeding one of four days in any year of the employment.

(10) SHOWERS.—Adequate hot and cold showers shall be provided by each employer for his employees.

(11) ANNUAL LEAVE OF ABSENCE.—Each employee on completion of twelve months' service shall be granted twelve days' leave of absence, on full pay. A pro rata leave of absence shall be granted to all employees who have worked six months or over.

(12) WATERPROOF CLOTHING AND CLOGS.—Where an employee is called upon to work in or with water, he shall be provided with waterproof clothing, apron, and clogs free during the time he shall be called upon to perform such duties.

(13) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) (b) are based upon the following basic wage rate for adult males and minimum rate for adult females 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 adjusted as prescribed by clause (14). Provided that the wages of improvers shall be adjusted proportionately to adjustments of the basic wage, fractions of threepence in the result of the calculation of the amount of the increase or decrease to be disregarded.

Basic Wage.

Place.	Basic Wage for Adult Males and Minimum for Adult Females.	Index Number Set Assigned.
Within the area to which this Determination applies—	£ s. d.	
Males ..	5 0 0	Melbourne
Females ..	3 0 6	"

ADJUSTMENT OF BASIC WAGE.

(14) (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in Clause (13).

(c) 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, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The adjustment shall be made on the rates provided in the original Federal Award, which are as follow, viz.:—

PER WEEK.						
(a) Improvers.						
	Weekly wage (adjustable).	Loading (constant).	Industry allowance (constant).	War loading (constant).		
	Per week. £ s. d.	Per week. s. d.	Per week s. d.	Per week s. d.		
					* (b) ADULTS.	
					<i>Males.</i>	
					s. d.	
					<i>Males.</i>	
Under 17 years of age	1 5 0	1 0	1 0	2 0	Leading hand, namely, an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees	70 0
17 years of age ..	1 10 0	1 6	1 0	2 0	Men engaged in cleaning vinegar generator	*66 0
18 years of age ..	2 0 0	1 6	2 0	3 0	*Together with an additional 7s. 6d. for each generator cleaned.	
19 years of age ..	2 10 0	2 0	2 6	4 0	All others	66 0
20 years of age ..	2 15 0	2 0	2 6	4 0		
					<i>Females.</i>	
Under 17 years of age	1 5 0	0 6	1 6	1 9	All adults	35 6
17 years of age ..	1 7 0	1 0	1 6	1 9		
18 years of age ..	1 10 0	1 0	1 9	2 3		
19 years of age ..	1 13 0	1 6	1 9	2 3		
20 years of age ..	1 15 0	1 6	2 0	2 6		

*NOTE.—By a subsequent variation of the Federal award, the following loadings were added to the wages of adults, viz.:—

Males.—An industry loading or margin of 3s. per week and a war loading of 5s. per week.

Females.—An industry loading or margin of 2s. per week and a war loading of 2s. 6d. per week.

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

J. V. WILLOX, Secretary.

Melbourne, 14th January, 1947.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, FEBRUARY 13.

[1947

Factories and Shops Acts.

DETERMINATION OF THE HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (not including professional employees and not including nurses subject to the Hospital Nurses Board) employed in or about—

- (a) a hospital, benevolent asylum or convalescent home doing any kind of work connected with the carrying on of a hospital, benevolent asylum, or convalescent home;
- (b) a sanatorium for the treatment of persons suffering from any form of tuberculosis;
- (c) a hospital or home for the treatment of the mentally afflicted doing any kind of work connected with the carrying on of such hospital or home;

has made the following Determination, namely:—

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

APPRENTICES OR IMPROVERS.

2. (i) (Other than female apprentices to Hospital Cooking employed in connexion with institutions approved by the Wages Board.

WAGES PER WEEK (See Footnote). *

	Employed at Clerical Work.		All Other Classes of Work.		
	Males.	Females.	Males.	Females.	
				Employed in the Metropolitan District; Cities of Ballarat, Bendigo, Geelong, Mildura or Warrnambool; the Towns of Hamilton, Horsham, Sale or Warragul; the Borough of Wangaratta, or Mooroonpa Riding of Shire of Rodney.	Employed in any other part of Victoria.
	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	36 0	30 0	49 0	52 9	51 9
16 years of age	41 0	35 0	54 0		
17 "	46 0	40 0	60 6		
18 "	51 0	45 0	67 6		
19 "	66 0	52 0	75 6		
20 "	86 0	60 0	88 0		

(ii) Apprentices bound to the trade of hospital cooking subject to the conditions prescribed hereunder:—

- (a) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed the first year of an approved course with a school of Domestic Economy is eligible for binding as an apprentice under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.
- (b) During the currency of the indentures the apprentice shall attend evening classes at the said school in order to complete the prescribed course of training.
- (c) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.
- (d) Until further order schools approved by the Wages Board for the purpose of this scheme of apprenticeship shall be:—
 - (i) The Emily McPherson College of Domestic Economy, Melbourne, and
 - (ii) The Gordon Institute of Technology, Geelong.
- (e) The wages of apprentices shall be:—

	Per Week	*(See Footnote).
	£ s. d.	
First year	1 19 3	
Second year	2 11 3	
Third year	3 8 6	

- (f) On completion on her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.
- (g) A form of indenture has been prescribed by the Board.

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less, and in the case of an adult female employee or an apprentice or improver 16s. per week less than the rate fixed.

Female employees (other than casuals, clerks, stenographers, typists, telephone attendants, registered X-ray technicians or laboratory assistants) for whom the employer does not make available board and lodging shall receive, in addition to the wages herein prescribed, an allowance of 14s. per week. Provided that such persons employed for less than the full working week shall be paid a proportionate amount of the allowance specified.

The foregoing allowance shall not be deemed to be part of the weekly wage.

(iii)

PROPORTION (IN ANY PLACE).

APPRENTICES.		IMPROVERS.	
MALES.		MALES.	
One male apprentice to every three or fraction of three male workers receiving not less than 123s. per week.		One male improver to every eight or fraction of eight male workers receiving not less than 123s. per week.	
FEMALES.		FEMALES.	
One female apprentice to every three or fraction of three female workers receiving not less than 68s. per week.		One female improver to every six or fraction of six female workers receiving not less than 68s. per week.	

NOTE.—The Board has determined that as from the 1st December, 1941, no further persons shall be bound as apprentices to the trade, other than those provided for in sub-clause (ii) hereof.

WAGES.

3.

OTHER EMPLOYEES.

(a) Employed in the Metropolitan District: the Cities of Ballarat, Bendigo, Geelong, Mildura, or Warrnambool; the Towns of Hamilton, Horsham, Sale, or Warragul; the Borough of Wangaratta; or the Mooroonpa Riding of Shire of Rodney.

Males.		Females.	
WAGES.* (See footnote).		WAGES.* (See footnote).	
	Per Week s. d.		Per Week s. d.
Clerks	128 6	Clerks	77 6
Cooks—First	135 6	Cook; where there is only one employed ..	82 6
Other cooks	128 6	Cooks in charge of—	
Person in charge of instrument room and/or sharpening and adjusting instruments	150 0	One to three kitchen employees	82 6
Dresser, chief, where five or more dressers are employed	152 0	Four to seven kitchen employees	90 0
Deputy chief dresser, where five or more dressers are employed	147 6	Eight or more kitchen employees	100 0
Dressers doing venereal diseases work	146 0	Second cooks	80 0
Other dressers and/or steriliser room attendant—		Other cooks	77 6
1st year's experience as such	126 0	Head housemaids	72 6
2nd year's experience as such	131 0	Housekeepers	87 6
Thereafter	136 0	Head laundresses in charge of—	
Chief theatre attendant	146 0	One to three persons	80 0
Foreman in charge of—		Four or more persons	85 0
One to nine employees	128 6	Second laundresses	75 0
Ten or more employees	136 0	Laundresses where only one employed ..	75 0
Assistant foreman	126 0	Other laundresses—	
Gardeners in charge of one or more gardeners or where there is only one employed	125 6	1st year's experience as such	68 0
Other gardeners	123 0	2nd year's experience as such	69 0
Incinerator attendants	123 0	Thereafter	70 0
Kitchenmen or scullerymen	123 0	Sorters	75 0
Laboratory assistants	131 6	Washing machine hands	83 0
Laundrymen	126 0	Storekeeper in charge of one or more store hands or where there is only one employed ..	77 6
Mortuary-men employed solely on post-mortem work	141 0	Storekeeper's assistants—	
Other mortuary-men	126 0	1st year's experience as such	68 0
And 10s. extra for each post-mortem.		2nd year's experience as such	69 0
Motor or motor ambulance drivers or assistants	130 6	Thereafter	70 0
Operating theatre attendants	126 0	Stenographers and typists—	
Casualty porters engaged on preparations and theatre work	126 0	1st year's experience as such	77 6
Dispensary porters	126 0	2nd year's experience as such	80 0
Relieving porters	125 6	Thereafter	82 6
X-ray porters	123 0	Telephone attendants	85 0
Night porters who in the course of their duties patrol the hospital	126 6	Waitresses—	
Other night porters	123 0	1st year's experience as such	68 0
Recording attendants	128 6	2nd year's experience as such	69 0
Splint makers	136 0	Thereafter	70 0
Splint makers' assistants	126 0	Wardmaids—	
Storemen in charge of one or more storemen or where there is only one employed	128 6	1st year's experience as such	68 0
Other storemen	123 0	2nd year's experience as such	69 0
Telephone attendants	126 0	Thereafter	70 0
Ward cleaners handling sputum mugs	136 0	Registered X-ray technicians—	
Other ward cleaners	123 0	1st year's experience as such	97 6
X-ray attendants	131 0	2nd year's experience as such	102 6
X-ray technicians—		Thereafter	107 6
1st year's experience as such	123 6	Laboratory assistants	83 0
2nd year's experience as such	138 6	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
Thereafter	148 6	(i) In charge of a ward	80 0
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	128 0	(ii) Other than in charge of a ward—	
All others	123 0	1st year's experience	73 0
		2nd year's experience	74 0
		Thereafter	75 0
		Seamstresses who cut out and fit garments	82 0
		Other seamstresses—	
		1st year's experience as such	70 0
		2nd year's experience as such	71 0
		Thereafter	72 0
		All others—	
		1st year's experience as such	68 0
		2nd year's experience as such	69 0
		Thereafter	70 0

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less, and in the case of an adult female employee or an apprentice or improver 10s. per week less than the rate fixed.

Female employees (other than casuals, clerks, stenographers, typists, telephone attendants, registered X-ray technicians or laboratory assistants) for whom the employer does not make available board and lodging shall receive, in addition to the wages herein prescribed, an allowance of 14s. per week: Provided that such persons employed for less than the full working week shall be paid a proportionate amount of the allowance specified.

The foregoing allowance shall not be deemed to be part of the weekly wage.

(b) Employed in any other part of Victoria.

<i>Males.</i>		<i>Females.</i>	
WAGES.* (See footnote).		WAGES.* (See footnote).	
	Per Week. s. d.		Per Week. s. d.
Male attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	128 0	Clerks	73 0
All others	123 0	Cooks—	
		First—or where there is only one employed ..	82 6
		Second	77 6
		Head laundress; or where there is only one employed ..	75 0
		Other laundresses	70 0
		Stenographers and typistes	78 0
		Telephone attendants	72 0
		Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
		(i) In charge of a ward	80 0
		(ii) Other than in charge of a ward—	
		1st year's experience	73 0
		2nd year's experience	74 0
		Thereafter	75 0
		All others—	
		1st year's experience	68 0
		2nd year's experience	69 0
		3rd year's experience	70 0

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less, and in the case of an adult female employee or an apprentice or improver 16s. per week less than the rate fixed.

Female employees (other than casuals, clerks, stenographers, typistes, telephone attendants, registered X-ray technicians or laboratory assistants) for whom the employer does not make available board and lodging shall receive, in addition to the wages herein prescribed, an allowance of 14s. per week: Provided that such persons employed for less than the full working week shall be paid a proportionate amount of the allowance specified.

The foregoing allowance shall not be deemed to be part of the weekly wage.

SPECIAL ALLOWANCE.

4. Female employees required to feed into or discharge from a laundry washing machine shall receive an allowance of 10s. per week, for each week or part thereof in addition to the rates prescribed.

MEAL INTERVAL.

5. A meal interval of not less than 30 minutes shall be allowed each employee during each shift. Such meal interval shall not be counted as time worked.

HOURS FOR A WEEK'S WORK.

6. The number of hours for a week's work shall be 44, which may be worked—

- (i) in either five or five and a half days, or
- (ii) in a fortnight of 88 hours in eleven shifts of 8 hours each.

OVERTIME.

7. The following overtime rates shall be paid for all work done:—

- (a) Within a spread of 12 hours from the time of commencing work on any day—
 - (i) In excess of the rostered hours for a day's work } Time and a half.
 - (ii) In excess of the number of hours fixed as a week's or a fortnight's work as the case may be }
- (b) Outside a spread of 12 hours from the time of commencing work on any day } Double time.

Overtime worked shall be paid for, and an employee shall not be allowed or required to take time off in lieu thereof.

A FULL WEEK'S WAGES TO BE PAID.

8. Any employee (other than a casual worker) willing to work who works for less than the full working week, shall be entitled to the payment of a full week's wage.

CASUAL LABOUR.

9. A casual employee, i.e., a person who is employed for not more than 18 hours per week, shall be paid per hour an amount equal to $1\frac{1}{3}$ of the weekly rate prescribed by this Determination for the work performed divided by 44.

RISK RATE.

10. Persons (other than dressers doing venereal diseases work for whom provision is already made in clauses 2 or 3) shall in addition to the rates prescribed in clauses 2 or 3 be paid allowances as follows whilst:—

- (a) Employed in infectious diseases wards or wards wherein less than 25 per cent. of the patients are suffering from venereal diseases, cancer, tuberculosis, typhoid, or meningitis } 6d. per day.
- (b) Employed in infectious diseases wards or wards wherein 25 per cent. or more of the patients are suffering from venereal diseases, cancer, tuberculosis, typhoid, or meningitis }
- (c) Handling or dressing patients suffering from venereal diseases, cancer, tuberculosis, typhoid or meningitis or patients qualified for admission to infectious diseases hospitals or wards } 2d. per hour
- (d) Handling clothes, bedding or linen, rubbish bins or refuse not previously disinfected and used in connexion with any patient, hospital or ward referred to in sub-clauses (a), (b), and (c) of this clause } with a
- (e) Handling the bodies of deceased patients who at the time of their death were suffering from any infectious disease or any of the diseases referred to in sub-clause (a) of this clause } minimum
- (f) Engaged in experiments of an infectious nature or handling microscopic slides of an infectious nature or slides used in connexion with any of the complaints referred to in sub-clause (a) of this clause } of 6d. per day.

NAUSEOUS WORK.

11. All male employees not provided for in clause 10 who handle linen of a nauseous nature, other than linen bagged or packed in containers, shall be paid at the rate of 5s. per week in addition to the rates prescribed in clauses 2 or 3.

ANNUAL LEAVE.

12. Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted by such employer two weeks' leave (of seven days each) in each year on full pay, without any deduction for board and lodging.

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

Provided that any employee who leaves or is dismissed for any reason (other than misconduct) after six months' continuous service in any qualifying twelve monthly period, shall in lieu of annual leave, receive a pro rata payment, based on the amount payable for the leave prescribed herein for a full twelve months' continuous service, and the period actually served.

PUBLIC HOLIDAYS.

13. Employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, the first Tuesday in November (within a radius of 20 miles of the General Post Office, Melbourne), Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of these holidays employees shall be entitled to the days so substituted.

Provided that if an employee works on any of such holidays or such holiday occurs on his or her rostered day off or during his or her period of annual leave he or she shall be given—

- (a) within four weeks following the date on which such holiday occurred—
 - (1) one extra day's pay, or
 - (2) equal time off in lieu thereof, or
- (b) one day shall be added to his or her annual leave.

SICK LEAVE.

14. (a) In the event of an employee becoming sick and certified as such by the Medical Superintendent or by a Medical Practitioner approved by the institution or in an institution where there is no Medical Superintendent by a qualified Medical Practitioner approved by the institution, he or she shall be entitled to sick leave on full pay as follows:—

(i) During the first year of service in an institution—one day for each month of service.

(ii) During the second, third, and fourth years of service in an institution—fourteen days in each year.

(iii) Thereafter—twenty-one days in each year.

Sick leave shall be in addition to the annual leave provided in clause 12.

Provided that an employee may be absent through sickness for one day without furnishing evidence of such sickness as provided in sub-clause (a) hereof on not more than three occasions in any one year of service.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof 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 sixty-three 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 June, 1943, shall be disregarded.

(c) Notwithstanding any other provision in this clause an employee who contracts an infectious disease in the course of his or her duties and same having been certified to by the Medical Superintendent or by a Medical Practitioner approved by the institution shall receive full pay during the necessary period off duty up to but not exceeding a period of three months.

EMPLOYEES ENGAGED ON NIGHT DUTY.

15. For any period of not less than 3 hours worked by females between the hours of 8 p.m. and 8 a.m. and by males between the hours of 6 p.m. and 8 a.m. an amount of 6d. for each such period shall be paid in addition to the rates prescribed in clauses 2 or 3 of this Determination.

EARLY MORNING DUTY.

16. Employees (other than employees referred to in clause 15) who commence duty on any day between the hours of 5 a.m. and 6.30 a.m. shall be paid an amount of 5d. for each of such days in addition to the rates prescribed in clauses 2 or 3 of this Determination.

TIME BOOK.

17. Every employer shall provide and cause to be kept a time book or other record in which each employee shall daily enter his or her starting and finishing times.

Such time book or other record shall be available for inspection to the General Secretary of The Hospital Employees' Federation of Australasia.

ROSTER.

18. A weekly roster setting out employees' weekly and daily working hours, times of commencing duty, meal intervals, time off duty and time of ending duty shall be kept posted or affixed in some conspicuous part of the premises in which persons subject to this determination are employed where it may be readily seen by such employees and the Secretary of the Hospital Employees' Federation of Australasia.

DRESSING ROOMS, ETC.

19. Dressing rooms, rest rooms, bathrooms or shower rooms, and lunch rooms, shall be provided for non-resident employees and suitable healthy accommodation for resident employees.

REST INTERVAL.

20. At a time suitable to the employer two rest intervals of ten minutes each shall be given to all employees during each day or rostered shift, and shall be counted as time worked.

UNIFORMS, ETC.

21. (i) Male employees (other than clerks, gardeners, laboratory assistants, recording attendants, splint makers, splint makers assistants, telephone attendants, x-ray attendants, or x-ray technicians) with not less than six months' service with the same employer shall be supplied with uniforms or overalls free of cost to employees. Provided that employees classified as "all others" shall be supplied with uniforms or overalls free of cost to employees if and when they are performing tasks for which uniforms or overalls are deemed to be necessary as herein provided.

(ii) Female employees (other than clerks, laundresses, stenographers and typists, telephone attendants, registered x-ray technicians, laboratory assistants or seamstresses) with not less than six months' service with the same employer shall be supplied with uniforms, overalls, caps or aprons, appropriate to the occupation, free of cost to employees.

(iii) Uniforms, overalls, caps or aprons shall remain the property of the employer, and be laundered by such employer free of cost to the employee.

(iv) The provisions of this clause shall operate as from the 1st January, 1947 provided, however, that such uniforms, overalls, caps or aprons shall be made available to employees only if and when the requisite number of clothing coupons have been surrendered by such employees.

RUBBER GLOVES, ETC.

22. Rubber gloves and all necessary safety appliances shall be provided free of cost for the use of employees and an adequate supply of same shall be maintained.

TERMINATION OF EMPLOYMENT.

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

UNION INTERVIEWS.

24. During working hours employees of any establishment subject to this Determination may, with the consent of the person in charge of such establishment (which consent shall not be unreasonably withheld) be interviewed by the Secretary or Organizer of the Hospital Employees' Federation of Australasia, or have their Union contributions collected by the steward of the said organization.

DEFINITION.

25. For the purpose of this Determination "experience" referred to in clause 3 means experience at such work in any hospital or institution subject to this Determination.

NOTE.—Section 174 of the Factories and Shops Act provides: Where any person is employed to perform two or more classes of work to which a rate fixed by a Wages Board is applicable then such person shall be paid in respect of the time occupied in each class of work at the rate fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

26. The wages rates set out in clauses 2 and 3 are based upon the following basic wage rates and pursuant to the provisions of Section 21 of the Factories and Shops Act 1934, the Board has determined that such rates shall be automatically adjusted as prescribed by Clause 27. Provided that for every increase or decrease of 1s. per week in the basic wage for adult males, the wages of adult female and male junior employees shall be increased or decreased by 6d. per week, and female junior employees by 3d. per week.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	Per week. £ s. d.	Per week. £ s. d.	Per week. £ s. d.	
Throughout the State.. .. .	5 0 0	Adult Males. 0 6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

27. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' 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:—

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the basic wage shall be as prescribed in Clause 26.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amounts of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's 'all items' retail price index number by the factor '087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach '5 or more the basic wage shall be taken to the next higher shilling.

P. A. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 23rd December, 1946.

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MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE POTTERY BOARD.

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

(b) By Orders in Council of the 11th June, 1946, and the 27th December, 1946, the Board was deprived of the powers to provide for any person or persons or classes of persons employed in:—

(i) the process, trade, or business of making roofing tiles (other than roofing tiles made of cement), and all accessories for such roofing tiles; air vents, chimney pots, agricultural pipes, terra cotta lumber and flower pots;

(ii) the digging of clay incidental to the manufacture of the above-mentioned articles;

and such powers were conferred on the Roofing Tiles Board. Appropriate wage rates and conditions in this Determination shall however remain in force until such last named Board has made a Determination.

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 1st December, 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.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	At the Rates prescribed for Adults	25 3	1 3	2 3	28 9
15 years of age		29 3	1 6	2 9	33 6
16		33 6	1 6	3 3	38 3
17		40 0	1 9	3 9	45 6
18		54 0	2 6	5 0	61 6
19		63 6	3 0	6 0	72 6
20		78 3	3 9	7 3	89 3

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	24 9	1 3	2 3	28 3	..	..	..	..
2nd 6 months	28 9	1 3	2 9	32 9	..	..	..	..
1st year .. .. .	..	..	..	..	28 9	1 3	2 9	32 9
2nd	32 6	1 6	3 0	37 0	35 0	1 9	3 3	40 0
3rd	35 0	1 9	3 3	40 0	39 6	1 9	3 9	45 0
4th	39 6	1 9	3 9	45 0	45 3	2 0	4 3	51 6
5th	45 3	2 0	4 3	51 6	50 0	2 3	4 9	57 0
6th	50 0	2 3	4 9	57 0	..	..	..	..
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.
1st Year	s. d. 33 6	s. d. 1 6	s. d. 3 3	s. d. 38 3	s. d. 35 0	s. d. 1 9	s. d. 3 3	s. d. 40 0
2nd	39 6	1 9	3 9	45 0	45 3	2 0	4 3	51 6
3rd	45 3	2 0	4 3	51 6	50 0	2 3	4 9	57 0
4th	50 0	2 3	4 9	57 0	..	..	..	..
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.
1st year	s. d. 39 6	s. d. 1 9	s. d. 3 9	s. d. 45 0	s. d. 46 9	s. d. 2 3	s. d. 4 6	s. d. 53 6
2nd	50 0	2 3	4 9	57 0	..	..	..	..
and thereafter the minimum wage								

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.
Under 15 years of age	At the Rates prescribed for Adults	s. d. 24 6	s. d. 1 3	s. d. 2 3	s. d. 28 0
15 years of age		26 6	1 3	2 6	30 3
16		32 6	1 6	3 0	37 0
17		36 6	1 9	3 6	41 9
18		52 6	2 6	5 0	60 0
19		60 9	3 0	5 9	69 6
20		75 0	3 9	7 0	85 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.
1st 6 months	s. d. 24 6	s. d. 1 3	s. d. 2 3	s. d. 28 0	s. d. ..	s. d. ..	s. d. ..	s. d. ..
2nd 6 months	27 6	1 3	2 6	31 3	..	..	..	..
1st year .. .. .	..	..	..	..	27 6	1 3	2 6	31 3
2nd	30 9	1 6	3 0	35 3	33 9	1 9	3 3	38 0
3rd	33 9	1 9	3 3	38 9	36 3	1 9	3 6	41 6
4th	36 3	1 9	3 6	41 6	42 9	2 0	4 0	48 9
5th	42 9	2 0	4 0	48 9	48 9	2 3	4 9	55 9
6th	48 9	2 3	4 9	55 9	..	..	..	..
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	28 9	1 3	2 9	32 9	33 6	1 9	3 3	38 6
2nd	35 9	1 9	3 6	41 0	42 9	2 0	4 0	48 9
3rd	42 9	2 0	4 0	48 9	48 9	2 3	4 9	55 9
4th	48 9	2 3	4 9	55 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	36 9	1 9	3 6	42 0	42 9	2 0	4 0	48 9
2nd	48 9	2 3	4 9	55 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 <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, Ferntree Gully, Gisborne, Kellor, Lilydale, 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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
All Departments.				
Head burner	131 0	2 11 ⁸ / ₁₁	128 0	2 10 ¹⁰ / ₁₁
All other burners	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁹ / ₁₁
Mouldmakers	133 0	3 0 ³ / ₁₁	130 0	2 11 ³ / ₁₁
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	137 0	3 1 ⁴ / ₁₁	137 0	3 1 ⁴ / ₁₁
All other clayhole men (employers to provide tools)	128 0	2 10 ¹⁰ / ₁₁	125 0	2 10 ¹ / ₁₁
Men boring or using explosives	132 0	3 0	129 0	2 11 ² / ₁₁
FEMALES.				
Females	68 3	1 6 ²⁷ / ₄₁	65 3	1 5 ²⁵ / ₄₁
MALES.				
Glazed Pipes and Salt-glazed Ware.				
Flanger	132 0	3 0	129 0	2 11 ³ / ₁₁
Man in charge of plunger	126 6	2 10 ¹ / ₁₁	123 6	2 9 ¹⁵ / ₂₉
Pressers	129 0	2 11 ² / ₁₁	126 0	2 10 ⁴ / ₁₁
Setters	129 0	2 11 ² / ₁₁	126 0	2 10 ⁴ / ₁₁
Junction sticker	129 0	2 11 ² / ₁₁	126 0	2 10 ⁴ / ₁₁
Man working pipe flanging machine	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁹ / ₁₁
Bitumen jointers	124 0	2 9 ⁹ / ₁₁	121 0	2 9
Drawers	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁹ / ₁₁
Feeders of pipe machine	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Hand feeders of raw or burnt clay into crusher or grinding pan	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁹ / ₁₁
Man carrying or wheeling into or out of kiln or to or away from kiln	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Man sorting pipes	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Pipe dressers	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Packers of goods into railway trucks	122 0	2 9 ⁸ / ₁₁	119 0	2 8 ⁸ / ₁₁
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	121 0	2 9	118 0	2 8 ⁷ / ₁₁

All Other Employees—continued.

	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1923</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, Ferntree Gully, Gisborne, Kellora, 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.
Dust Tile Making.				
Leading hand slip making	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Slip house attendants	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Head placer inside a kiln	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Man dipping tiles and in charge of dipping room	125 0	2 10 ⁴ / ₁₁	122 0	2 9 ³ / ₁₁
Man hand-pressing dust tiles with 6-in. press	125 0	2 10 ⁴ / ₁₁	122 0	2 9 ³ / ₁₁
Setter and/or drawer	125 0	2 10 ⁴ / ₁₁	122 0	2 9 ³ / ₁₁
Sagger maker	125 0	2 10 ⁴ / ₁₁	122 0	2 9 ³ / ₁₁
Man operating lever on sagger machine	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Man carrying into or out of kiln	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Head packer	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁸ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Other packers	122 0	2 9 ³ / ₁₁	119 0	2 8 ³ / ₁₁
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	121 0	2 9	118 0	2 8 ² / ₁₁
General Pottery and Insulator Making.				
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware	128 0	2 10 ¹⁰ / ₁₁	125 0	2 10 ¹ / ₁₁
Man employed at pinning, leading, and/or cementing insulators or similar ware	125 0	2 10 ¹ / ₁₁	122 0	2 9 ³ / ₁₁
Sanitary ware presser	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁸ / ₁₁
Head packer	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁸ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Other packers	122 0	2 9 ³ / ₁₁	119 0	2 8 ³ / ₁₁
Leading hand slip making	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Slip house attendants	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Tea-pot hand pressers	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Man fixing handles or spouts	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Hollow ware presser or head dipper	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Turner	128 0	2 10 ¹⁰ / ₁₁	125 0	2 10 ¹ / ₁₁
Caster	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Stoneware thrower—				
4th year's experience	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ³ / ₁₁
5th year's experience	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁸ / ₁₁
and thereafter	133 0	3 0 ² / ₁₁	130 0	2 11 ⁵ / ₁₁
Head placer inside a kiln	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Other placers	125 0	2 10 ¹ / ₁₁	122 0	2 9 ³ / ₁₁
Sagger maker	125 0	2 10 ¹ / ₁₁	122 0	2 9 ³ / ₁₁
Jolly and jigger hands	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁸ / ₁₁
Pressers (screw and lever type inclusive)	126 6	2 10 ¹ / ₂	123 6	2 9 ¹⁵ / ₂₂
Man, other than setter or placer, employed in the kiln handling or carrying ware or saggars into or out of kiln	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Hand feeders of raw or burnt clay into crusher or grinding pan	125 0	2 10 ¹ / ₁₁	122 0	2 9 ³ / ₁₁
Grinders of burnt ware	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Potter's printer	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Man operating lever on sagger machine	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	121 0	2 9	118 0	2 8 ² / ₁₁
Plastic Tile and Terra-cotta Making.				
Flower pot, or flower-pot saucer throwers	130 0	2 11 ⁵ / ₁₁	127 0	2 10 ⁷ / ₁₁
Facemen	126 6	2 10 ⁴ / ₁₁	123 6	2 9 ¹⁵ / ₂₂
Pressers (screw and lever type inclusive)	126 6	2 10 ⁴ / ₁₁	123 6	2 9 ¹⁵ / ₂₂
Setters	129 0	2 11 ⁵ / ₁₁	126 0	2 10 ⁴ / ₁₁
Vent makers	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁸ / ₁₁
Man in charge of plunge	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁸ / ₁₁
Drawers	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁸ / ₁₁
Hand feeders of raw or burnt clay into crusher or grinding pan	125 0	2 10 ¹ / ₁₁	122 0	2 9 ³ / ₁₁
Man feeding tile press	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Man taking off roofing tile press	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Man carrying or wheeling into or out of kiln or to or away from kiln	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Man digging and/or wheeling clay from an uncovered dump	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Man sorting roofing tiles	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Packers of goods into railway trucks	122 0	2 9 ³ / ₁₁	119 0	2 8 ³ / ₁₁
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	121 0	2 9	118 0	2 8 ² / ₁₁

TIME OF BEGINNING AND ENDING WORK.

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

Time of Beginning.

7 a.m. ..

7 a.m. ..

Time of Ending.

.. 1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.

.. 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. An addition of 10% to the ordinary rates prescribed in clause 2 hereof for the occupation concerned shall be payable to shift workers for any work, including overtime, performed by them between 6 p.m. and 6 a.m.; and any extra payment, as prescribed in clause 4 hereof, for overtime performed by such workers between the said hours, shall be calculated on the aforesaid ordinary rates.

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 HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

SICK LEAVE.

9. (a) Where an employee has been in the industry for a period of not less than three months in any year, 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) For the purpose of administering sub-clause (a) hereof an employer may, within two weeks of the employee entering his employment, require such employee to make a sworn declaration or provide other satisfactory evidence as to what paid sick leave of absence he has had from any employer within the industry during the then current year; and upon such statement or other evidence the employer shall be entitled to rely and act.

(c) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed 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.

(d) 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. Any such allowance shall be made prior to the meal interval on the day on which such overtime is worked.

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, Eltham, Ferntree Gully, Gisborne, Kailor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	..	..	2s. 3½d. per trap
Boundary traps, 4 inches	..	..	1s. 7½d. "
Gully traps (flanged)	..	..	1s. 5d. each
Disconnectors	..	..	1s. 5d. "
Basins	..	..	1s. 5d. "
Junctions	..	..	19s. 5½d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).

7 inches	..	..	14s. 3½d. per gross
8 "	..	..	19s. 5½d. "
9 "	..	..	23s. 7½d. "
10 "	..	..	28s. 11½d. "
11 "	..	..	33s. 5½d. "
12 "	..	..	37s. 0½d. "

or 25s. 10½d. per gross all round.

Chambers (Hand Pressed).

12's	..	..	48s. 11d. per gross
9's	..	..	63s. 11d. "
6's	..	..	71s. 3½d. "
Fluted chambers, finishing and handling	..	..	27s. 4d. "

6s. 7d. per gross extra to be allowed for embossed chambers.

Chambers (Jiggered).

Jiggering.	Turning.	Handling.
per gross.	per gross.	per gross.
12's	16s. 2½d.	13s. 3½d.
9's	19s. 5½d.	15s. 10d.
6's	22s. 7d.	18s. 3½d.

6s. 8½d. per gross extra to be allowed for embossed chambers.

Bed Slippers and Bed Pans (Hand Pressed).

Bed slippers, large and small	..	13s. 9½d. per dozen
Bed pans	..	13s. 9½d. "

Ewers (Hand Pressed).

9's	..	9s. 1½d. per dozen
6's	..	9s. 7½d. "

Lip Bowls (Hand Pressed).

No. 1 (11 inches or under)	..	43s. 7½d. per gross
No. 2 (12 inches)	..	48s. 10½d. "
No. 3 (13 inches)	..	55s. 7d. "
No. 4 (14 inches or over)	..	62s. 10½d. "

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

7 and 8 inches	..	9s. 9½d. per dozen
9 and 10 inches	..	11s. 2½d. "

Soap Dishes.

3-piece soap dishes	..	41s. 11d. per gross
1-piece soap dishes	..	23s. 9½d. "

Male and Female Urinals.

Male and female urinals	..	8s. 7½d. per dozen
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Cottage Pans and Traps.

Cane.	White.
Pans	Traps
22s. 8d. per dozen	24s. 7½d. per dozen
22s. 8d. "	24s. 7½d. "

Pans (Throwing).

Bread or Cream—	..	..
Not more than 1½ gallons	..	56s. 7½d. per 100 gallons
More than 1½ gallons	..	52s. 6½d. "

Pudding Bowls.

9's	..	24s. 1½d. per gross
12's	..	17s. 6½d. "
18's	..	14s. 2½d. "
24's	..	8s. 0½d. "

Jelly Moulds.

1, 1½, and 2 pints	..	51s. 9½d. per gross
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Jars (Throwing).

Squat jars—
Under 2 gallons	..	41s. 4d. per 100 gallons
2 gallons and over	..	37s. 9d. "

Spittoons (Hand Pressed).

Large	..	39s. 10½d. per gross
Small	..	33s. 0½d. "

Vases.

Vases	..	32s. 7½d. per gross
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Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon)	..	14s. 3½d. per dozen bottles
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Bung Jars and Demijohns (Throwing).

1 gallon	..	2s. 11d. per dozen
2 gallon	..	5s. 0½d. "
3 gallon	..	9s. 2d. "
5 gallon	..	19s. 11½d. "

1s. 0½d. per dozen extra for handle bottles.

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in. or its equivalent in cubic inches—

Straight fronts—			
Cane	..	..	6s. 4½d. each
White	..	..	6s. 7d. "
Hollow fronts—			
Cane	..	..	5s. 4½d. "
White	..	..	6s. 1½d. "
Sizes exceeding the above dimensions—			
Cane	..	..	6s. 10½d. "
White	..	..	7s. 10½d. "
State pattern—			
Cane	..	..	6s. 0½d. "
White	..	..	6s. 6½d. "

Jugs (Throwing).

39's	..	13s. 1d. per gross
36's	..	13s. 11½d. "
30's	..	16s. 3½d. "
24's	..	18s. 10½d. "
12's	..	26s. 4½d. "

Barrels (Throwing).

Barrels	..	56s. 7½d. per 100 gallons
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Washing or Toilet Bowls (Hand Pressed).

Plain	..	56s. 5½d. per gross
Embossed	..	62s. 8d. "

Foot Warmers (Hand Pressed).

Plain	..	9s. 6½d. per dozen
Plain, with screw top	..	11s. 8d. "
Embossed, with screw top	..	9s. 3½d. "

Jam Jugs.

Handling jam jugs	..	14s. 8d. per gross
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Syrup Jars.

Large	..	17s. 8d. per dozen
Small	..	13s. 2½d. "

Filter Shells (Throwing).

Dripstone	..	57s. 9d. per 100 gallons
Candles (making and shaving)	..	11½d. per gallon

Ginger Beer and Ale Bottles (Throwing).

1 gallon (screwed)	..	41s. 10½d. per gross
Ale bottles	..	14s. 0½d. "
Others	..	7s. 6½d. "

Jugs (Hand Pressed).

30's	..	39s. 3½d. per gross
24's	..	46s. 4d. "
12's	..	57s. 5½d. "

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).				Crimp-pots and Saucers (Throwing and Finishing).			
3 inches	..	..	3s. 1½d. per gross	5 inches	..	11s. 5½d. per gross	7s. 2½d. per gross
4 "	..	..	4s. 2½d. "	6 "	..	14s. 6½d. "	9s. 7d. "
5 "	..	..	6s. 3½d. "	7 "	..	18s. 3½d. "	11s. 8½d. "
6 "	..	..	8s. 3½d. "	8 "	..	25s. 9½d. "	17s. 2d. "
7 "	..	..	10s. 2½d. "	9 "	..	29s. 2½d. "	22s. 7½d. "
8 "	..	..	16s. 6½d. "	10 "	..	36s. 6½d. "	28s. 6d. "
9 "	..	..	20s. 5½d. "	<i>Seed Pans.</i>			
10 "	..	..	27s. 4½d. "	8 inches	..	..	16s. 5d. per gross
12 "	..	..	51s. 0½d. "	9 "	..	..	20s. 5½d. "
13 "	..	..	71s. 11½d. "	10 "	..	..	22s. 9½d. "
14 "	..	..	98s. 3½d. "	12 "	..	..	34s. 1½d. "
15 "	..	..	121s. 8½d. "	13 "	..	..	42s. 5d. "
18 "	..	..	247s. 10½d. "	14 "	..	..	53s. 4½d. "
Flower-pot Saucers (Throwing and Finishing).				15 "	..	..	65s. 10½d. "
4 inches	..	..	3s. 0½d. per gross	<i>Butter Coolers and Butter-cooler Saucers.</i>			
5 "	..	..	4s. 2½d. "	<i>Butter Coolers.</i>			
6 "	..	..	6s. 4½d. "	8's	..	7s. 1d. per dozen	1s. 2½d. per dozen
7 "	..	..	8s. 5d. "	9's	..	8s. 0d. "	1s. 6½d. "
8 "	..	..	12s. 2½d. "	<i>Chimney-pots.</i>			
9 "	..	..	17s. 11½d. "	16 inches and under	..	..	11s. 5d. per dozen
10 "	..	..	19s. 4½d. "	Over 16 inches	..	..	14s. 2½d. "
12 "	..	..	25s. 5d. "	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.			
13 "	..	..	37s. 10d. "				
14 "	..	..	48s. 10½d. "				
15 "	..	..	61s. 0½d. "				
<i>Ridging.</i>							
Ridging made by hand from wood or plaster moulds	..	..	3s. 4½d. per dozen				

Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.							
Boundary traps, 6 inches	..	..	2s. 2½d. per trap	Disconnectors	..	..	1s. 3½d. each
Boundary traps, 4 inches	..	..	1s. 5½d. "	Basins	..	..	1s. 3½d. "
Gully Traps (flanged)	..	..	1s. 0d. each	Junctions	..	..	18s. 8½d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).				Pedestal Pans (Hand Pressed).			
7 inches	..	..	13s. 6½d. per gross	Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—			
8 "	..	..	18s. 7d. "	Straight fronts—			
9 "	..	..	22s. 9½d. "	Cane			
10 "	..	..	27s. 4½d. "	White			
11 "	..	..	31s. 9½d. "	Hollow fronts—			
12 "	..	..	36s. 11½d. "	Cane			
or 25s. 2d. per gross all round.				White			
Chambers (Hand Pressed).				Sizes exceeding above dimensions—			
12's	..	..	47s. 9d. per gross	Cane			
9's	..	..	61s. 0½d. "	White			
6's	..	..	66s. 11½d. "	State Pattern—			
Fluted chambers, finishing and handling 25s. 11½d. "				Cane			
6s. 4½d. per gross extra to be allowed for embossed chambers.				White			
Chambers (Jiggered).				Jugs (Throwing).			
Jiggering.	per gross.	Turning.	Handling.	39's	..	..	12s. 7d. per gross
12's	15s. 2d.	12s. 8½d.	12s. 8½d.	36's	..	..	13s. 1½d. "
9's	18s. 6½d.	14s. 6½d.	14s. 6½d.	30's	..	..	16s. 4½d. "
6's	21s. 6½d.	17s. 4½d.	17s. 4½d.	24's	..	..	16s. 4½d. "
6s. 4½d. per gross extra to be allowed for embossed chambers.				12's	..	..	26s. 4d. "
Bed Slippers and Bed Pans (Hand Pressed).				Barrels (Throwing).			
Bed slippers, large and small	..	..	13s. 1½d. per dozen	Barrels	..	..	53s. 9½d. per 100 gallons
Bed pans	..	..	13s. 1½d. "	Lip Bowls (Hand Pressed).			
Ewers (Hand Pressed).				No. 1 (11 inches or under)			
9's	..	..	8s. 9d. per dozen	No. 2 (12 inches)			
6's	..	..	9s. 3d. "	No. 3 (13 inches)			
Vases.				No. 4 (14 inches or over)			
Vases	..	..	31s. 0½d. per gross	Oval Cover Dishes, with Raised Foot (Hand Pressed).			
Bottles (Throwing).				7 and 8 inches			
Acid bottles, including stopping and stamping (3 gallon)	..	..	13s. 3½d. per dozen bottles	9 and 10 inches			
Bung Jars and Demijohns (Throwing).				Soap Dishes.			
1 gallon	..	..	2s. 9½d. per dozen	3-piece soap dishes			
2 "	..	..	4s. 9½d. "	1-piece soap dishes			
3 "	..	..	8s. 5½d. "	Male and Female Urinals.			
5 "	..	..	18s. 9½d. "	Male and female urinals			
11½d. per dozen extra for handle bottles.				..			

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.

<i>Cottage Pans and Traps.</i>				<i>Pudding Bowls.</i>			
Cane.		White.					
Pans ..	20s. 2d. per dozen	..	23s. 6½d. per dozen	9's ..	..	..	23s. 2½d. per gross
Traps ..	20s. 2d. "	..	23s. 6½d. "	12's ..	..	..	17s. 0d. "
				18's ..	..	..	12s. 9½d. "
				24's ..	..	..	7s. 7½d. "
<i>Pans (Throwing).</i>				<i>Jelly Moulds.</i>			
Bread or Cream—				1, 1½, and 2 pinte	..	..	49s. 4½d. per gross
Not more than 1½ gallons	..	..	53s. 4½d. per 100 gallons				
More than 1½ gallons	..	..	48s. 8½d. "				
<i>Spittoons (Hand Pressed)</i>				<i>Jars (Throwing).</i>			
Large	..	..	37s. 11½d. per gross	Squat jars—			
Small	..	..	31s. 10½d. "	Under 2 gallons	..	..	39s. 6½d. per 100 gallons
				2 gallons and over	..	..	35s. 9½d. "
<i>Washing or Toilet Bowls (Hand Pressed).</i>				<i>Filter Shells (Throwing).</i>			
Plain	..	..	52s. 11½d. per gross	Dripstone	..	..	53s. 7d. per 100 gallons
Embossed	..	..	50s. 11d. "	Candles (making and shaving)	..	..	10½d. per gallon
<i>Foot Warmers (Hand Pressed).</i>				<i>Ginger Beer and Ale Bottles (Throwing).</i>			
Plain	..	..	9s. 3½d. per dozen	1 gallon (screwed)	..	..	39s. 0d. per gross
Plain, with screw top	..	..	11s. 7½d. "	Ale bottles	..	..	4s. 8½d. "
Embossed, with screw top	..	..	14s. 2½d. "	Others	..	..	7s. 4½d. "
<i>Jam Jugs.</i>				<i>Jugs (Hand Pressed).</i>			
Handling jam jugs	..	..	13s. 11½d. per gross	30's ..	..	..	36s. 10½d. per gross
<i>Syrup Jars.</i>				24's ..	..	..	45s. 1½d. "
Large	..	..	16s. 4½d. per dozen	12's ..	..	..	54s. 5d. "
Small	..	..	12s. 2d. "				

TERRA COTTA.

<i>Flower-pots (Throwing and Finishing).</i>				<i>Crimp-pots and Saucers (Throwing and Finishing).</i>			
				Crimp-pots.		Crimp-pot Saucers.	
3 inches	..	..	3s. 1d. per gross	5 inches	10s. 11d. per gross	..	7s. 3½d. per gross
4 "	..	..	3s. 10½d. "	6 "	13s. 10½d. "	..	9s. 2½d. "
5 "	..	..	5s. 11½d. "	7 "	17s. 10½d. "	..	10s. 11d. "
6 "	..	..	7s. 10½d. "	8 "	25s. 2d. "	..	16s. 4d. "
7 "	..	..	9s. 8½d. "	9 "	28s. 11½d. "	..	21s. 6d. "
8 "	..	..	15s. 9½d. "	10 "	34s. 5½d. "	..	26s. 11d. "
9 "	..	..	19s. 7d. "				
10 "	..	..	24s. 5½d. "	<i>Seed Pans.</i>			
12 "	..	..	37s. 3½d. "	8 inches	..	..	15s. 8½d. per gross
13 "	..	..	71s. 0½d. "	9 "	..	..	19s. 5½d. "
14 "	..	..	94s. 4½d. "	10 "	..	..	21s. 9d. "
15 "	..	..	116s. 10d. "	12 "	..	..	31s. 4½d. "
18 "	..	..	233s. 10½d. "	13 "	..	..	40s. 6½d. "
<i>Flower-pot Saucers (Throwing and Finishing).</i>				14 "	..	..	50s. 7d. "
4 inches	..	..	2s. 10½d. per gross	15 "	..	..	61s. 3½d. "
5 "	..	..	3s. 10½d. "	<i>Butter Coolers and Butter-cooler Saucers.</i>			
6 "	..	..	6s. 0½d. "	Butter Coolers.		Butter-cooler Saucers.	
7 "	..	..	7s. 8½d. "	8's ..	6s. 10½d. per dozen	..	1s. 2d. per dozen
8 "	..	..	11s. 9½d. "	9's ..	7s. 4½d. "	..	1s. 5½d. "
9 "	..	..	15s. 9½d. "	<i>Chimney-pots.</i>			
10 "	..	..	18s. 5½d. "	16 inches and under	..	..	10s. 9½d. per dozen
12 "	..	..	24s. 2d. "	Over 16 inches	..	..	13s. 3d. "
13 "	..	..	37s. 0½d. "				
14 "	..	..	46s. 11½d. "				
15 "	..	..	57s. 2½d. "				
<i>Ridging.</i>							
Ridging made by hand from wood or plaster							
moulds	..	..	3s. 2d. per dozen				

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 the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 20. 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:—

- The rates for apprentices and improvers to the nearest 3d., half or less than half of 3d. to be disregarded.
- The piecework prices as set out in clause 17 to the nearest farthing.
- 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.

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.

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</i> 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, Fern-tree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.	5 0 0	6 0	5 6 0	Melbourne
Within all other parts of Victoria— <i>3s. less</i> (except clayhole men working underground in shaft and/or tunnel).				

ADJUSTMENT OF BASIC WAGE.

20. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the basic wage shall be as prescribed in clause 19.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's 'all items' retail price index number by the factor '087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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.
All Departments.			
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
Glazed Pipes and Salt-glazed Ware.			
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
Dust Tile Making.			
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
General Pottery and Insulator Making.			
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

MARGINAL RATES—continued.

Classification.	Margins Per Week.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
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 passers	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, other than setter or placer, employed in the kiln handling (or carrying ware or saggars 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
Plastic Tile and Terra-cotta Making.			
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
FEMALES.			
Adult females (All Departments)	2 9	2 9	5 6

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

J. W. RYAN, Secretary.

Melbourne, 8th January, 1947.



VICTORIA GOVERNMENT GAZETTE.

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[1947

Factories and Shops Acts.

DETERMINATION OF THE ELECTRO-PLATERS BOARD.

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

(b) On the 7th day of February, 1938, the Tinsmiths Board was deprived of the power to determine the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of metal polishing, and such power was conferred exclusively on the Electro-platers Board.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which now has power to "Determine the lowest prices or rates which may be paid to—

(i) any person or persons or classes of persons employed in the process, trade, or business of—

- (a) Electro plating ;
- (b) Metal polishing ;
- (c) Metal grinding in electroplating establishments ;
- (d) Enamelling or japanning metals—

other than persons subject to the Determination of any one of the following Boards :—

Bedstead Makers Board,
Engineers and Brassworkers (Skilled) Board,
Engineers and Brassworkers (Unskilled) Board,
Jewellers Board,
Ovenmakers Board,
Tinsmiths Board ;

(ii) any person employed electro plating, grinding, polishing, or finishing articles of tableware or table cutlery"—has made the following Determination, viz :—

1. (a) That as from the beginning of the first pay period to commence on or after the 1st December, 1946, Clauses 2, 25 and 26 of the last previous Determination of this Board shall be revoked and replaced by this Determination.

(b) Clauses other than Clauses 2, 25 and 26 of the last previous Determination of the Board which came into operation as from the beginning of the first pay period to commence on or after the 11th December, 1946, shall remain in force.

2.

WAGES.

Adults.										Per Week of 44 Hours.
<i>Males.</i>										<i>s. d.</i>
Grinder or polisher .. .. .	..	..	..	..	..	..	..	..	..	130 6
Electro-plater—										
1st Class .. .. .	..	..	..	..	..	..	..	..	..	142 0
2nd Class .. .. .	..	..	..	..	..	..	..	..	..	130 0
3rd Class .. .. .	..	..	..	..	..	..	..	..	..	117 0
Liner or hand decorator .. .. .	..	..	..	..	..	..	..	..	..	130 6
Coater .. .. .	..	..	..	..	..	..	..	..	..	122 6
Spray operator .. .. .	..	..	..	..	..	..	..	..	..	119 0
All others .. .. .	..	..	..	..	..	..	..	..	..	106 0
<i>Females.</i>										
Females employed at—										
(a) Hand burnishing, hand finishing, or lacquering .. .. .	..	..	..	..	..	..	..	..	..	89 0
(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length .. .. .	..	..	..	..	..	..	..	..	..	130 6
All others .. .. .	..	..	..	..	..	..	..	..	..	61 0

Leading Hands.

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

APPRENTICESHIP.

All Classes of Work other than Electroplater—1st Class.

3.

Experience.	Wages per Week of 44 Hours.	
	Males.	Females.
	s. d.	s. d.
1st year—1st six months	14 9	14 9
2nd	14 9	14 9
2nd year—1st	30 6	30 6
2nd	30 6	30 6
3rd year—1st	42 6	42 6
2nd	42 6	42 6
4th year	54 9	54 9
5th year	64 9	..
6th year	78 9	..

PROPORTION (BY ANY EMPLOYER).

Males.

Three male apprentices to every three or fraction of three male workers receiving not less than 106s. per week of 44 hours.

Females.

Two female apprentices to every three or fraction of three female workers receiving not less than 61s. per week of 44 hours.

Electroplater—1st Class only.

(ii) (a) An employer shall not employ any minor in the trade or occupation of an Electroplater—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

Contract of Apprenticeship.

(b) Every contract of apprenticeship hereinafter made shall contain—

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

Cancellation or Suspension of Indenture.

(c) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Proportion.

(d) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three or fraction of three electroplaters—1st class.

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

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

Period of Apprenticeship.

(e) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Adult Apprentices.

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

Probationary Period.

(g) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall, within fourteen days of employing a probationer, notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

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

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

(i)

WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Payable.
<i>Four and Five-year Terms.</i>				
	Per Week.	Per Week.	Per Week.	
1st year	22½	s. d.	s. d.	23 0
2nd year	30	1 0	1 0	32 0
3rd year	45	1 6	1 6	48 0
4th year	75	2 0	2 3	79 0
5th year	95	2 0	3 0	100 0
<i>Four-year Terms.—Apprentices Commencing after the Age of 17 Years.</i>				
1st year	26	..	0 9	26 6
2nd year	45	1 0	1 6	47 6
3rd year	75	2 0	2 3	79 0
4th year	95	2 0	3 0	100 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid four-fifths of the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

(k) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

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

Lost Time.

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

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(p) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

IMPROVERS.

All Classes of Work other than Electroplater—1st class.

4.

Experience.	Males.						Wages per Week of 44 Hours. Females.
	Wages per Week of 44 Hours.						
	Commencing Age—						
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	
1st year—1st six months	s. d. 15 6	s. d. 18 6	s. d. 33 0	s. d. 36 0	s. d. 53 0	s. d. 61 9	s. d. 15 6
2nd	18 6	33 0	36 0	53 0	61 9	83 9	18 6
2nd year—1st	33 0	36 0	53 0	61 9	83 9	..	33 0
2nd	36 0	53 0	61 9	83 9	97 9	..	36 0
3rd year—1st	53 0	61 9	83 9	97 9	..	..	53 0
2nd	61 9	83 9	97 9	105 3	..	..	60 0
4th year	83 9	97 9	105 3	..	..	..	..
5th year	97 9	105 3	..	..	..	..	..
6th year	105 3	..	..	..	..	..	..

PROPORTION (BY ANY EMPLOYER).

Males.

One male improver to every three or fraction of three male workers receiving not less than 122s. 6d. per week of 44 hours.

Females.

Two female improvers to each female worker receiving not less than 61s. per week of 44 hours.

JUVENILE WORKERS.

5. Persons under 21 years of age (other than apprentices or improvers) employed at slinging and unslinging, hanging, cleaning, scouring, scratch-brushing, drying-out, or cleaning old enamel off cycle wheels or frames or other old iron or tinware, filling up, rubbing down and firing in connexion with glass enamels for badges or medallions; or polishing legging clips, clips and plugs for rugs, nuts, screws, bolts, washers, or caps, all builders' brass and ironware, up to 1½-in. diameter, and knitting needles—

Experience.	Wages per Week of 44 Hours.					
	Commencing Age—					
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
1st year—1st six months	s. d. 15 6	s. d. 18 6	s. d. 33 0	s. d. 36 0	s. d. 53 0	s. d. 61 9
2nd	18 6	33 0	36 0	53 0	61 9	83 9
2nd year—1st	33 0	36 0	53 0	61 9	83 9	..
2nd	36 0	53 0	61 9	83 9	97 9	..
3rd year—1st	53 0	61 9	83 9	97 9	..	..
2nd	61 9	83 9	97 9	105 3	..	..
4th year	83 9	97 9	105 3	..	..	..
5th year	97 9	105 3	..	..	..	..
6th year	105 3	..	..	..	..	..

SPECIAL RATES.

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

Wet Places.

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

Cleaning Out Plating Tanks.

(b) An employee engaged at cleaning out plating tanks shall be paid 1½d. per hour extra whilst so engaged.

Special Rates not Cumulative.

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

Rates not Subject to Penalty Additions.

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

SPECIAL RATES FOR GRINDERS AND POLISHERS.

7. (a) When a person is continuously engaged grinding or polishing any article the size or shape of which does not permit of the hood required by Regulation No. 25, of Chapter IX. of the Regulations made under the Factories and Shops Acts on the 4th day of March, 1930, being kept close up to the wheel in the manner prescribed by the said Regulation, he shall be paid for each week whilst so engaged an additional sum of three shillings.

(b) A person shall be deemed to be continuously engaged within the meaning of this provision if he is so occupied for not less than fifteen hours in any week, and shall be entitled to receive the full sum of three shillings aforementioned.

HOURS OF WORK.

Day Workers.

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

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

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

Five-Days Week.

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

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

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

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

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

SHIFT WORK.

Definitions.

9. (a) For the purposes of this clause—

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

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

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

"Rostered shift" means a shift of which the employee concerned has had at least 18 hours' notice.

Hours—Continuous Work Shifts.

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

The ordinary hours of such shift workers shall not exceed—

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

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

- (i) a shift consist of 8 hours, inclusive of crib time ;
- (ii) except at the regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours ;
- (iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other Than Continuous Work.

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

- (i) 44 in any week to be worked in five shifts of 8 hours 48 minutes on Monday to Friday inclusive, or five shifts of 8 hours and one shift (Saturday) of four hours ; or
- (ii) 88 in 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week ; or
- (iii) 132 in 21 consecutive days, in which case an employee shall not, without payment of overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

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

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

Rosters.

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

Variation by Agreement.

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

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

Afternoon or Night Shift Allowances.

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

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

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

An employee who—

- (i) during a period of engagement on shift works night shift only ; or
 - (ii) remains on night shift for a longer period than four consecutive weeks ; or
 - (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,
- shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

Overtime.

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

- (i) if employed on continuous work be paid at the rate of double time ; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter,

except in each case when the time is worked—

- (iii) by arrangement between the employees themselves ;
- (iv) for the purpose of effecting the customary rotation of shifts ; or
- (v) is due to the fact that the relief man does not come on duty at the proper time ; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 16 (b) hereof.

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

Sundays and Holidays.

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

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 12 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate ; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Junior and Female Employees.

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

MIXED FUNCTIONS.

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

OVERTIME.

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

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

Rest Period After Overtime.

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

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

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

Call Back.

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

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

Saturday Work—Five-days Week.

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

Standing By.

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

Meal Hours—General.

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

Meal Hours—Maintenance Employees.

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

Crib Time.

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

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

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

Tea Money.

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

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

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

Transport of Employees.

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

HOLIDAYS AND SUNDAY WORK.

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

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

Exceptions.

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

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

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

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

PIECE-WORK RATES.

13. Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results.

EXTRA RATES NOT CUMULATIVE.

14. Extra rates in this Determination, except rates prescribed in clause 6, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

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

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

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

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

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

*CONTRACT OF EMPLOYMENT.**Weekly Employment.*

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

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

(c) An employee not attending for duty shall except as provided by clause 17 hereof lose his pay for the actual time for such non-attendance.

Casual Employment.

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

Late Comers.

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

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

SICK LEAVE.

17. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations :—

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

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

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

Single day absence.

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

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year.

Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

Attendance at Hospitals &c.

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

*ANNUAL LEAVE.**Period of Leave.*

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

Seven day Shift Workers.

(b) In addition to the leave hereinbefore prescribed seven day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non working days.

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

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 12 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

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

Broken Leave.

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

Calculation of Continuous Service.

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

- (i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;
- (ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or
- (iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 17 shall be accepted as a notification under this sub-clause.

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

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

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

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

Calculation of Service.

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

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

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

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

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 12 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (d) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof, wages shall be at the rate prescribed by clauses 2, 3, 4 and 5, of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for $3\frac{1}{2}$ 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.

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

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

*MISCELLANEOUS.**Accommodation and Conveniences.**Boiling Water.*

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

Drinking Water.

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

First-Aid Outfit.

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

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

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

Lockers.

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

Washing and Sanitary Conveniences.

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

*Clothing, Equipment and Tools.**Damage to Clothing and Tools.*

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

Goggles.

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

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

Masks.

(iii) Where necessary suitable masks shall be provided for employees required to use compressed air for blowing dust from electrical machinery or equipment. An employee when performing such work shall wear the mask provided for his protection. Masks containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Clothing—Galvanising, &c.

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

Tools.

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

Females—Rest Period and Seats.

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

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

Ventilation.

(d) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated,

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

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

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

SHOP STEWARDS.

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

RIGHT OF ENTRY OF UNION OFFICIALS.

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

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

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

(iii) That not more than one representative of each of not more than three unions be on the premises at any one time.

(iv) That no one representative visit the premises more than once in each week.

(v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Wages Board.

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

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

(i) That he discloses to the employer or his representative the complaint which he desires to investigate.

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

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

(iv) That he conducts himself properly.

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

(Name of Organization.)

This is to certify that

is a duly accredited representative of above-named organization.

General Secretary.

(SEAL)

Date—

Specimen signature of holder

Strictly not transferable.

TIME AND WAGES BOOK.

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

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

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

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

NOTICE BOARD.

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

Any notice posted on such board not so signed or counter-signed may be removed by an accredited union representative or by the employer.

DEFINITIONS.

24. "Electroplater 1st Class" means an adult employee who maintains the solutions used and is responsible for the electroplating of ware.

"Electroplater 2nd Class" means an adult employee not responsible for the solutions used and engaged mainly on electroplating.

"Electroplater 3rd Class" means an adult employee engaged in electroplating on the barrel-plating system.

"Piecemaker" means an employee required to work any job at a price fixed.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

PERIODICAL ADJUSTMENT OF WAGES.

25. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 26. Provided that the wages of apprentices (other than apprentices to Electroplater—1st class) in receipt of 25s. per week or more and females, improvers and juvenile workers in receipt of 20s. per week or more 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.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

26. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the basic wage shall be as prescribed in clause 25.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

In addition to the basic wage prescribed by clause 25, any adult employee of a classification specified hereunder shall be paid the margin and loading hereinafter assigned to that classification, and such loading shall be deemed to be part of his ordinary rate of wage for all purposes of this Determination:—

Classification.	Margin.	Loading.
	s. d.	s. d.
Grinder or polisher	21 6	3 0
Electroplater—		
1st class	30 0	6 0
2nd class	20 0	4 0
3rd class	8 0	3 0
Liner or hand decorator	21 6	3 0
Coater	13 6	3 0
Spray operator	10 0	3 0
All others	Nil	Nil

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

J. W. RYAN, Secretary.

Melbourne, 18th December, 1946.



VICTORIA GOVERNMENT GAZETTE.

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No. 120]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 17 (TOBACCONISTS).

NOTE.—This Determination applies to the following parts of Victoria, viz.:—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 employed in a Tobacconist's shop" has made the following Determination, namely:—

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

2.

Apprentices or Improvers.				Other Employees.			
				Per Week of 47 Hours.			
WAGES.				WAGES.			

TERMINATION OF EMPLOYMENT.

6. Except in a case where an employee or an employer has been guilty of misconduct, or where an employee has been engaged temporarily for a period not exceeding six weeks in duration, seven days' notice of termination of employment shall be given by either party or a week's wages paid or forfeited, as the case may be, in lieu thereof.

SPECIAL RATES.

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

MEAL INTERVAL.

8. All employees shall be allowed the following meal intervals, with permission to leave the shop for the whole of such intervals, viz. :—From Monday to Friday, one hour for lunch, and in addition on Fridays, three-quarters of an hour for tea.

MEAL MONEY.

9. Any employee who is required to work overtime in excess of one hour on any day shall receive an allowance of 2s. 6d. as meal money in addition to the rate provided in clause 4.

ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d. plus postage.)

SICK LEAVE.

11. (a) Any employee not attending for duty who has had not less than twelve months' service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory 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 anything contained in 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 may be entitled in any year of service without deduction of pay.

PAYMENT OF WAGES, ETC.

12. Payment of all wages, overtime, special rates, and allowances due shall be made during working hours, not later than Thursday each week.

REST PERIODS.

13. All employees shall be allowed two rest intervals on each day as follows :—(a) The first of ten minutes to be allowed between the time of commencing work and the usual luncheon interval; (b) the second of ten minutes to be allowed between the usual luncheon interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

REFERENCE.

14. An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service or qualifications. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

POSTING DETERMINATION.

15. A copy of this Determination shall be posted in a conspicuous place at or near the entrance to the shop, kiosk, stall, or department.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in Clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 17. Provided that the wages of adult females and apprentices or improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded. Provided further that no increase or decrease shall exceed the amount of the variation made in respect of an adult male.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	Per week. £ s. d.	Per week. s. d.	Per week. £ s. d.	
Victoria	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 16.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 6th January, 1947.

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No. 121]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 1 (BOOT DEALERS).

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; 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 wheresoever employed in the business of a seller of boots, shoes, or slippers, being a business usually or frequently carried on in a shop," has made the following Determination, namely:—

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

2.

Apprentices or Improvers.				Other Employees.			
Wages per Week of 46 Hours.				Wages per Week of 46 Hours.			
		Males.	Females			Within the Metro- politan District and such portion of the City of Sandringham as is not included within the said District; the Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.
		s. d.	s. d.			s. d.	s. d.
Under 16 years ..	..	17 6	16 0				
16 years ..	..	23 0	22 0				
17 ..	..	35 6	29 0				
18 ..	..	43 6	37 6				
19 ..	..	55 0	42 6				
20 ..	..	66 0	48 6				
Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his or her first year's service 12½ per cent. and for his or her second year's service 10 per cent. less than the rates fixed above.							
PROPORTION (IN ANY SHOP OR PLACE).							
APPRENTICES.							
Males.							
One male apprentice to every three or fraction of three male persons receiving not less than 84s. 6d. per week of 46 hours.							
Females.							
One female apprentice to every three or fraction of three female persons receiving not less than 52s. 6d. per week of 46 hours.							
An indenture of apprenticeship prescribed by the Board was approved on 28th March, 1923.							
IMPROVERS.							
Males.							
Two male improvers to one		male persons receiving not less than 84s. 6d. per week of 46 hours,					
Four ..	..			two			
Five ..	..			three			
Six ..	..			four			
Seven ..	..			five			
Eight ..	..			six			
Nine ..	..	seven					
Ten ..	..	eight					
and thereafter one additional male improver to every two or fraction of two additional.							

Apprentices or Improvers.	Other Employees.		
	Wages per Week of 46 Hours.		
<p>PROPORTION (IN ANY SHOP OR PLACE).</p> <p>IMPROVERS.</p> <p><i>Females.</i></p> <p>Two female improvers to one Four " " " two Five " " " three Six " " " four Seven " " " five Eight " " " six Nine " " " seven Ten " " " eight</p> <p>female persons receiving not less than 52s. 6d. per week of 46 hours,</p> <p>and thereafter one additional female improver to every two or fraction of two additional</p> <p>Provided that one female improver in lieu of one male improver, or one male improver in lieu of one female improver, may be employed.</p>	<p>FEMALES.</p> <p><i>Manageress of a shop or head saleswoman, i.e., the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by bootdealers, notwithstanding she may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department—</i></p> <p>(a) Working singly</p> <p>(b) In charge of 1, 2, 3, or 4 persons</p> <p>(c) In charge of 5 or more persons</p> <p>Saleswomen—</p> <p>21 years of age</p> <p>22 years of age</p> <p>23 years of age or over</p>	<p>Within the Metropolitan District and such portion of the City of Sandringham as is not included within the said District; the <i>Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell.</i></p> <p>s. d.</p>	<p>All other parts of Victoria where this Determination applies.</p> <p>s. d.</p>

OVERTIME.

3. (a) All time worked in excess of 46 hours in any week shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) All time worked after 12.45 p.m. on Saturday shall be paid for at the rate of double time.

TIME WAGES.

4. 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 23 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 23 hours aforesaid shall be paid at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that no such person shall be paid for less than two hours on any one Saturday and not less than three hours on any one day other than a Saturday.

SPECIAL RATES.

5. Double time shall be the rate for all work done on Sunday and time and a half shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Saturday (except in the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street, in the City of Melbourne, where the rate of treble time shall be paid), Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day or after 1 p.m. on Show Day (in such localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* as are within the area to which this Determination applies); but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rate shall only be payable for work done on the day so substituted.

NOTICE OF INTENTION TO WORK OVERTIME.

6. At least four hours' notice of intention to work overtime shall be given to an employee before such employee is required to work beyond the usual time of ceasing duty.

MEAL ALLOWANCE.

7. An employee required to work any overtime in excess of one hour beyond the usual time of ceasing duty shall be paid a meal allowance of 2s. 6d. Such allowance shall be paid on the day upon which the overtime is worked and shall be in addition to any payment due for such overtime.

GARMENT ALLOWANCE.

8. Any employee who is required to wear, when at work, a washable outer-garment, dust-coat, or overall, shall be paid 2s. per week in addition to the ordinary wage, unless the garment is both provided and laundered by the employer.

BICYCLE ALLOWANCE.

9. Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 3s. per week in addition to the ordinary wage shall be paid to such employee.

PAYMENT OF FARES.

10. Where an employee is required by his or her employer to move temporarily from one branch or shop to another all additional fares so incurred shall be paid by the employer.

REFERENCE.

11. An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer reference in writing, stating his or her period of service and qualifications.

SICK LEAVE.

12. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—(1) during the first year, one half day's ordinary pay for each complete month of service; (2) during any subsequent year of service, six days' ordinary pay, provided that evidence satisfactory to the employer is produced to prove that such absence was due to personal ill health or accident.

(b) 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 may be entitled in any year of service without deduction of pay.

ANNUAL HOLIDAY.

13. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

REST PERIOD.

14. All employees shall be allowed two rest intervals on each day as follows:—(a) The first of ten minutes to be allowed between the time of commencing work and the usual meal interval; (b) the second of ten minutes to be allowed between the usual meal interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

TIME AND WAGES RECORDS.

15. An employer shall keep time and wages records showing the name of each employee, the hours worked each week by and the wages and overtime paid to each employee.

TERMINATION OF EMPLOYMENT.

16. Except where the conduct of an employee justifies instant dismissal, 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. This provision shall only apply in the case of the employee who has been employed continuously for three months or more.

PAYMENT OF WAGES.

17. Wages shall be paid not later than Thursday in each week and must be paid during working hours.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates set out in Clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 19. Provided that the wages of apprentices, improvers, and females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable.)	Loading (Constant).	Total Basic Wage.	Index Number. Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

19. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 18.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 6th January, 1947.



VICTORIA GOVERNMENT GAZETTE.

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No. 122]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which has the power to determine the lowest prices or rates which may be paid to any person (including an outside salesman) employed in or in connexion with any shop other than shops of the following classes, that is to say :—

(a) A Butcher's shop, a Bookseller's and Newsagent's shop, a Confectionery and Pastry shop, a Cooked Meat Dealer's shop, a Fish and Oyster shop, a Fruit and Vegetable shop, a Hairdresser's shop, a Tobacconist's shop;

(b) A Boot Dealer's shop, a Boot Repair shop, a Bread shop, a Chemist's shop, a Dairy Produce Dealer's shop, a Draper's shop, a Dyer's and Clothes Cleaner's shop, a Fuel and Fodder Dealer's shop, a Furniture Dealer's shop, a Grocer's shop, a Haberdasher's shop, a Hardware shop, a Hatter's shop, a Men's Clothing shop, a Mercer's shop, a Milliner's shop, an Underclothing shop, a shop for the sale of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories, a shop for the sale of electrical goods or for the sale of wireless (radio) sets, parts, or accessories;

has made the following Determination, namely :—

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

2.

APPRENTICES OR IMPROVERS.

Wages per week of 47 Hours in paint, colour, or wall-paper shops and 43½ in any other place.

Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Males—							Females—						
1st year ..	24 0	24 0	28 0	29 3	29 3	51 0	1st year ..	20 3	21 3	28 0	29 3	31 0	32 9
2nd " ..	29 3	29 3	36 0	47 6	55 6	69 0	2nd " ..	24 0	28 9	32 9	33 9	34 9	44 0
3rd " ..	33 9	39 6	49 0	67 3	79 3	88 3	3rd " ..	29 9	32 9	36 0	36 0	36 0	50 6
4th " ..	45 3	52 6	67 3	..	..	..	4th " ..	32 9	36 6	44 0	..	..	..
5th " ..	54 9	67 3	..	..	..	..	5th " ..	36 0	44 0	..	..	..	..
6th " ..	67 3	..	..	..	..	..	6th " ..	44 0	..	..	..	..	..

PROPORTION (IN ANY SHOP).

Apprentices.

One apprentice to every three or fraction of three persons receiving not less than the minimum wage.

Improvers (Males).

One improver to every worker receiving not less than the minimum wage.

Improvers (Females).

Two improvers to every worker receiving not less than the minimum wage.

OTHER EMPLOYEES.

		Wages per week of 47 hours in paint, colour, or wall-paper shops and 43½ in any other place.	
		Males.	Females.
		s. d.	s. d.
<i>Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles, a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas, or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies:—</i>			
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)		142 9	142 9
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department)—			
Male		134 0	
Female—			
Where one or more adult males are under her control			134 0
In other cases			77 0
Persons over 21 years of age (not being apprentices or improvers) without previous experience at the trade—			
1st six months' experience		72 0	41 3
2nd six months' experience		83 9	47 0
Other employees—			
21 years of age		99 9	55 0
22 years of age		110 6	62 0
23 years of age or over		127 9	69 9

TIMES OF BEGINNING AND ENDING WORK.

3. (a) Employees in paint, colour, or wall-paper shops—

	Time of Beginning. (not earlier than)	Time of Ending. (not later than)
On the usual half-holiday	8 a.m.	12.45 p.m.
On all the other working days of the week	8 a.m.	6 p.m.

(b) Employees in any other place—

On the usual half holiday	9 a.m.	12.45 p.m.
On all the other working days of the week	9 a.m.	6 p.m.

OVERTIME.

*4. The rate of time and a half shall be paid for all time worked by persons employed in—

(a) Shops and departments of shops where paints, colour, or wall-paper is sold—

(i) Within the times fixed for beginning and ending work—

In excess of 3 hours 55 minutes on the usual half-holiday.

In excess of 8 hours 10 minutes on all other working days of the week.

(ii) Outside the times of beginning and ending work.

(b) Other shops and departments of shops—

(i) Within the times fixed for beginning and ending work in excess of 43½ hours.

(ii) Outside the times of beginning and ending work.

* NOTE.—Section 117 (2) Act 3677 provides that:—Any person may, if notice in writing has previously been sent to the chief inspector, be employed in any shop or at any work in connexion with a shop for any time not exceeding three hours in any one day beyond the ordinary working hours, provided that the total number of days in any one year on which in any shop or at any work in connexion with a shop any such person is so employed shall not exceed twenty-one.

Section 105, however, makes it an offence for any employer to detain an employee later than half an hour on a half holiday.

DAY'S WORK TO BE CONTINUOUS.

5. No employee, except in a case where he has been guilty of misconduct, having commenced work, shall be required to take any time off (exclusive of intervals for meals) until he has completed the full number of hours for that day's work.

TIME RATE.

6. 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 one-half the number of hours fixed for such ordinary week's work, as follows:—

- (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 time worked beyond the one-half aforesaid, shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work, together with any overtime rate which is applicable.

SICK LEAVE.

7. (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) 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 18 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.

MEAL ALLOWANCE.

8. For each day upon which more than one hour's overtime is worked, each person who works such overtime shall be paid 2s. 6d. meal money in addition to the prescribed overtime rate.

MEAL INTERVALS.

9. All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals, viz.—From Monday to Friday, one hour for lunch between noon and 3 p.m. and, in addition, on the usual late shopping night three-quarters of an hour between the hours of 5 p.m. and 7.15 p.m.

REST INTERVALS.

†10. Any employee who works four hours or longer without a meal interval shall be allowed a rest period of not less than ten minutes after two and a half hours' work. Such rest period shall be counted as time worked.

During such rest period the employee shall be permitted to take morning or afternoon tea as the case may be.

† NOTE.—Section 117 (3) of the *Factories and Shops Act 1928* (No. 3677) provides that no person shall be employed in any shop more than five hours without an interval for a meal.

CLOTHING ALLOWANCE.

11. Where any employee is required by his employer to wear any special uniform, dress or clothing, of some colour other than black or black and white it shall be supplied, paid for, and, if necessary, laundered by the employer. Provided that, subject to the approval in writing of an official representative of the Shop Assistants and Warehouse Employees' Federation of Australia, an employer may substitute some other colour for black, or black and white, for any employee or section of employees, and under such circumstances the employer shall not be required to supply, launder or pay for such special uniform, dress or clothing.

NOTICE OF INTENTION TO RATION.

12. Where an employer owing to slackness of trade desires to ration his employees, he shall give at least two clear working days' notice to each employee of his intention to ration such employee.

ANNUAL HOLIDAY.

13. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* (No. 5111), and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

TERMINATION OF EMPLOYMENT.

14. Except where the conduct of an employee justifies instant dismissal, 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 in lieu thereof.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

15. The special rates for all work done on Sundays or the undermentioned Public Holidays shall be—

[illegible]

If, by Act of Parliament or Proclamation, any other day be substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

PAYMENT OF WAGES.

16. Payment of all moneys due shall be made not later than Thursday of each week, and during working hours.

REFERENCE.

17. An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and duties performed. This provision shall apply only in the case of an employee who has been employed continuously for three months or more.

DETERMINATION TO BE AVAILABLE.

18. A copy of this Determination shall be kept in a conspicuous place on each floor of a building in which work covered by this Determination is done. Such Determination shall readily be available for inspection at any time. Nothing in this clause shall, however, operate where a copy of the Determination is kept posted on the notice board in a staff room in the establishment.

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

J. W. RYAN, Secretary.

Melbourne, 6th January, 1947.



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No. 123]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 23 (ELECTRICAL AND RADIO GOODS).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts, and the Order in Council thereunder extending such Metropolitan District, the cities of Ballarat, Bendigo, and Warrnambool, and the boroughs of Eaglehawk and Sebastopol.

On the 18th May, 1932, the Shops Board No. 18 (Miscellaneous Shops) was deprived of 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 business of a seller of—

(a) Electrical goods;

(b) Wireless (radio) sets, parts, or accessories;

and such power was conferred exclusively on the Shops Board No. 23 (Electrical and Radio Goods).

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 business of a seller of—

(a) Electrical goods;

(b) Wireless (radio) sets, parts, or accessories"—

has made the following Determination, namely:—

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

2.

Apprentices and Improvers.							Other Employees.				
Wages per Week of 47 Hours.							Wages per Week of 47 Hours.				
Experience.	Commencing Age.						Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.			
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.					
Males—							MALES.				
1st year ..	s. d. 22 6	s. d. 22 6	s. d. 30 0	s. d. 45 6	s. d. 60 0	s. d. 76 0	} 135 0	} 131 0	}		
2nd year ..	30 0	34 0	42 0	53 0	76 0	94 6					
3rd year ..	42 0	45 6	56 6	76 0	98 6	..					
4th year ..	53 0	60 0	76 0	98 6	..	..			
5th year ..	68 6	76 0	..	..	..	..	
6th year ..	83 6	..	..	..	..	..
And thereafter the minimum wage.							(a) Person in charge of a shop				
							Or,				
							(b) Manager in charge of one or more persons in an electrical and/or radio department of a departmental store, the business of which is not confined to the sale of radio or electrical goods				
							(c) Canvassers, travellers, collectors, installers, and all others who are in any way connected with the sale of goods on a merchant's premises, but excluding those selling off such premises if they are paid exclusively by commission and have the right to sell goods for more than one merchant—				
							21 years of age ..				
							22 years of age ..				
							23 years of age or over ..				
Females—							FEMALES.				
1st year ..	20 6	20 6	27 6	27 6	33 6	33 6	} 71 6			} 69 0	}
2nd year ..	27 6	33 6	36 6	38 6	47 6	..					
3rd year ..	33 6	38 6	47 6	55 0	..	..			
4th year ..	38 6	47 6	55 0	..	..	..		
5th year ..	47 6	55 0	..	..	..	..	
6th year ..	55 0	..	..	..	..	..
And thereafter the minimum wage.											
PROPORTION (WITHIN ANY SHOP).											
Apprentices.											
MALES.											
One male apprentice to every three or fraction of three workers receiving not less than 105s. per week.											
FEMALES.											
One female apprentice to every three or fraction of three workers receiving not less than 69s. 0d. per week.											
Improvers.											
MALES.											
One male improver to every two or fraction of two workers receiving not less than 123s. 6d. per week.											
FEMALES.											
One female improver to every two or fraction of two workers receiving not less than 69s. 0d. per week.											

PENAL RATE.

3. Any person who works less than 36 hours in any week shall be paid for such work at the rate of 3s. 3d. per hour. Provided that no employee shall be entitled to receive more than the rate fixed for his particular class of work for an ordinary week of 47 hours.

4. TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
Saturday	7.45 a.m.	12.45 p.m.
On the other working days of the week	7.45 a.m.	6 p.m.

MEAL INTERVAL.

5. No employer shall require any employee to take a longer interval than one hour for a meal.

OVERTIME.

6. Outside the hours fixed in Clause 4 } Time and a half.
Within the hours fixed in Clause 4 in excess of the number of hours as fixed for an ordinary week's work }

SPECIAL RATES.

7. Time and a half shall be paid for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Melbourne Cup Day (Metropolitan District only), King's Birthday, Christmas Day, and Boxing Day, or after 12.30 p.m. on Show Day (in localities mentioned in the *Public Service Act 1928*). If any other day be by Act of Parliament or proclamation substituted for any of the abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

TERMINATION OF EMPLOYMENT.

8. Except in a case where an employer or an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either party or one week's wages paid or forfeited as the case may be, in lieu thereof.

ALLOWANCE.

9. When, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment the laundering of which is not paid for by the employer, such employee shall be paid 2s. 6d. per week in addition to the ordinary rate.

TEA MONEY.

10. Any employee whose weekly rate is not more than 12ls. who is required to work overtime in excess of two hours on any one day, shall receive an allowance of 2s. 6d. as tea money in addition to the rates provided in Clause 6.

NOTICE TO WORK OVERTIME.

11. At least 24 hours' notice shall be given when overtime is required to be worked.

NOTICE OF INTENTION TO RATION.

12. Where an employer, owing to slackness of trade, desires to ration his employees, he shall give at least 24 hours' notice to each employee of his intention to ration such employee.

ANNUAL HOLIDAY.

13. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

(NOTE.—In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

SICK PAY.

14. (a) Any employee not attending for duty who has had not less than twelve months' service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory 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) 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 may be entitled in any year of service without deduction of pay.

TIME AND WAGES RECORDS.

15. An employer shall keep time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee.

PAYMENT OF WAGES, ETC.

16. Payment of all wages, overtime, special rates, and allowances due, shall be made during working hours not later than Thursday each week.

REFERENCE.

17. An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and qualifications. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

TRANSPORT ALLOWANCE.

18. (a) When an employee, by arrangement with his employer, uses his own car in the service of the employer he shall be paid an allowance of not less than 4d. per mile; provided that the total allowance payable shall not be less than 40s. per week and shall not exceed 20s. for any one day or £3 for any one week.

(b) When an employee, by arrangement with his employer, uses his own motor cycle or motor cycle and side-car in the service of the employer he shall be paid an allowance of not less than 2d. per mile; provided that the total allowance payable shall not be less than 15s. per week and shall not exceed 7s. 6d. for any one day or 30s. for any one week.

(c) Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 3s. 6d. per week in addition to the ordinary wage shall be paid to such employee.

POSTING OF DETERMINATION.

19. A copy of this Determination shall be kept posted at or near the entrance to any shop or place to which it applies.

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

J. W. RYAN, Secretary.

Melbourne, 7th January, 1947.



VICTORIA GOVERNMENT GAZETTE.

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No. 124]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE CARRIAGE BOARD.

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

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

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

2.

	DAY SHIFT.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES.						
Development, Tool Room, Installation, and Maintenance.						
Braas finisher, tradesman	s. d. 136 0	s. d. 6 0	s. d. 142 0	s. d. 133 0	s. d. 6 0	s. d. 139 0
Carpenter on maintenance work	136 0	6 0	142 0	133 0	6 0	139 0
Coremaker, jobbing	136 0	6 0	142 0	133 0	6 0	139 0
Die maker (see "toolmaker")						
Die setter	133 0	5 0	138 0	130 0	5 0	135 0
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	139 0	6 0	145 0	136 0	6 0	142 0
Electrical fitters	136 0	6 0	142 0	133 0	6 0	139 0
Electrical mechanic	133 0	9 0	142 0	130 0	9 0	139 0
Fitter and/or turner, tradesman	136 0	6 0	142 0	133 0	6 0	139 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	115 0	3 0	118 0	112 0	3 0	115 0
Jigmaker, in wood or metal	136 0	6 0	142 0	133 0	6 0	139 0
Machinist (metal), first class	136 0	6 0	142 0	133 0	6 0	139 0
Machinist (metal), second class	126 0	4 0	130 0	123 0	4 0	127 0
Machinist (metal), third class	120 0	3 0	123 0	117 0	3 0	120 0
Machinist (wood) (see "wood machinist").						
Marker-off (see "tradesman, the greater part of whose time is occupied marking off").						
Painter, on maintenance work	133 0	5 0	138 0	130 0	5 0	135 0
Panel worker, tradesman	136 0	6 0	142 0	133 0	6 0	139 0
Pattern maker	145 0	5 0	150 0	142 0	5 0	147 0

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
<i>Development, Tool Room, Installation, and Maintenance—continued.</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>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other wood-working tradesmen may be employed on making part of a pattern provided that—						
(a) such tradesmen shall not be required to work to drawings or prints;						
(b) whilst so employed shall be paid a marginal rate of ..	139 0	6 0	145 0	136 0	6 0	142 0
Pipe fitter—						
(a) On high pressure work (i.e., live steam or hydraulic press work) ..	136 0	6 0	142 0	133 0	6 0	139 0
(b) On low pressure work ..	126 0	4 0	130 0	123 0	4 0	127 0
Plumber on maintenance work ..	130 0	6 0	142 0	133 0	6 0	139 0
Saw doctor ..	139 0	6 0	145 0	136 0	6 0	142 0
Smith, tradesman ..	137 0	6 0	143 0	134 0	6 0	140 0
Template maker ..	140 0	6 0	146 0	137 0	6 0	143 0
Tool maker, tool hardener, and die maker (in wood or metal) ..	142 0	10 0	152 0	139 0	10 0	149 0
Tradesman, the greater part of whose time is occupied marking off ..	139 0	6 0	145 0	136 0	6 0	142 0
Trimmer, tradesman ..	133 0	5 0	138 0	130 0	5 0	135 0
Turner (see "Fitter and/or turner").						
Welder, first class ..	139 0	5 0	144 0	136 0	5 0	141 0
Welder, second class ..	128 0	4 0	132 0	125 0	4 0	129 0
Welder, third class ..	120 0	3 0	123 0	117 0	3 0	120 0
Welder, fourth class ..	115 6	3 0	118 6	112 6	3 0	115 6
Wood machinist, first class ..	130 0	5 0	135 0	127 0	5 0	132 0
<i>Production.</i>						
Acid washer and/or pickler ..	120 0	3 0	123 0	117 0	3 0	120 0
Air hammer operator ..	128 0	4 0	132 0	125 0	4 0	129 0
Assembler (aero engine) ..	136 0	6 0	142 0	133 0	6 0	139 0
Assembler and/or wirer, chassis ..	121 0	3 0	124 0	118 0	3 0	121 0
Assembler, cushion and squab spring ..	121 0	3 0	124 0	118 0	3 0	121 0
Assembler in wood and/or metal, when not on the line (other than process worker or a first or second class body maker or other tradesman) ..	128 0	4 0	132 0	125 0	4 0	129 0
Assembler of bodies or parts of bodies "on the line" ..	133 0	5 0	138 0	130 0	5 0	135 0
Assembler of chassis parts independently of main assembly ..	120 0	3 0	123 0	117 0	3 0	120 0
Assembler of prepared parts in glass section (not being a process worker) ..	124 0	3 0	127 0	121 0	3 0	124 0
Assembler, windscreen frame ..	121 0	3 0	124 0	118 0	3 0	121 0
Axle maker ..	136 0	6 0	142 0	133 0	6 0	139 0
Axle turner ..	136 0	6 0	142 0	133 0	6 0	139 0
Band and/or jig sawyer, air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers), and assembler not using tradesman's tools (trim) ..	120 0	3 0	123 0	117 0	3 0	120 0
Band sawyer (metal) ..	126 0	4 0	130 0	123 0	4 0	127 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work ..	120 0	3 0	123 0	117 0	3 0	120 0
Body maker, first class ..	136 0	6 0	142 0	133 0	6 0	139 0
Body maker, second class ..	133 0	5 0	138 0	130 0	5 0	135 0
Body mounter ..	120 0	3 0	123 0	117 0	3 0	120 0
Box socket enameller (see "enameller").						
Bulldozer operator—						
(a) Setting up machine ..	126 6	4 0	130 6	123 6	4 0	127 6
(b) Not setting up machine ..	120 0	3 0	123 0	117 0	3 0	120 0
Chassis assembler (see "Assembler").						
Cold setter ..	123 0	3 0	126 0	120 0	3 0	123 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").						
Cushion maker (see "Squab and cushion maker").						
Cushion spring maker (by hand) ..	126 6	4 0	130 6	123 6	4 0	127 6
Cutter, Electric machine (trim) (see "Electric machine cutter").						
Dent knocker (see "Panel worker and/or dent knocker").						
Die setter, press ..	133 0	5 0	138 0	130 0	5 0	135 0
Dipper and hanger (paint) ..	114 0	3 0	117 0	111 0	3 0	114 0
Dipper, solder or tin ..	120 0	3 0	123 0	117 0	3 0	120 0
Driller ..	116 0	3 0	119 0	113 0	3 0	116 0
Driller, not using jigs (panel) ..	118 0	3 0	121 0	115 0	3 0	118 0
Driller, not using jigs (other) ..	120 0	3 0	123 0	117 0	3 0	120 0
Driller, using jigs (panel) ..	114 0	3 0	117 0	111 0	3 0	114 0
Driller, using jigs (other) ..	116 0	3 0	119 0	113 0	3 0	116 0
Drop hammer smith—						
(a) When dies are not used ..	137 0	6 0	143 0	134 0	6 0	140 0
(b) When dies are used ..	120 0	3 0	123 0	117 0	3 0	120 0

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
<i>Production—continued.</i>						
Drop hammer stamper	s. d. 115 6	s. d. 3 0	s. d. 118 6	s. d. 112 6	s. d. 3 0	s. d. 115 6
Edge turner (see "Panel edge trimmer").						
Electric machine cutter (trim)	128 0	4 0	132 0	125 0	4 0	129 0
Electric stove attendant (see "Stove attendant").						
Electroplater, first class	136 0	6 0	142 0	133 0	6 0	139 0
Electroplater, second class	126 0	4 0	130 0	123 0	4 0	127 0
Electroplater, third class	113 0	3 0	116 0	110 0	3 0	113 0
Enameller, bow socket	117 6	3 0	120 6	114 6	3 0	117 6
Enameller in colours and/or varnisher (finishing coat brush)	133 0	5 0	138 0	130 0	5 0	135 0
Folding machine operator	121 0	3 0	124 0	118 0	3 0	121 0
Frame operative (cushion and squabs)	121 0	3 0	124 0	118 0	3 0	121 0
Furnace brazer	126 6	4 0	130 6	123 6	4 0	127 6
Furnaceman	120 0	3 0	123 0	117 0	3 0	120 0
Garnish mould bender and/or shaper (see "Bender and/or shaper").						
Garnish mould finisher	125 0	3 0	128 0	122 0	3 0	125 0
Grainer, transfer (see "Transfer grainer").						
Grinder and/or buffer (metal)	115 6	3 0	118 6	112 6	3 0	115 6
Grinder and/or buffer (metal) using portable machine	120 0	3 0	123 0	117 0	3 0	120 0
Guillotine machinist	121 0	3 0	124 0	118 0	3 0	121 0
Hammer driver, steam, pneumatic, or other power ..	115 6	3 0	118 6	112 6	3 0	115 6
Hanger, paint (see "Dipper and hanger").						
Kiln attendant (see "Timber kiln attendant").						
Labourer assisting (plating department)	110 0	3 0	113 0	107 0	3 0	110 0
Labourer assisting without using tools (chassis assembly)	110 0	3 0	113 0	107 0	3 0	110 0
Liner	133 0	5 0	138 0	130 0	5 0	135 0
Machinist (metal), first class	136 0	6 0	142 0	133 0	6 0	139 0
Machinist (metal), second class	126 0	4 0	130 0	123 0	4 0	127 0
Machinist (metal), third class	120 0	3 0	123 0	117 0	3 0	120 0
Machinist (wood) (see "Wood machinist").						
Machine setter up, other than machines specified in definition of first class machinist (metal)	126 6	4 0	130 6	123 6	4 0	127 6
Marker-out or scriber (using patterns or templates) ..	119 0	3 0	122 0	116 0	3 0	119 0
Metal band sawyer (see "Band sawyer, metal").						
Nickel polisher	117 6	3 0	120 6	114 6	3 0	117 6
Painter, coach (brush)	133 0	5 0	138 0	130 0	5 0	135 0
Painter, spray (on coats other than priming)	133 0	5 0	138 0	130 0	5 0	135 0
Painter, spray and/or brush (on prime coats)	125 0	3 0	128 0	122 0	3 0	125 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	117 6	3 0	120 6	114 6	3 0	117 6
Painter's labourer	112 0	3 0	115 0	109 0	3 0	112 0
Panel beater, first class	136 0	6 0	142 0	133 0	6 0	139 0
Panel beater, second class	133 0	5 0	138 0	130 0	5 0	135 0
Panel edge turner	126 0	4 0	130 0	123 0	4 0	127 0
Panel fixer, metal	121 0	3 0	124 0	118 0	3 0	121 0
Panel machinist (other)	120 0	3 0	123 0	117 0	3 0	120 0
Panel worker and/or dent knocker	133 0	5 0	138 0	130 0	5 0	135 0
Paster (trim)—						
1st year's experience	118 0	3 0	121 0	115 0	3 0	118 0
2nd year's experience	120 0	3 0	123 0	117 0	3 0	120 0
Thereafter	122 0	3 0	125 0	119 0	3 0	122 0
Petrol tank operative	122 0	3 0	125 0	119 0	3 0	122 0
Pickler (see "Acid washer and/or pickler").						
Plate glass beveller	130 0	5 0	135 0	127 0	5 0	132 0
Plate glass cutter	130 0	5 0	135 0	127 0	5 0	132 0
Plate glass driller	130 0	5 0	135 0	127 0	5 0	132 0
Plate glass grinder	117 6	3 0	120 6	114 6	3 0	117 6
Pleat stuffer	120 0	3 0	123 0	117 0	3 0	120 0
Polisher, nickel (see "Nickel polisher").						
Polisher (paint) using buffs	126 0	4 0	130 0	123 0	4 0	127 0
Polisher (paint) (see "Wet rubber and/or polisher").						
Power hammer driver (see "Hammer driver").						
Press operator (over 400 tons pressure)	127 0	4 0	131 0	124 0	4 0	128 0
Press operator assistant (over 400 tons pressure) ..	112 0	3 0	115 0	109 0	3 0	112 0
Press operator (light)	119 0	3 0	122 0	116 0	3 0	119 0
Process worker	114 0	3 0	117 0	111 0	3 0	114 0
Riveter on motor truck or wagon body	133 0	5 0	138 0	130 0	5 0	135 0
Riveter, chassis	120 0	3 0	123 0	117 0	3 0	120 0
Riveter, other (up to and including $\frac{3}{4}$ -in. rivet) ..	120 0	3 0	123 0	117 0	3 0	120 0
Rotary buff operator—						
(a) While doing dent knocking	133 0	5 0	138 0	130 0	5 0	135 0
(b) While not doing dent knocking	120 0	3 0	123 0	117 0	3 0	120 0
Rotary shearing machinist	121 0	3 0	124 0	118 0	3 0	121 0
Sand blast operator (see "Shot and/or sand blast operator").						
Sandpaper and emery machinist (woodwork)	116 0	3 0	119 0	113 0	3 0	116 0
Screwdriver and/or tapper	115 6	3 0	118 6	112 6	3 0	115 6
Scriber (see "Marker-out or scriber").						
Sectional trimmer (see "Trimmer, sectional").						
Setter-up, machine (see "Machine setter-up").						

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
Production—continued.						
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Shot and/or sandblast operator (where adequately protected) ..	120 0	3 0	123 0	117 0	3 0	120 0
Smith tradesmen	137 0	6 0	143 0	134 0	6 0	140 0
Solderer, "on the line"	133 0	5 0	138 0	130 0	5 0	135 0
Solderer not "on the line"	128 0	4 0	132 0	125 0	4 0	129 0
Solderer (on other than body work)	128 0	4 0	132 0	125 0	4 0	129 0
Spotter and/or touch-up	133 0	5 0	138 0	130 0	5 0	135 0
Spray painter (see "Painter, spray") ..	136 0	6 0	142 0	133 0	6 0	139 0
Spring fitter	136 0	6 0	142 0	133 0	6 0	139 0
Spring maker, cushion (by hand) (see "Cushion spring maker") ..	136 0	6 0	142 0	133 0	6 0	139 0
Spring maker, laminated	126 6	4 0	130 6	123 6	4 0	127 6
Spring maker, spiral (by hand)	115 6	3 0	118 6	112 6	3 0	115 6
Spring service worker	133 0	5 0	138 0	130 0	5 0	135 0
Squab and/or cushion maker	124 0	3 0	127 0	121 0	3 0	124 0
Stopper-up	121 0	3 0	124 0	118 0	3 0	121 0
Stove attendant, electric	120 0	3 0	123 0	117 0	3 0	120 0
Strap maker	121 0	3 0	124 0	118 0	3 0	121 0
Stretching machine operator	115 0	3 0	118 0	112 0	3 0	115 0
Striker	120 0	3 0	123 0	117 0	3 0	120 0
Tapper (see "Screw and/or tapper") ..	112 0	3 0	115 0	109 0	3 0	112 0
Tester	119 0	3 0	122 0	116 0	3 0	119 0
Timber kiln attendant	113 0	3 0	116 0	110 0	3 0	113 0
Timber orderman	123 0	3 0	126 0	120 0	3 0	123 0
Timber stacker	124 0	3 0	127 0	121 0	3 0	124 0
Touch-up (see "Spotter and/or touch-up") ..	133 0	5 0	138 0	130 0	5 0	135 0
Transfer grainer	117 6	3 0	120 6	114 6	3 0	117 6
Trimmer, sectional	117 6	3 0	120 6	114 6	3 0	117 6
Trimmer, tradesman (including cutter by hand) ..	120 0	3 0	123 0	117 0	3 0	120 0
Tube maker	123 0	3 0	126 0	120 0	3 0	123 0
Tire fitter	115 0	3 0	118 0	112 0	3 0	115 0
Uni-shear operator	139 0	5 0	144 0	136 0	5 0	141 0
Varnisher (see "Enameller in colours and/or varnisher") ..	134 0	5 0	139 0	131 0	5 0	136 0
Vyeman	128 0	4 0	132 0	125 0	4 0	129 0
Washer using phenyl, petrol, kerosene &c. ..	128 0	4 0	132 0	125 0	4 0	129 0
Welder, "A" grade	121 0	3 0	124 0	118 0	3 0	121 0
Welder, "B" grade	120 0	3 0	123 0	117 0	3 0	120 0
Welder, federal aluminium	128 0	4 0	132 0	125 0	4 0	129 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	128 0	4 0	132 0	125 0	4 0	129 0
Welder, electric spot and butt	121 0	3 0	124 0	118 0	3 0	121 0
Wet rubber and/or polisher (paint)	120 0	3 0	123 0	117 0	3 0	120 0
Windscreen frame assembler (see "Assembler") ..	130 0	5 0	135 0	127 0	5 0	132 0
Wood machinist, first class	126 0	4 0	130 0	123 0	4 0	127 0
Wood machinist, second class	136 0	6 0	142 0	133 0	6 0	139 0
Writer						
Horse-drawn Vehicles.						
Axle maker	133 0	5 0	138 0	130 0	5 0	135 0
Axle turner	133 0	5 0	138 0	130 0	5 0	135 0
Grainer	133 0	5 0	138 0	130 0	5 0	135 0
Nave mortise and boring machinist	119 0	3 0	122 0	116 0	3 0	119 0
Nave turner	129 0	4 0	133 0	126 0	4 0	130 0
Signwriter	133 0	5 0	138 0	130 0	5 0	135 0
Spoke lather	129 0	4 0	133 0	126 0	4 0	130 0
Spoke planer	129 0	4 0	133 0	126 0	4 0	130 0
Spoke tenoner	129 0	4 0	133 0	126 0	4 0	130 0
Spoke throater	129 0	4 0	133 0	126 0	4 0	130 0
Timber bender	129 0	4 0	133 0	126 0	4 0	130 0
Wheelwright and wheel maker	133 0	5 0	138 0	130 0	5 0	135 0
(All other classifications as prescribed for in other Sections.)						
Rolling Stock.						
Body maker	136 0	6 0	142 0	133 0	6 0	139 0
Pitman	126 6	4 0	130 6	123 6	4 0	127 6
Wheel grinder	126 6	4 0	130 6	123 6	4 0	127 6
Wheel turner	136 0	6 0	142 0	133 0	6 0	139 0
(All other classifications as prescribed for in other Sections.)						
Miscellaneous (Wherever Employed).						
Acetylene generator operator in charge of installation ..	124 0	3 0	127 0	121 0	3 0	124 0
Driver of chassis and/or new vehicle	114 0	3 0	117 0	111 0	3 0	114 0
Case maker	117 6	3 0	120 6	114 6	3 0	117 6
Case repairer	114 0	3 0	117 0	111 0	3 0	114 0

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

	Adults. Per Week of 44 Hours.			Juniors. Per Week of 44 Hours.		
	£	s.	d.	£	s.	d.
First six months (without previous experience)	1	19	0	1	17	0
Second six months	2	13	6	2	11	6
Third six months	2	19	6	2	18	0
Thereafter	3	7	6	3	6	0

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

	Adults.			Juniors.		
	£	s.	d.	£	s.	d.
For the first six months	1	19	0	1	17	0
For the second six months	2	13	6	2	11	6
Thereafter	3	7	6	3	6	0

APPRENTICES.

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

4. (i) Minors may be taken as indentured apprentices to one or more of the trades of—
 (a) Body-making, seat-making, wheel-making and wheelwrighting in wood and/or metal.
 (b) Smithing, including coachsmithing, spring-making and spring fitting, wheelwright smithing and general smithing.
 (c) Painting (coach).
 (d) Trimming.
 (e) Axle-making.
 (f) Wood-turning and woodwork machining.
 (g) Panel-working, including panel beating, sheet metal working and welding.
 (h) Saw doctoring.
- (ii) "Minors other than indentured apprentices shall not be employed in the following occupations":—
 (a) Electrical fitting.
 (b) Electrical mechanic.
 (c) Electroplating (1st class).
 (d) Fitting and/or turning.
 (e) First class metal machinist.
 (f) Patternmaking.
 (g) Welder (1st class only).
- (iii) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry. (See XV. below.)
- The number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.
- (iv) The periods of apprenticeship shall be as follows:—
 If the apprentice when articulated is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.
- (v) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship.
- (vi) Until further order any contract of apprenticeship hereafter made may contain the following provision:—
 If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.
- (vii)—

Wages.

		Per Week of 44 Hours.	
Apprentices—		s.	d.
Five-year terms—			
First year	.. .. .	19	3
Second year	.. .. .	27	0
Third year	.. .. .	49	0
Fourth year	.. .. .	80	3
Fifth year	.. .. .	100	6
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—			
First year	.. .. .	22	9
Second year	.. .. .	48	0
Third year	.. .. .	80	3
Fourth year	.. .. .	100	6

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

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

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

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

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

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

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

(xiii) No employer shall, either directly or indirectly, or by any pretence or advice, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

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

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

MALE JUNIOR WORKERS.

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

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

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

								Wages Per Week of 44 Hours.		
								£	s.	d.
Under 16 years of age	..	..	..	..	..	..	..	1	5	6
16 years of age	..	..	..	..	..	..	..	1	15	6
17 "	"	..	..	..	..	..	..	2	8	6
18 "	"	..	..	..	..	..	..	3	1	0
19 "	"	..	..	..	..	..	..	3	17	0
20 "	"	..	..	..	..	..	..	4	12	0

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

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

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

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

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

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

SPECIAL RATES.

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

Confined Spaces.

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

Dirty Work.

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

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

Special Rates not Cumulative.

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

Rates not Subject to Penalty Additions.

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

First Aid Work.

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

HOURS OF EMPLOYMENT.

7. (a) With the exceptions herein set out, the ordinary hours of employment shall be 44 per week, to be worked in five days of eight hours each and one day (Saturday) of four hours, or five days of 8 hours 48 minutes each, continuously except for meal hour breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive and 7 a.m. to noon on Saturday; provided that the spread of hours herein prescribed may be altered by mutual agreement between any employer and his employees.

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

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

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

SHIFT WORK.

A.—Continuous Work Shifts.

8. (a) For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks (if any).

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

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

- (i) eight in any one day; nor
- (ii) 48 in any one week; nor
- (iii) an average of 44 per week during the period of employment upon such shifts; nor
- (iv) such average reduced to 43 hours 5 minutes if such shifts include Sunday shifts; nor
- (v) a total of 176 hours during any four weeks of the period of employment upon such shifts; nor
- (vi) such total reduced to 172 hours 20 minutes during any such four weeks if such shifts include Sunday shifts.

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

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

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

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

B. In Other than Continuous Work.

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

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

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

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

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

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

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

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

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

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

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

MIXED FUNCTIONS.

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

OVERTIME.

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

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

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

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

(d) An employee recalled to work overtime after leaving his employer's business premises shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; Provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period.

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

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

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

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

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

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

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

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

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

SUNDAY AND HOLIDAY RATES.

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

HOLIDAYS.

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

(b) Employees shall be entitled to the following public holidays (without pay except as herein provided):—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

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

ANNUAL LEAVE.

Period of Leave.

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

Seven-day Shift Workers.

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

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

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 12 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to that period one day for each such holiday falling as aforesaid. In the case of employees on hourly hiring such extra day shall be without pay.

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

Broken Leave.

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

Calculation of Continuous Service.

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

- (i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;
- (ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or
- (iii) any absence with reasonable cause proof whereof shall be upon the employee.

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

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

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

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

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

Calculation of Service.

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

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

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

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

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 12 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages, except a seven-days shift worker who shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant period. For the purposes of this sub-clause and sub-clause (l) hereof, wages shall be at the rate prescribed by clauses 2, 3, 4, and 5 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee the employee shall be paid at his ordinary rate of wage for $3\frac{1}{2}$ 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.

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

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

PIECEWORK RATES.

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

PAY-DAY.

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

PAYMENT FOR PART WORK.

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

CONTRACT OF EMPLOYMENT.

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

This last provision shall not affect the right of the employer to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown in machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

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

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

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

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

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

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

(f) Notwithstanding anything contained in sub-clauses (c), (d), and (e) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance, but in no case shall such expenses exceed 10s. 6d.

TIME AND WAGES BOOK.

18. (a) Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

LEADING HANDS.

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

AIRCRAFT MAKING.

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

TRAVELLING TIME.

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

GRINDING TOOLS.

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

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

WATERPROOF CLOTHING.

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

SPRAY PAINTERS.

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

TOOLS TO BE PROVIDED BY EMPLOYER.

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

MISCELLANEOUS PROVISIONS.

26. (a) Employees engaged in working with acids shall be supplied with rubber gloves.
(b) Employees engaged in wet rubbing shall be provided with rubber aprons and rubber boots.
(c) Suitable coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery wheel operators.
(d) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic hammers.
(e) Tramway pitmen shall be provided free with one suit of overalls as required.

RIGHT OF ENTRY OF UNION OFFICIALS.

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

- (a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
(b) That he interviews employees only at the places where they are taking their meal.
(c) That not more than one representative be in any workshop at any one time.
(d) That no one representative visit a workshop more than once in each week.
(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating dissatisfaction amongst his employees, or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

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

- (a) That he discloses to the employer or his representative the complaints which he desires to investigate.
(b) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).
(c) That he does not interfere with work proceeding in the workshop or plant.
(d) That he conducts himself properly.

(iii) Where employees are working under a system of shiftwork which precludes a representative from interviewing them during the mid-day meal hour the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

SHOP STEWARDS.

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

LIMITATION OF EMPLOYER'S LIABILITY.

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

DEFINITIONS.

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

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

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

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

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

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

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

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

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

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

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

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

(ii) in assembling processes not requiring the use of hand tools (except hammers and/or screwdrivers and/or spanners).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

PERIODICAL ADJUSTMENT OF WAGES.

31 The wages rates set out in Clause 2 are based upon the following basic wages rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 32.

ADJUSTMENT OF BASIC WAGE.

32. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 31.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

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

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

(i) Female Workers.

Female Machinists.

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

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

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

(ii) Apprentices.

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

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

[illegible]

J. V. WILLOX, Secretary.

Melbourne, 7th January, 1947.

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VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 125]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE ASBESTOS-CEMENT WORKERS BOARD.

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

(b) On the 27th November, 1934, the Cement Articles Board was deprived of 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 making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material, and such power was conferred exclusively on the Asbestos-Cement Workers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 24th April, 1939, has had the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons:—

employed in the process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material; has made the following Determination, namely:—

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

2.

Apprentices or Improvers.				Other Employees.			
Wages.				Wages.			
Per Week of 44 Hours.				Per Week of 44 Hours.			
Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	
s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	
16 and under 17 years of age	42 5	1 0	43 5	Wet sheet machine leading hand ..	123 0	5 0	128 0
17 and under 18 years of age	58 6	1 2	59 8	Wet sheet machine operator ..	119 0	5 0	124 0
18 and under 19 years of age	69 2	1 4	70 6	Mixer operator—in sole charge of Tide mill ..	119 0	5 0	124 0
19 and under 20 years of age	85 3	1 7	86 10	Mixer operator—other ..	116 0	5 0	121 0
20 and under 21 years of age	95 6	2 1	97 7	Asbestos treatment operator ..	118 0	5 0	123 0
No apprentices or improvers under the age of sixteen years to be engaged.				Cutter-off in charge ..	123 0	5 0	128 0
				Cutter-off ..	115 6	5 0	120 6
PROPORTION (IN ANY PLACE).				Plateman or stacker ..	116 0	5 0	121 0
				Corrugating machine operator ..	116 0	5 0	121 0
Apprentices and Improvers.				Hand corrugator ..	114 6	5 0	119 6
				Wet trimmer (Power guillotine only) ..	116 0	5 0	121 0
Two apprentices or improvers to every three or fraction of three workers receiving not less than 118s. per week of 44 hours.				Dry trimmer—operating power cutting machine ..	116 0	5 0	121 0
				Accessories hand moulder—welded or grafted mouldings ..	118 0	5 0	123 0
				Accessories hand moulder—plain mouldings ..	116 0	5 0	121 0
				Operator cement bulk handling ..	118 0	5 0	123 0
				Pipe machine leading hand ..	127 0	5 0	132 0
				Mazza machine control operator ..	118 0	5 0	123 0
				Pressure pipe curing tank hand ..	115 6	5 0	120 6
				Operator pressure pipe turning and socket boring machine ..	115 6	5 0	120 6
				Operator pressure pipe turning and socket boring machine (who sets up machine) ..	120 6	5 0	125 6
				Pressure pipe socket fitter ..	115 6	5 0	120 6
				All others ..	113 0	5 0	118 0

Employees (other than leading hands) temporarily in charge of two or more men shall receive 6s. per week extra.

ALLOWANCE FOR AFTERNOON AND NIGHT SHIFT.

3. Men working on shift work shall be paid, in addition to the rates set out in clause 2, at the rate of 10s. per week for night shift, and 7s. 6d. per week for afternoon shift. Where it is mutually agreed between employer and employees to commence work earlier than 12 midnight, as starting time for the night shift, work done between such commencing time and midnight shall be regarded as work done on the following day, and shall be paid for at the rate applying to that day's work.

OVERTIME.

4. Time and a half shall be paid for all work done:—

(a) outside the usual starting and finishing times.

(b) within the usual starting and finishing times, in excess of the number of hours fixed as a week's work, provided that a shift worker shall not be entitled to overtime unless he has worked—

- (i) more than 132 hours during any three consecutive weeks when working on a weekly rotation of shifts, or
- (ii) 264 hours during any six consecutive weeks when he is working on a fortnightly rotation of shifts, or
- (iii) more than 396 hours during any nine consecutive weeks when he is working on a three-weekly rotation of shifts.

Provided further that sub-clause (iii) hereof shall not be adopted without consultation and agreement between any employer and his employees' accredited representatives.

WEEKLY EMPLOYMENT.

5. (a) Employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employee 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 usefully be 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.

EMPLOYMENT FOR LESS THAN A FULL WEEK.

6. Employees who work during any week for less than 44 hours shall be paid for the first 22 hours at the rate of time and a quarter and for all time thereafter ordinary time up to but not exceeding the ordinary wages rate for an ordinary week's work. Provided that an employee shall be paid only for the time actually worked in any week the ordinary rate of wages where—

- (a) he voluntarily terminates his employment,
- (b) he is dismissed for misconduct or neglect of duty,
- (c) he voluntarily absents himself for any part of such week,
- (d) he attends but is not capable of satisfactorily carrying out his duties,
- (e) he commences, what is intended to be continuous employment, after the beginning of the normal working week.

This clause shall not apply in the case of a shiftworker who, subject to clause 4, is paid three weeks' wages in respect of three consecutive weeks' work; nor in the event of any breakdown of machinery or plant which prevents the continuation of production.

HOLIDAYS.

7. All employees shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay viz.:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

This shall not affect the right of an employer to require any employee to work on any such day (except Anzac Day) provided that such employee is paid the extra rates as set out in clause 8; an employee who, without permission from the employer, is absent on the working day immediately preceding such holiday or who likewise fails to resume work on the working day immediately following such holiday shall not be entitled to such payment.

SPECIAL RATE FOR SUNDAYS AND HOLIDAYS.

8. Double time shall be the special rate for all work done on Sunday, 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 then the special rate shall be payable only for the day so substituted.

ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

MEAL ALLOWANCE.

10. A meal allowance of 2s. shall be paid to an employee in respect of any day on which he is required to work for a period of not less than two hours after the usual finishing time, unless he is notified by the employer on the previous day that he will be required to work such extra time.

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 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 shall, on account thereof, be entitled without deduction of pay at ordinary rates 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 sub-clause (a) hereof, if the full period of sick leave as prescribed 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, 1946) and to end on the next following June 30th, and for the purpose of sub-clause (b) hereof service prior to 1st July, 1946, shall be disregarded.

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as proscribed by clause 13. Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 1d., half or less than half of 1d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

13. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as proscribed in clause 12.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 20th December, 1946.



Figure 1. Example of a blank page.



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No. 126]

MONDAY, FEBRUARY 17.

[1947

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 1st December, 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.
WAGES.	FIREBRICKS AND TEXTURE BRICKS.	<i>s. d.</i>	<i>s. d.</i>
FIREBRICKS AND TEXTURE BRICKS.	Burners	3 0 ⁹ / ₁₁	134 0
Per Week of 44 Hours.	Crusher attendants who also haul	2 11 ¹⁴ / ₁₁	130 6
<i>s. d.</i>	Crusher attendants who do not haul	2 10 ¹⁰ / ₁₁	128 0
14 years of age	Wet or dry pan attendants who do not haul	2 11 ¹⁴ / ₁₁	131 0
15 " "	Machine drivers, wire cut attendant, column man, or off-bearers from wire cut machine	2 11 ¹³ / ₁₁	130 6
16 " "	Hand moulders, dressers and cutters	3 1 ⁴ / ₁₁	137 0
17 " "	Drawers	3 0 ⁹ / ₁₁	133 6
18 " "	Setters	3 1 ⁴ / ₁₁	137 0
19 " "	Facemen working in a clayhole 25 feet or less in depth	3 2 ⁵ / ₁₁	141 0
20 " "	All other facemen	3 3	143 0
	Whealers of green or burnt bricks	2 11 ¹³ / ₁₁	130 6
OTHER BRICKS.	Clayhole men (employer to provide tools)	3 1 ⁷ / ₁₁	138 0
14 years of age	Pressers	2 11 ⁷ / ₁₁	129 6
15 " "	Loftmen	2 11 ⁷ / ₁₁	129 0
16 " "	Yardmen and wastemen	2 10 ¹⁰ / ₁₁	128 0
17 " "			
18 " "			
19 " "			
20 " "			
	OTHER BRICKS.		
Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 91s. per week of 44 hours plus an allowance at the rate of 3s. 6d. per week as compensation for time lost through wet weather.	Burners	3 0 ⁹ / ₁₁	134 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.	Machine drivers or machine riggers	3 1 ⁷ / ₁₁	138 0
PROPORTION (in any factory or place).	Wet or dry pan attendants who do not haul	3 1 ⁴ / ₁₁	136 0
One improver to every eight or fraction of eight employees receiving not less than 128s. per week of 44 hours.	Crusher attendants who do not haul	3 0 ¹⁵ / ₁₁	134 6
	Crusher and wet or dry pan attendants who also haul	3 2 ⁵ / ₁₁	140 0
	Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)	3 2 ⁵ / ₁₁	141 0
	Other drawers	3 3 ³ / ₁₁	143 6
	Other setters	3 3 ³ / ₁₁	143 6
	Facemen working in a clayhole 25 feet or less in depth	3 3 ³ / ₁₁	146 0
	All other facemen	3 5 ⁵ / ₁₁	152 0
	Clayhole men (employer to provide tools)	3 3	143 0
	Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen	3 11 ⁷ / ₁₁	138 6
	Off-bearers from wire cut machines	3 0 ²¹ / ₁₁	135 6
	Truckers	3 0 ²¹ / ₁₁	135 6
	Adults taking off brick machines	3 0 ²¹ / ₁₁	135 6
	Dampermen or kiln cleaners	3 1 ⁴ / ₁₁	137 0
	Loftmen	3 0 ⁸ / ₁₁	134 0
	Yardmen and wastemen	3 0 ² / ₁₁	133 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—

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.

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.

Time of Ending.

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 HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendments which may be made thereto from time to time.

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.

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

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

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 5½	3 9	3 4½	3 7½
26 to 36 yards	3 10	4 2½	3 8½	4 0
36 to 46 yards	4 0½	4 3½	3 11	4 2½
Over 46 yards	4 6½	4 10	4 5½	4 8½

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 7½	4 10½	4 11½	5 2
26 to 36 yards	5 0½	5 3	5 3½	5 6½
36 to 46 yards	5 2½	5 5½	5 5½	5 8½
Over 46 yards	5 9	5 11½	6 0½	6 3

Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks	s. d.
" " " " in sheds	23 4
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)	20 2
" " " " from bowling stool in sheds (where material is placed on the table)	16 5
" " " " and off-bearing to hacks or in sheds	15 1
" " " " from bowling stool	23 4
Setting	21 1
Picking blues	3 9
	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 the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in Clause 20. Provided that proportionate adjustments to the rates for improvers and to the piecework prices shall be made at the same time as follows:—

- 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.
- 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.

Basic Wage.

Place.	Needs Basic Wage (Adjustable.)	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

20. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 19.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 20th December, 1946.



VICTORIA GOVERNMENT GAZETTE.

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No. 127]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 6 (CHEMISTS).

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 appointed to "determine the lowest prices or rates which may be paid to any persons employed in a shop dispensing, compounding, or selling medicines, drugs, or medicinal preparations" has made the following Determination, namely:—

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

2.

(a) *Apprentices.*

WAGES PER WEEK OF 46 HOURS.				PROPORTION. (In any shop or place.) One apprentice to one or more than one worker receiving not less than the minimum wage: Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one.
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	
	s. d.	s. d.	s. d.	
1st year	20 0	0 6	20 6	
2nd "	27 0	0 6	27 6	
3rd "	40 0	1 0	41 0	
4th "	40 0	1 0	41 0	
5th "	73 0	2 0	75 0	
6th "	87 0	2 0	89 0	

(b) *Juvenile Workers.*

In any pharmacy one Juvenile worker (i.e., a female shop assistant, not engaged in dispensing or compounding medicines, drugs, or medicinal preparations, and who is under 21 years of age), may be employed at the following rates, viz.:—

WAGES PER WEEK OF 46 HOURS.

Commencing Age.									
15 Years or Under.			16 Years.			17 Years.			
Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year	15 6	0 6	16 0	15 6	0 6	16 0	22 0	0 6	22 6
2nd "	22 0	0 6	22 6	27 0	0 6	27 6	29 6	0 6	30 0
3rd "	27 0	0 6	27 6	31 0	0 6	31 6	38 0	1 0	39 0
4th "	31 0	0 6	31 6	38 0	1 0	39 0	43 6	1 0	44 6
5th "	38 0	1 0	39 0	43 6	1 0	44 6	..	..	..
6th "	43 6	1 0	44 6	..	..	..	..	..	..

Commencing Age.									
18 Years.			19 Years.			20 Years.			
Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year	22 0	0 6	22 6	27 0	0 6	27 6	27 0	0 6	27 6
2nd "	31 0	0 6	31 6	38 0	1 0	39 0	..	..	..
3rd "	43 6	1 0	44 6	..	..	..	..	..	..
4th " .. .. .	..	..	..	..	..	..	..	..	..
5th " .. .. .	..	..	..	..	..	..	..	..	..
6th " .. .. .	..	..	..	..	..	..	..	..	..

(c) Other Employees.

WAGES PER WEEK OF 46 HOURS.

	MALES.			FEMALES.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Managing Pharmaceutical Chemist ..	8 1 0	0 6 0	8 7 0	7 9 6	0 6 0	7 15 6
Assistant Pharmaceutical Chemist ..	6 19 0	0 6 0	7 5 0	6 9 2	0 6 0	6 15 2
Unregistered Assistant ..	6 9 6	0 3 0	6 12 6	6 0 5	0 3 0	6 3 5

3. OVERTIME.—Any employee who, in any week, works for any time in excess of 46 hours shall be paid for such extra time at the rate of time and a half.

4. SPECIAL RATES.—Double time shall be the rate payable for all work done on New Year's Day, Australia Day, Good Friday, 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 be payable only for work done on the day so substituted.

ANNUAL HOLIDAY.

5. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

6. SICK LEAVE.—Any employee absent from duty on the grounds of personal ill health or accident and on production of a medical certificate shall be entitled to be paid for such absence as follows:—

For every three months of completed service with the same employer $1\frac{1}{2}$ days on full pay (i.e., 14 hours' pay); such leave is to be cumulative to the extent of 14 working days on full pay.

Provided that for absences of two consecutive working days or less the production of a medical certificate shall not be necessary.

7. GARMENT ALLOWANCE.—Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 3s. per week if a male, and 2s. 6d. per week if a female, in addition to the ordinary rate.

8. RELIEVER'S ALLOWANCES.—A reliever (i.e., a person required to travel outside the Metropolitan District to take a position for less than two months) shall be entitled to the following allowances:—

(i) A first class return railway fare;

(ii) If such engagement necessitates the reliever being absent from his or her usual place of residence for a night or longer he or she shall be entitled to an additional payment for expenses at the rate of 6s. per day for the first six days and 30s. per week for the next two succeeding weeks. The reliever shall not be entitled to payment of any further such expenses during such engagement.

(iii) A reliever engaged to work in the country or sent from one country centre to work in another country centre shall be entitled to be paid at ordinary rates for travelling time during ordinary working hours to and from the job. Such time is to be counted to and from Melbourne, or his home town whichever is the nearer.

9. CASUAL WORK.—Any person employed for less than the number of hours fixed for an ordinary week's work shall be paid as follows:—

(a) where the number of hours worked is not more than 10 hours

for each hour worked at the ordinary wages rate with an addition of twenty per centum subject to a minimum payment of 15s.

(b) where the number of hours worked is more than 10 hours and not more than 24 hours

for each hour worked at the ordinary wages rate with an addition of fifteen per centum.

(c) where the number of hours worked is more than 24 hours and not more than 36 hours

for each hour worked at the ordinary wages rate with an addition of ten per centum.

(d) where the number of hours worked is more than 36 hours

for each hour worked at the ordinary wages rate calculated *pro rata*.

10. COLLECTIVE EMPLOYMENT.—(a) For the duration of the war and for three months thereafter a person may divide his time of employment between two separate employers and in respect of not more than two separate shops. In such circumstances he shall be paid *pro rata* at ordinary rates, according to the time spent in each person's employment.

(b) Any person who is employed in the terms of sub-clause (a) of this clause, shall be paid by the employer at the shop concerned the sum necessarily expended in travelling to and from his home to and from the shop at which he is required to attend. Where railway travel is involved, first class fare shall be allowed.

PERIODICAL ADJUSTMENT OF WAGES.

11. The wages rates set out in clause 2 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 (in the case of either sex) shall be automatically adjusted as prescribed in clause 12. Provided that the wages of apprentices and juvenile workers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State of Victoria	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

12. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 11.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 9th January, 1947.

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No. 128]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE CEMETERY EMPLOYEES BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, and the Order in Council thereunder, the Wages Board appointed to "determine the lowest price or rates which may be paid to any person employed in or about a cemetery as a grave digger, grave decorator, gatekeeper, labourer, or gardener" has made the following Determination, namely:—

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

2.

Apprentices or Improvers.					Other Employees.				
					Wages.				
Wages per Week of 44 Hours.									
s. d.									
1st year ..	—	—	—	26	6	Within the Metropolitan District.		All other Parts of Victoria.	
2nd „ ..	..	..	..	31	0	Per Hour.	Per Week of 44 Hours.	Per Hour.	Per Week of 44 Hours.
3rd „ ..	..	..	..	36	0	s. d.	s. d.	s. d.	s. d.
4th „ ..	..	..	..	43	0	2 11 ¹³ / ₁₁	130 6	2 10 ¹ / ₂	126 6
5th „ ..	..	..	..	54	6	2 7 ¹⁰ / ₁₁	117 0	2 7 ⁴ / ₁₁	115 0
Grave diggers .. ..					..	..
All others .. ..					..	..
PROPORTION (WITHIN ANY PLACE).									
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.									

ALLOWANCES.

3. (a) Any employee who is required to set and/or fire explosives shall be paid 2s. extra per day for each day or part of a day on which he performs such operations, and any person who has been directed by the management to assist such an employee shall be paid 1s. extra per day for each day or part of a day on which he is so required to assist.

(b) Any employee who is engaged in boring holes in stone by hand or machine for any period in excess of two hours on any day shall be paid 1s. per day extra for each day on which he is so required to work.

EXHUMATIONS.

4. Workmen employed for the purpose of exhumations shall be paid for the first body exhumed from any grave the sum of one pound and for each additional body exhumed from the same grave a further ten shillings shall be paid.

TIME OF BEGINNING AND ENDING WORK.

5.

Time of Beginning.

7.30 a.m. ..

7.30 a.m. ..

Time of Ending.

.. 12 noon on the day on which the half-holiday is locally observed.

.. 5.15 p.m. on the other working days of the week.

A meal interval of not less than 45 minutes shall be allowed each employee between noon and 1.30 p.m. each day, Monday to Friday inclusive.

No. 128.—623/47.

OVERTIME.

6. All work done outside the hours specified as the times of beginning and ending work, or for any work done within such hours in excess of 44 hours in any week, shall be paid at the rate of time and a half. Provided that any employee who is required to do any work after 1 p.m. on the day on which the half holiday is locally observed shall receive a minimum payment for four hours' work at such overtime rate. Such overtime shall be paid for in cash, and employees shall not be booked time off in lieu thereof.

HOLIDAYS.

7. (a) Employees shall, as far as practicable, be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Christmas Day, and Boxing Day, and,

(i) within the Metropolitan District as defined in the Factories and Shops Acts—Melbourne Cup Day;

(ii) outside the said Metropolitan District—Melbourne Cup Day or in lieu of such day, a holiday to be mutually agreed upon between any Cemetery Trust and a majority of its employees; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this condition, shall only apply for the day so substituted, or should any such holiday occur on a Sunday and a day is not so substituted employees shall be entitled to a holiday in lieu of same on a day to be arranged between the employees and the Trust concerned.

Provided that should an employee be required to work on any day specified in this sub-clause such work shall not include the digging of stock graves, but may include:—

(i) any necessary maintenance work up to noon on such day;

(ii) the filling in of a grave;

(iii) the preparation of an ordered grave.

(b) Any employee who having been instructed to report for work on any holiday mentioned in sub-clause (a) hereof shall if he so reports be entitled to payment as follows:—

(i) An allowance of 5s. if not given a start at work.

(ii) A full day's wage if required to do any work on any such day.

The allowance or wage provided for in (i) and (ii) hereof are in addition to the payment of a day's pay to which an employee is entitled under sub-clause (a).

SUNDAYS.

8. All work done on Sundays shall be paid for at double time. Provided that any employee who is required to be on duty solely for the purpose of opening or closing the cemetery and/or for acting as a patrolman or as a supervising attendant shall receive a minimum payment of 6s., and any employee called on duty to do any other work shall receive a minimum payment of one pound for each Sunday he is so required to work.

NOTICE OF WORK ON A SUNDAY OR HOLIDAY.

9. If at all possible, 24 hours' notice that his services will be required on such day, shall be given to an employee required to work on a Sunday or a holiday specified in clause 7.

PICNIC DAY.

10. The 3rd Wednesday in February in each year shall be observed as a holiday within a radius of 20 miles of the General Post Office, Melbourne, and at Ballarat, Bendigo, and Geelong. Employees (except those required to carry out essential services) shall be entitled to such holiday without deduction of pay.

Employees required to carry out essential services may receive ordinary rates of pay only for work done on such day, but shall within one month receive another day off in lieu of such picnic holiday or have one day added to the annual leave provided for in clause 13.

FARE ALLOWANCE.

11. Any employee residing outside a radius of five miles from his place of employment shall in addition to any other amounts to which he may be entitled under this Determination receive the sum of Two shillings per week as a fare allowance.

TERMS OF ENGAGEMENT.

12. Any employee (other than a casual employee) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this Determination.

ANNUAL HOLIDAY.

13. The annual holiday shall be as prescribed by the provisions of the Factories and Shops (Annual Holidays) Act 1946 and any amendments which may be made thereto from time to time.

PAYMENT OF WAGES.

14. Wages shall be paid not later than Thursday in each week.

SICK LEAVE.

15. (a) Any employee (other than a casual employee) who has not less than twelve months' service with the same employer shall be entitled to leave of absence on account of ill health or accident, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that same is not the result of his own misconduct. If the conditions hereinbefore stated have been complied with, the employee shall also be entitled during such absence in any year to payment as follows:—

(i) For the first two weeks, full pay.

(ii) For the next two weeks, half pay.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave, as prescribed above is not taken during the employee's fourth, or any subsequent year of continuous service, such portion as is not taken in such fourth or any subsequent year of service, shall be cumulative from year to year up to a period not exceeding six weeks on full pay, and a further six weeks on half pay, provided that for each two weeks of any such sick leave, a medical certificate, or other satisfactory evidence of injury or illness shall be furnished by the employee if so required.

(c) Notwithstanding anything contained in sub-clauses (a) or (b) hereof, for absence on account of ill-health or injury for any period not exceeding two consecutive working days, and not exceeding in the aggregate four working days in any one year, the production of a medical certificate shall not be necessary.

(d) 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 as is prescribed by sub-sections (a) and (b) hereof than is sufficient with such compensation to make up the full or half pay as the case may be.

(e) For the purpose of this clause a year shall mean a period of twelve months commencing on the 1st day of January in each year.

WET PLACES.

16. Employees required to work in wet places shall be provided with leather or rubber knee boots and overalls.

Suitable and adequate overhead covering shall be provided for all employees engaged in grave digging.

PROTECTION FROM FALLING EARTH OR MASONRY.

17. Where an employee is working in sand or loose earth at a depth of 5 ft. 6 in. or greater, or in any earth at a depth below 7 feet, he shall be assisted by another employee, or given protection by means of timbering or other adequate protection to obviate danger from falling earth or masonry.

DEFINITION.

18. A casual employee is a person who is not required to report for duty on each or every ordinary working day, but who is called upon to do certain specified work at irregular intervals.

TERMINATION OF EMPLOYMENT.

19. 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, or a week's wages shall be paid or forfeited, as the case may be, in lieu thereof. This clause does not operate in the case of a casual employee.

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates for males set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 21. Provided that the wages of apprentices or improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage Adjustable.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

21. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 20.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 7th January, 1947.

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VICTORIA GOVERNMENT GAZETTE.

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No. 129]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE CEMENT 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 now has 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, business, or occupation of—

- (a) making Portland cement,
- (b) quarrying or preparing the raw materials for Portland cement,
- (c) extracting potash salts from the by-products of Portland cement”

has made the following Determination namely:—

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

2.

WAGES.

APPRENTICES AND IMPROVERS.

				CEMENT WORKS.			QUARRIES.		
				Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		
				Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
Under 16 years of age	..			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
17	..	..	..	40 9	2 0	42 9	47 0	2 6	49 6
18	..	..	..	52 0	2 9	54 9	58 0	3 0	61 0
19	..	..	..	60 0	3 3	63 3	68 0	3 6	71 6
20	..	..	..	73 0	4 0	77 0	79 9	4 3	84 0
21	..	..	..	83 3	4 3	87 6	89 6	4 9	94 3
21	..	..	..	95 3	5 0	100 3	100 0	5 3	105 3

PROPORTION (in any factory or place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

Improvers.

One improver to every five or fraction of five workers receiving not less than the minimum wage.

OTHER EMPLOYEES (MALES).

				Wages per Week of 44 Hours.		
				Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
Cement Works.				<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Cement Burner	..	..	..	127 0	6 0	133 0
Tester on Slurry Controls	..	..	..	124 6	6 0	130 6
Miller (new plant)	..	..	..	123 3	6 0	129 3
Miller (old plant)	..	..	..	121 3	6 0	127 3
Fuller Coal Miller (old plant)	..	..	..	123 3	6 0	129 3
Coal Drier (old plant)	..	..	..	123 3	6 0	129 3
Potash plant attendant	..	..	..	123 3	6 0	129 3
Loader in railway trucks at bagging sheds	..	..	..	123 0	6 0	129 0
Machine Bag Filler	..	..	..	123 0	6 0	129 0
Stacker	..	..	..	115 0	6 0	121 0
Electrostatic Precipitator Attendant (new plant)	..	..	..	121 6	6 0	127 6
Electrostatic Precipitator Attendant (old plant)	..	..	..	117 0	6 0	123 0
Rubber Band Attendant	..	..	..	115 0	6 0	121 0
Slurry Tank Attendant (new plant)	..	..	..	121 0	6 0	127 0
Mammoth Crusher Attendant (new plant)	..	..	..	120 0	6 0	126 0
Truck Cleaner	..	..	..	114 0	6 0	120 0
Truck Tarper	..	..	..	115 0	6 0	121 0
Mill Room Helper	..	..	..	116 3	6 0	122 3
All others	..	..	..	112 0	6 0	118 0

Female testers on slurry controls shall be paid 54 per cent. of the gross male rate.

OTHER EMPLOYEES (MALES)—*continued.*

Quarries.	Batesford.			Elsewhere.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War 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>
Powder Monkey	131 0	6 0	137 0	124 0	6 0	130 0
Jack Hammerman	131 0	6 0	137 0	124 0	6 0	130 0
Platelayer	128 0	6 0	134 0	121 0	6 0	127 0
Bankman	126 0	6 0	132 0	119 0	6 0	125 0
Underground Drainer	155 6	6 0	161 6	..	..	..
Underground Quarryman	134 0	6 0	140 0	..	..	..
Pump Attendant	131 0	6 0	137 0	..	..	..
Signal Attendant	124 6	6 0	130 6	..	..	..
Leverman	122 0	6 0	128 0	..	..	..
All others	119 0	6 0	125 0	112 0	6 0	118 0

RATE FOR SHIFT WORK.

3. Underground Drainers and Underground Quarrymen shall receive 9d. per week in addition to their ordinary wage whilst employed on afternoon or night shift.

For other adult employees the extra rate for afternoon or night shift shall be an additional $7\frac{1}{2}$ per cent. of the "All Others" rate for the section in which they are employed.

EXTRA RATES.

4. (a) Any person in Cement Works who is employed inside kilns or mills to reline same or who is required to work in Cement, Clinker, or Slurry Silos, shall be paid 6d. per hour in addition to the ordinary rate.

(b) Any person employed as an Underground Quarryman shall, when it becomes necessary for him to work in wet conditions, be paid 1s. per day extra.

(c) Any person employed on refractory work on new kilns shall be paid 6s. per week above the minimum wage.

OVERTIME.

5. Shift workers—All overtime in excess of the number of hours ordinarily worked per shift shall be paid for at the rate of time and a half.

Other workers—All overtime worked in excess of the number of hours ordinarily worked per day shall be paid for at the rate of time and a half for the first two hours and double time thereafter, provided that if quarry workers are required to work on a Saturday the rate shall be time and a half for the first eight hours and double time thereafter.

EMPLOYMENT FOR LESS THAN FULL WEEK.

6. Employees who work less than 44 hours in any week may be paid the ordinary wages rate calculated pro rata according to the number of hours worked.

SHIFTS.

7. (a) The hour of beginning and the hour of ending each shift shall be as follows:—

	Time of beginning not earlier than:—	Time of ending not later than:—
Day Shift	7.30 a.m.	5 p.m.
Afternoon Shift	4 p.m.	2 a.m.
Night Shift	12 midnight	8 a.m.

When any of the employees performing the work of a tester on slurry controls is a female the hours of beginning and ending shifts may be varied as required after consultation with the employees concerned.

Provided that the hours of work on Saturday in Cement Works for persons employed continuously on day shift shall be as follows:— .. 7.30 a.m. 12 noon.

(b) The higher rate to be paid for each hour or fraction of an hour worked by an employee, other than an Underground Drainer, before or after his shift shall be time and a half.

COAL HANDLING.

8. Persons employed handling coal at siding shall, be paid at the hourly rate for "All Others" (Cement Works) provided that for the first twenty-four hours of any week, they shall receive an additional 20%.

For the purpose of this clause the week shall consist of seven days commencing on the particular day on which an employee starts work.

SPECIAL RATES.

9. Time and a half shall be the rate payable for all work done by persons (other than Underground Drainers), on Sundays, and by all persons 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 be payable only for work done on the day so substituted.

HOLIDAYS.

10. Any employee not required to work on any of the public holidays mentioned in clause 9, shall be entitled to be absent without deduction of pay.

ANZAC DAY.

11. Where the incidence of Anzac Day is such as to prevent an employee from working his ordinary normal hours of work, then he shall be paid for the time so lost.

SICK LEAVE.

12. (a) An employee who is absent from his work on account of personal illness, or on account of injury by accident, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall be entitled to sick leave not exceeding 44 hours of working time in any year, provided however, that when employment is commenced subsequent to the 1st day of June in any year, he shall be entitled to sick leave for such year at the rate of 8 hours of working time for each completed two months of continuous employment in such year.

(b) Notwithstanding anything contained in 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 132 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 purpose of this sub-clause service prior to the 1st June, 1946, shall be disregarded.

(c) "Year" means the period between the 1st day of June, in each year and the next 31st day of May.

ANNUAL HOLIDAY.

13. (a) The annual holiday for an employee on weekly hiring, or a casual employee, shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendments which may be made thereto from time to time.

(b) In addition to the above, seven day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven day shift worker, he shall be entitled to have the period of two weeks' annual leave prescribed by the said Act increased by one half day for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a seven day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven day shift worker.

RIGHT OF ENTRY OF UNION OFFICIALS.

14. A duly accredited representative of the Australian Worker's Union not more than once a fortnight shall have the right to enter during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed for the purpose of interviewing employees on legitimate union business.

If any representative is unduly interfering or is creating disaffection amongst the employees or is offensive in his methods, the employer may refuse the right of entry.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates set out in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 16. Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

BASIC WAGE.

Place.	Needs Basic Wage (Adjustable.)	Additional Constant Loading.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

16. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 15.

(c) 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, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 23rd December, 1946.



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No. 130]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE CYCLE TRADE BOARD.

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

(b) RE APPRENTICES OR IMPROVERS.—On the 5th March, 1930, the trade of motor cycle mechanic was proclaimed an Apprenticeship Trade under the Apprenticeship Act 1927, and, so far as the Metropolitan District is concerned, the provisions of that Act and the Regulations thereunder determine the conditions of employment of apprentices indentured after 5th March, 1930, and of improvers permitted to enter the trade after 20th November, 1929.

Particulars of such Regulations may be obtained on application to the Secretary, Apprenticeship Commission, Melbourne. Price, 3d.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since 15th November, 1937, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in any process, trade, or business connected with or incidental to—

(a) the making or repairing of bicycles, tricycles, or motor cycles; or

(b) the making or repairing of any part or parts (other than tyres or engines) of a bicycle, tricycle, or motor cycle,

but not including any process, trade or business 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 1st December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a) *Apprentices.		(b) *Improvers.		(c) Other Employees.	
	Weekly Wages.		Weekly Wages.		Weekly Wages Day Shift.
	s. d.		s. d.		s. d.
1st year	24 6	1st year	23 9	Foremen, where over five adults are employed ..	145 6
2nd "	30 9	2nd "	29 6	Foremen, where five adults or fewer are employed	143 3
3rd "	48 6	3rd "	46 9	Lathe hands	142 0
4th "	70 6	4th "	67 9	Builders and repairers of motor cycle frames and	
5th "	93 3	5th "	90 0	frames other than cycle frames	132 3
And thereafter, until attaining the age of 21 years, four-fifths of the journeyman's rate.		And thereafter four-fifths of the journeyman's rate.		Builders or repairers or brazers of cycle frames..	130 0
PROPORTION (IN ANY PLACE).		Provided that any improver who commences at the trade after attaining the age of 17 years shall be paid 20 per cent. in addition to the above rates.		Other repairers of motor cycles (except lathe hands)	132 3
One apprentice to every three or fraction of three persons receiving not less than 120s. per week.		PROPORTION (IN ANY PLACE).		Other repairers (except lathe hands)	130 0
		One improver to one person receiving not less than 120s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons.		Assemblers of motor cycles	130 0
				Other assemblers	124 6
				Filers on motor and other cycles	124 6
				Wheel-builders on motor and other cycles	124 6
				Foremen in rim-making	134 6
				All others employed in rim-making	124 6
				Persons cleaning off joints by sand-blasting or by shot-blasting	124 6
				Handle-bar benders—	
				By the mandrel method	120 0
				By any other method	124 6
				Persons not provided for otherwise	114 0

* Except those covered by the Apprenticeship Act.

ORDINARY WEEK'S WORK.

3. The number of hours which shall constitute an ordinary week's work shall be 44. Provided that, in any place where the principal work carried on is incidental to and directly connected with the employer's retail business not more than two persons may be employed for a maximum of 46 hours per week without payment of overtime rates.

SPECIAL RATES.

Dirty Work.

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

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

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

Rate not Subject to Penalty Additions.

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

HOURS OF WORK (EXCEPT IN RETAIL SHOPS).

Day Workers.

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

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

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

Five-days' Week.

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

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

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

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

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

SHIFT WORK.

Definitions.

6. (a) For the purposes of this clause—

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

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

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

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

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

The ordinary hours of such shift workers shall not exceed—

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

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

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

Hours—Other than Continuous Work.

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

- (i) 44 in any week to be worked in five shifts of 8 hours 48 minutes on Monday to Friday, inclusive, or five shifts of 8 hours and one shift (Saturday) of four hours; or
- (ii) 88 in 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.
- (iii) 132 in 21 consecutive days, in which case an employee shall not, without payment of overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

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

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

Rosters.

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

Variation by Agreement.

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

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

Afternoon or Night Shift Allowances.

(f) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent. more than the ordinary rates for such shifts.

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

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

An employee who—

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

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

Overtime.

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

- (i) if employed on continuous work be paid at the rate of double time; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter,

except in each case when the time is worked—

- (iii) by arrangement between the employees themselves;
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 9 (b) hereof.

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

Sundays and Holidays.

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

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 8 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Junior and Female Employees.

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

OVERTIME.

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

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

Rest Period after Overtime.

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

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

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

Call Back.

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

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

Saturday Work—Five-days Week.

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

Standing By.

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

Meal Hours—General.

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

Meal Hours—Maintenance Employees.

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

Crib Time.

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

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

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

Tea Money.

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

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

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

Transport of Employees.

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

SPECIAL RATE FOR SUNDAYS AND PUBLIC HOLIDAYS.

8. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, 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 be payable only for work done on the day so substituted.

*CONTRACT OF EMPLOYMENT.**Weekly Employment.*

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

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

(c) An employee not attending for duty shall, except as provided by clause 10, hereof, lose his pay for the actual time of such non-attendance.

Casual Employment.

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

Late Comers.

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

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

SICK LEAVE.

10. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to Workers' Compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer (or in the event of dispute, the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 44 hours of working time.

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

Single Day Absences.

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

Cumulative Sick Leave.

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

Attendance at Hospital, &c.

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

ANNUAL LEAVE.

Period of Leave.

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

Seven-day Shift Workers.

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

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

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 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 the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

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

Broken Leave.

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

Calculation of Continuous Service.

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

- (i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;
- (ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or
- (iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 10 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.

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

Calculation of Service.

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

Where the employer is a successor or assignee or transmittee 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 transmitter the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

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

Leave Allowed before Due Date.

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

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

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (d) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof, wages shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

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

Annual Close Down.

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

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (f) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

Provided that all the time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.

- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (l) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

WORK GIVEN OUT.

12. (a) For the purposes of this Determination, every person or body of persons who issues, gives out, or authorizes or permits to be issued or given out any material whatsoever for the purpose of being wholly or partly prepared or manufactured by any process or processes subject to the jurisdiction of this Board, notwithstanding the fact that the person to whom the material is issued or given out supplies additional material, shall be deemed to be the employer of the person to whom such material is issued or given out.

(b) Every employer within the meaning of this clause shall keep a record book, which shall contain a correct account written in ink as follows:—

- (i) The name and full address of the person to whom material is issued or given out;
- (ii) The number of articles and description of work issued or given out;
- (iii) The time spent in carrying out and the price paid for such work;
- (iv) The record book shall be signed each week by each person to whom material is issued or given out, verifying the accuracy of the amount of wages received.

(c) The record book mentioned in the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

SUPPLY OF MILK.

13. Any person engaged for the greater part of his day's work at cleaning off joints by any method other than filing, shall be supplied free of charge by the employer with one pint of milk each day he is so engaged.

MISCELLANEOUS PROVISIONS.

14. (a) *Tools*.—The employer shall provide for each employee all necessary tools.

(b) *Sanitation, &c.*—The employer shall provide proper washing and sanitary conveniences. In any workshop in which employees, through a shop steward, or committee, ask for the provision of lockers, and an undertaking is given that the lockers will be properly cared for, a locker shall be installed by the employer for each workman.

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

DEFINITIONS.

15. (a) "Afternoon shift" shall mean any shift finishing after 6 p.m., but not later than midnight.

(b) "Night shift" shall mean any shift finishing later than midnight, but not later than 8 a.m.

(c) "Year" means the period between the 1st day of June in each year and the next 31st day of May.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in clause 2 (c) are based upon the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 17. The wages of apprentices and improvers 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.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 16.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 23rd December, 1946.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE COMMERCIAL TRAVELLERS 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 19th October, 1942, 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 outside the employer's place of business in the process, trade, business, or occupation of—

(a) Soliciting orders for articles, goods, wares, merchandise, or materials—

(i) in quantity for re-sale,

(ii) to be used by the purchaser in the manufacture, production, preparation, or distribution of commodities for sale;

(b) Soliciting orders for articles, goods, wares, merchandise, or materials to be used by the purchaser or by the person from whom the order was solicited in his business, trade, or occupation, or (in the case of a public or semi-public body) for the purpose of its undertaking,

but not including persons subject to the Determination of the Shops Board No. 16 (Hardware)" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WEEKLY WAGES.

	Town Travellers.	Country Travellers.
	£ s. d.	£ s. d.
Probationary Travellers	6 0 0	7 3 0
Special Travellers ..	7 0 0	8 3 0
Other Travellers ..	7 0 0	8 3 0

An additional amount of £1 shall be paid to a Traveller required by his employer to be away from his home or headquarters for any week-end.

(See Clause 12 for Definitions.)

3. TERMS OF ENGAGEMENT.

(a) Subject to the limitations mentioned hereinafter and to the provisions of clause 6, the minimum weekly wage prescribed in clause 2 shall be paid, whether by salary and/or commission or otherwise, to a person covered by this Determination in respect of a week or part of a week in which he has been employed and has carried out his duties.

No. 131.—626/47.

(b) If an employee fails to attend to his duty for any portion of a week in which he has been employed, a sum proportionate to the time of such non-attendance may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence. Provided that this sub-clause shall not apply in any case where failure to attend to duty has been due to a cause for which the employee cannot reasonably be held responsible.

(c) An employee who has been in the service of an employer for not less than twelve months shall be entitled to payment when absent from duty through illness for not more than eight days in any one calendar year. Where an employee has been in the service of an employer for a period of less than twelve months he shall be entitled to payment when absent from duty through illness for a total number of days calculated *pro rata* on the basis of eight days for one year's service.

(d) An employee engaged for any portion of the week on work not subject to this Determination shall be paid, in respect of each day during which any work subject to this Determination is performed, a sum equal to one-sixth of the weekly amount fixed in this Determination as remuneration, plus 25 per cent. Provided that this sub-clause shall apply only when the employee is engaged by the same employer on all ordinary working days of the week.

4. EXPENSES AND ACCOMMODATION.

In addition to the remuneration payable under clause 2 all expenses actually and properly incurred by the traveller in the discharge of his duties shall be paid by the employer. First class hotel accommodation (as approved by the United Commercial Travellers Association of Australia) shall be allowed for or provided by the employer. Where rail travelling is necessarily involved first class rail ticket shall be allowed for or provided by the employer. Such expenses as can be reasonably anticipated shall be payable in advance.

5. LOCOMOTION.

All means of locomotion required shall be provided and maintained by the employer, but where a traveller by arrangement with his employer provides his own car, he shall be paid the following minimum allowances:—

(a) Town traveller employed solely in the Metropolitan District as defined in the Factories and Shops Acts:—

(1) For motor cars of 14 h.p. or under:—

£3 15s. per week. But where he is required to use his own car for a part of a week only, he shall be paid not less than 4½d. per mile provided that such payment shall not exceed 18s. 9d. for any one day or a total of £3 15s. for any one week.

(2) For motor cars exceeding 14 h.p.:—

£4 15s. per week. But where he is required to use his own car for a part of a week only, he shall be paid not less than 5½d. per mile, provided that such payment shall not exceed £1 3s. 9d. for any one day or a total of £4 15s. for any one week.

(b) Town traveller outside the Metropolitan District as so defined:—

(1) For motor cars of 14 h.p. or under:—

£3 15s. per week, or at the rate of 3½d. per mile, whichever is the greater.

(2) For motor cars exceeding 14 h.p.:—

£4 15s. per week, or at the rate of 4½d. per mile, whichever is the greater.

(c) Country traveller. £6 per week, or at the rate of 4½d. per mile, whichever is the greater.

Provided that notwithstanding anything contained above the employer and the employee may make any other arrangement as to car or car allowance not less favorable to the employee.

6. ENGAGEMENT BY MORE THAN ONE EMPLOYEE.

Any employer who employs a commercial traveller, which traveller is at the same time also in the employ of one or more than one other employer, shall be deemed to comply with clauses 2, 4 and 5 of this Determination if and so long as the following provisions are observed:—

(1) that the said employer pays to the traveller a sum of not less than one-third part of the weekly amount fixed in this Determination as remuneration and expenses in respect of the work performed by such traveller.

(2) that the said employer has been notified in writing by the traveller that the total amount of remuneration and expenses to be received by him in respect of his employment by all his employers is not less than the weekly amount fixed in this Determination as remuneration and expenses in respect of the work performed by such traveller. Provided that where notice in writing as required in this paragraph has been furnished to an employer, such notice shall be considered to apply to the employment of the said traveller until countermanded in writing by him.

A written contract setting out the conditions of employment must in all cases be completed by the parties concerned and a signed copy of same retained by each for inspection.

For the purposes of this clause, the term "expenses" shall include all payments and allowances to which the employee is entitled under clauses 4 and 5 of this Determination.

The provisions contained in clause 3 as to deductions for absence from duty and payment for periods of illness shall apply to travellers whose employment is subject to this clause.

7. CREDITING TRAVELLERS' RETURNS.

(i) All business canvassed for by a traveller and received by the employer as a result of such canvass from a territory worked by the traveller shall be credited to such traveller.

(ii) Where a special traveller is sent out to sell on the territory of a regular traveller, any sales by the special traveller shall be credited to the regular traveller.

8. HOLIDAYS.

All work done by any person covered by this Determination in soliciting orders at the request of the employer on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, or Boxing Day shall be paid for at the rate of double time, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable only on the day so substituted. For the purpose of this provision "double time" shall mean one day's wages, being 1/6th of the minimum weekly wage in addition to the prescribed weekly rate.

9. ANNUAL HOLIDAY.

The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

10. SUBSTITUTE TRAVELLERS.

In the case of accident, sickness, annual leave or holidays of a traveller a substitute traveller may be employed, and such substitute traveller whilst on such temporary work shall be exempt from the provisions of this Determination except clauses 4 and 5 thereof.

11. TERMINATION OF EMPLOYMENT.

One week's notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof.

Provided that notwithstanding anything in this clause an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct, or carelessness in the performance of his duties.

If an employee be justifiably dismissed for any reason set out herein he shall be entitled to payment proportionate to the days worked but to that only.

12. DEFINITIONS.

For the purpose of this Determination the following definitions shall apply:—

"Town traveller" shall mean a commercial traveller who ordinarily returns each day to his home or headquarters

"Country traveller" shall mean a commercial traveller other than a "town traveller".

"Probationary" as applied to a traveller shall refer to a commercial traveller of less than twelve months experience.

"Special traveller" shall mean a salesman sent out as a commercial traveller and not in the company of a regular commercial traveller.

13. PERIODICAL ADJUSTMENT OF WAGES.

The wages rates set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 14.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	5 0 0	6 0	5 6 0	Melbourne

14. ADJUSTMENT OF BASIC WAGE.

(a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the basic wage shall be as prescribed in clause 13.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 20th December, 1946.



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MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE CEMENT ARTICLES 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 appointed "to determine the lowest prices or rates which may be paid to any persons (other than persons under the jurisdiction of the Fibrous Plasterers Board) employed in the trade of making portable articles of cement or concrete," has made the following Determination, namely:—

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

2. (a) Apprentices and Improvers.				(b) Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age ..	31 0	0 9	31 9	Moulders on centrifugal or vibrator pipe machines ..	122 0	3 0	125 0
" 17 " " ..	41 6	1 0	42 6	Man operating a machine mixing cement or concrete ..	119 0	3 0	122 0
" 18 " " ..	52 0	1 6	53 6	Other moulders of cement or concrete articles, including operator of any machines not elsewhere included ..	118 0	3 0	121 0
" 19 " " ..	65 0	1 9	66 9	Repairers or renderers of cement or concrete articles ..	118 0	3 0	121 0
" 20 " " ..	75 3	2 0	77 3	Operator of machine making concrete or cinder-concrete blocks or bricks ..	118 0	3 0	121 0
" 21 " " ..	87 0	2 3	89 3	Crusher feeder or attendant where bricks are crushed ..	117 6	3 0	120 6
				Tile or ridge makers and the takers off of same ..	116 0	3 0	119 0
				Other mixers of cement or concrete ..	116 0	3 0	119 0
				Mould assemblers ..	115 6	3 0	118 6
				Operator of cement sprayer ..	115 6	3 0	118 6
				Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls ..	114 6	3 0	117 6
				Strippers ..	114 6	3 0	117 6
				Pipe tester (i.e., person operating a pump or pressure apparatus) ..	114 0	3 0	117 0
				Employee carrying away from any concrete or cinder-concrete block or brick-making machine ..	113 6	3 0	116 6
				Where the load carried per man is of a greater average weight than 70 lb.:—			
				(a) Lumpers of cement or concrete articles (in and out of tanks) ..	113 6	3 0	116 6
				(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles ..	113 6	3 0	116 6

PROPORTION (in any Factory or Place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 113s. per week of 44 hours.

An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.

Improvers.

Cement Tilemakers' Section.

Three improvers to four workers ..
Four improvers to five or six workers ..
Five improvers to seven workers ..
Six improvers to eight workers, and thereafter one improver to every two workers ..

} Receiving not less than 113s. per week of 44 hours.

2.—continued.

(a) Apprentices and Improvers.	(b) Other Employees.			
WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.			
All Other Sections.		Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.
		s. d.	s. d.	s. d.
One improver to every three or fraction of three workers receiving not less than 113s. per week of 44 hours.	Truckers or stackers of concrete or cinder-concrete blocks or bricks	113 6	3 0	116 6
Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.	Writers on drums or mandrils for pipe-making	112 6	3 0	115 6
	Finisher of pipes made on vibrator	111 0	3 0	114 0
	All others	110 0	3 0	113 0
	NOTE:—"Renderer" means a skilled employee facing concrete articles with float and trowel.			

ALLOWANCES.

3. The following allowances in addition to the rates provided in clause 2 (b) shall be paid:—

(a) Lumpers of cement or concrete articles (in and out of tanks) 3d. per hour in respect of such time actually spent in tanks containing water.

(b) For work done away from the employer's place of business—

(i) The fares, exceeding 3d. per day, necessarily expended in going from and to the employee's residence to and from his work.

(ii) For work done at a distance from the employer's place of business if the employee is unable to return to his home the same night, 6s. per day extra for the first seven days, and thereafter 30s. per week extra.

(c) A "Leading hand" is one who is directed to control, supervise, and take responsibility for the work performed by two or more employees.

He shall, for the time so engaged, be paid the rate prescribed for the highest class of work so supervised with the following additions:—

(i) where the number of such employees does not exceed five, 6d. a day;

(ii) where the number of such employees exceeds five, 1s. a day.

4.

TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.

7 a.m.

7 a.m.

1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.

5.30 p.m. on each of the other five working days of the week.

Time of Ending.

OVERTIME.

5. The following rates shall be paid for all work done, except where shifts are worked:—

(a) Where the weekly hours are worked in 5 days, in excess of 8½ hours on any day

(b) Where the weekly hours are worked in 5½ days, in excess of 8 hours on any day Monday to Friday inclusive or in excess of 4 hours on Saturday

(c) Where the weekly hours are worked in 5 days, on Saturday

Time and a half for first two hours' work in any one day and thereafter double time in that day.

Time and a half for first four hours' worked, and thereafter double time in that day.

SHIFTS.

6. Where a person is employed on shift work outside the hours of beginning and ending work he shall for each hour while so employed be paid 3d. an hour in addition to above rates.

A shift worker called upon to work overtime in excess of ordinary shift hours shall receive overtime at the rate set out in clause 5.

MIXED FUNCTIONS.

7. An employee engaged for not less than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

SPECIAL RATES.

8. Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, or 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 be payable only for work done on the day so substituted.

CONTRACT OF EMPLOYMENT.

9. Weekly Employment.—(a) Except as hereinafter provided employment shall be by the week.

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

(c) An employee not attending for duty shall except as provided by clause 10 of this Determination lose his pay for the actual time of such non-attendance.

(d) To obtain the benefit of weekly employment an employee must be ready, available, and willing to work on the days, and during the hours prescribed for an ordinary day's work.

(e) An employee until he has had two weeks of continuous employment may be employed as a casual at a rate per hour of ¼ of the appropriate rate prescribed for a weekly employee.

SICK LEAVE.

10. (a) An employee with not less than six months' service with an employer, who is absent from his work on account of personal illness, or on account of an injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations:—

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to worker's compensation.

(ia) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness, and the estimated duration of the absence.

(ii) He shall prove to the satisfaction of his employer (or in the event of dispute the Secretary for Labour), that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iii) He shall not be entitled in any year of service to leave in excess of 35 hours of working time.

(b) Notwithstanding anything contained in 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 105 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.

(c) For the purposes of all provisions of this clause, service prior to the 1st January, 1945, shall be disregarded.

HOLIDAYS.

11. (a) All employees shall be entitled to the eight holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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.

ANNUAL HOLIDAY.

12. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

TEA MONEY.

13. 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.

TOOLS, BOOTS, ETC.

14. The employer shall supply the employee with all requisite tools and gloves for the performance of his duties, and when the employee is called upon to work in water he shall be provided with suitable boots or waders.

Where a man's place of work is outside the factory buildings and he is required to carry on such work in the rain, his employer shall furnish him with a waterproof overcoat whilst so employed.

PAYMENT OF WAGES.

15. Wages shall be paid during working hours.

HEALTH PROVISIONS.

16. The employer shall provide and maintain in a satisfactory state—

(a) proper latrine services;

(b) suitable change house accommodation with provision for drying clothes;

(c) suitable accommodation for employees to have their meals and, where the number of employees exceeds twenty, such accommodation shall be partitioned off or otherwise separated from the change house.

REST PERIOD.

17. All employees shall be allowed two rest intervals on each day as follows:—(a) The first of five minutes to be allowed between the time of commencing work and the usual meal interval; (b) the second of five minutes to be allowed between the usual meal interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

RIGHT OF ENTRY OF UNION OFFICIALS.

18. For the purpose of interviewing employees on legitimate union business, a duly accredited representative of the Australian Workers' Union shall have the right to enter, during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed.

If any representative is unduly interfering with, or is creating disaffection amongst his employees, or is offensive in his methods such employer may refuse the right of entry.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 20. Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
Victoria	£ 5 0 0	s. 6 d. 0	£ 5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

20. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 19.

(c) 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, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 23rd December, 1946.



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MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE ELECTRICAL TRADE BOARD.

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

(b) Electrical Fitting and/or Armature Winding, Electrical Mechanics and/or Wiring were proclaimed on 17th July, 1928, 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, C.I. (price 3d.).

(c) On 16th October, 1939, the Electrical Installation Board was deprived of the power to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in any business or occupation connected with the installation of electrical fittings, appliances, motors, and heaters including the laying of wires” and such power was conferred exclusively on the Electrical Trade Board.

(d) On 16th October, 1939, the Electrical Supply Board was deprived of the power to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in—

(i) the generation or distribution of electricity :

(ii) the manufacture, repair, or maintenance of electrical appliances when such work is done by generators, distributors, or installers,”

and such power was conferred exclusively on the Electrical Trade Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has power to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed :—

(1) in any process, trade, business, or occupation connected with—

(a) the generation or distribution of electricity,

(b) the manufacture, repair, maintenance, and installation of all classes of electrical appliances, including the laying or erection of cables or wires,

(c) the manufacture of electrical globes and electrical valves ;

(2) in the trade of manufacturing or preparing mica products,”

has made the following Determination, namely :—

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

No. 133.—629/47.

2.

Adults.	Wages per Week of 44 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>(a) General.</i>			
Electrician in charge of electrical supply undertaking	£ s. d. 7 18 0	£ s. d. 8 4 6	£ s. d. 7 15 0
Electrical instrument maker and/or repairer (as defined) .. .	7 12 0	7 18 6	7 9 0
Installation inspector and/or tester	7 5 0	7 11 6	7 2 0
Shift electrician	7 2 0	7 8 6	6 19 0
Refrigeration mechanic or serviceman	7 2 0	7 8 6	6 19 0
Electrician in charge of plant and/or installation	7 2 0	7 8 6	6 19 0
Electrical fitter and/or armature winder	7 2 0	7 8 6	6 19 0
Battery fitter	7 2 0	7 8 6	6 19 0
Cable joiner, on high tension (over 6,600 volts)	7 1 0	7 7 6	6 18 0
Cable joiner, on low tension (under 6,600 volts)	6 19 0	7 5 6	6 16 0
Cable joiner's mate	5 18 0	6 4 6	5 15 0
Electrical mechanic	7 2 0	7 8 6	6 19 0
Linesman	6 13 0	6 19 6	6 10 0
Linesman's assistant	5 18 0	6 4 6	5 15 0
Patrolman—			
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises .. .	6 13 0	6 19 6	6 10 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing .. .	6 0 6	6 7 0	5 17 6
Meter tester (1st grade)	6 12 0	6 18 6	6 9 0
Meter tester (2nd grade)	6 7 0	6 13 6	6 4 0
Meter fixer	6 7 0	6 13 6	6 4 0
Switchboard attendant	6 11 6	6 18 0	6 8 6
Battery attendant	5 19 0	6 5 6	5 16 0
Electrical fitter's and mechanic's assistant	5 18 0	6 4 6	5 15 0
Process worker	5 17 0	6 3 6	5 14 0
<i>(b) Wet Battery Manufacturing.</i>			
Plante assembler	6 7 0	6 13 6	6 4 0
Battery repairer (factory)	6 4 0	6 10 6	6 1 0
Mixing and pasting by hand	6 2 0	6 8 6	5 19 0
Charging and moulding of grids	6 2 0	6 8 6	5 19 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	6 1 0	6 7 6	5 18 0
Formation process	5 19 0	6 5 6	5 16 0
All others in this subdivision	5 17 0	6 3 6	5 14 0

LEADING HANDS.

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

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra; and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Electrical fitter and/or armature winder (except the winding of armatures by specialized processes),
Electrical mechanic,
Refrigeration mechanic or serviceman.

Contract of Apprenticeship.

(b) Every contract of apprenticeship hereinafter made shall contain—

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

Cancellation or Suspension of Indenture.

(c) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void, and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

(d) The training of apprentices to electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

Proportion.

(e) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.
Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Electrical mechanic,

the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

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

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

(ii) Notwithstanding anything hereinbefore provided in the trades of—

Electrical fitter,

Electrical machanic, and

Refrigeration mechanic or serviceman,

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

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

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

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(h) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

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

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

(j)

Wages per Week of 44 Hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
Four and Five-year Terms.						
	Per Week.	Per Week.	Per Week.			
1st year	22½	s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
2nd year	30	1 0	0 9	1 3 0	1 4 6	1 2 6
3rd year	45	1 6	1 6	1 12 0	1 14 0	1 11 0
4th year	75	2 0	2 3	2 8 0	2 11 0	2 6 6
5th year	95	2 0	3 0	3 19 0	4 4 0	3 17 0
				5 0 0	5 6 0	4 17 0
Four-year Terms.—Apprenticeship commencing after the Age of 17 Years.						
1st year	26	..	0 9	1 6 6	1 8 6	1 6 0
2nd year	45	1 0	1 6	2 7 6	2 10 6	2 6 0
3rd year	75	2 0	2 3	3 19 0	4 4 0	3 17 0
4th year	95	2 0	3 0	5 0 0	5 6 0	4 17 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate proscribed for that classification.

Hours.

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

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable—		
			Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under three months' experience	65	3 0	3 8 0	3 12 0	3 6 0
All others	75	3 0	3 18 0	4 3 0	3 15 6
<i>II.—Junior Females.</i>					
17 years of age and under	40	1 0	2 1 0	2 3 6	2 0 0
18 years of age	47½	1 3	2 8 6	2 12 0	2 7 6
19 years of age	55	1 6	2 16 6	3 0 0	2 15 0
20 years of age	62½	2 0	3 4 6	3 8 6	3 2 6
<i>III.—Junior Males.</i>					
Under 16 years of age	25	0 6	1 5 6	1 7 0	1 4 6
16 years of age	35	0 9	1 15 6	1 18 0	1 14 6
17 years of age	47½	1 0	2 8 6	2 11 6	2 7 0
18 years of age	60	1 0	3 1 0	3 5 0	2 19 0
19 years of age	75	2 0	3 17 0	4 2 0	3 14 6
20 years of age	90	2 0	4 12 0	4 18 0	4 9 6

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

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

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

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Prohibited Occupations.

- (c) Junior employees shall not be employed:—
if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles; or
using electric arc or oxy acetylene blow pipe.

SPECIAL RATES.

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

Boiling-Down Works.

- (a) Working in boiling-down works—1d. per hour extra.

Cold Places.

(b) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

Confined Spaces.

- (c) Working in confined space (as defined), 3d. per hour extra.

Dirty Work.

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

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

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

Height Money.

(e) Electrical tradesmen and their assistants engaged in the erection repair and maintenance of radar or electrical equipment on masts of ships or other structures at a height in each case of 50 feet or more directly above the nearest horizontal plane shall be paid at the rate of 6s. per week extra.

Hot Places.

(f) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

Lead Works.

(g) Working in lead works—1d. per hour extra.

Meat Digestors and Oil Tanks.

(h) Working on repairs in oil tanks or meat digestors—1½d. per hour extra. Provided that if any employee is so engaged for more than half of one day or shift he shall be paid the prescribed allowance for the whole day or shift.

Sanitary Works.

(i) Working in sanitary works—1d. per hour extra.

Slaughtering Yards.

(j) Working in slaughtering yards—1d. per hour extra.

Underground Mine Work.

(k) Electricians working underground in mines shall be paid 10 per cent. extra.

Wet Places.

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

Special Rates not Cumulative.

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

Rates not Subject to Penalty Additions.

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

TRAVELLING AND BOARD.

6. (a) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job (in excess of the time normally spent in travelling from his home to such workshop or depot and returning) he shall be paid travelling time, and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

An employee who with the approval of his employer uses his own means of transport for travelling to or from outside jobs shall be paid the amount of excess fares which he would have incurred in using public transport unless he has an arrangement with his employer for a regular allowance.

(b) An employee—

(i) engaged in one locality to work in another; or

(ii) sent from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities, and, for a period not exceeding three months, expenses.

(c) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (b) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(d) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays, when it shall be time and a half.

(e) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all-night travel, eight hours out of every twenty-four.

(f) "Expenses" for the purpose of this clause means:—

(i) All fares reasonably incurred.

For boat travel the fares allowed shall be first-class on coastal boats, and on interstate boats where there is no second-class as distinct from steerage; and for rail travel, second-class, except where all-night travelling is involved, when they shall be first-class, with sleeping berth where available.

(ii) Reasonable expenses incurred whilst travelling, including 2s. 6d. for each meal taken.

(iii) A reasonable allowance to cover the cost incurred for board and lodging.

(g) A camping allowance of 3s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles or other temporary shelter is necessary: Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sunday.

(h) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop without payment of any travelling time or fares, unless such employee is sent from the workshop: Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

MOTOR ALLOWANCE REFRIGERATOR SERVICEMEN.

7. Employees engaged on repairs to refrigeration plants outside the employer's business shall be provided with means of transport by the employer, or, in the case of employees who use their own motor vehicles, shall be paid additional allowances as follows:—

										Per Week.
										£ s. d.
Motor car	..	..	..	..	..	..	..	..	..	2 10 0
Motor cycle and side-car	..	..	..	..	..	..	..	..	..	1 10 0
Motor cycle	..	..	..	..	..	..	..	..	..	1 0 0

HOURS OF WORK.

Day Workers.

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

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

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

Five-Day Week.

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

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

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

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

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

Electricians.

(c) The ordinary hours of electricians in charge of plant and/or installation shall be the same per week as the hours of the majority of the employees working with or by means of the light or heat or power in the establishment where the electrician in charge is engaged, if that number of hours is within 44 to 48 per week. If that number is below 44 or above 48 the ordinary working hours of the electrician in charge shall be 44 or 48 respectively.

SHIFT WORK.

Definitions.

9. (a) For the purposes of this clause—

- "Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.
- "Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.
- "Night shift" means any shift finishing subsequent to midnight, and at or before 8 a.m.
- "Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

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

The ordinary hours of such shift workers shall not exceed—

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

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

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

Hours—Other than Continuous Work.

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

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

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

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

Rosters.

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

Variation by Agreement.

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

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

Afternoon or Night Shift Allowances.

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

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

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

An employee who—

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

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

Overtime.

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

- (i) if employed on continuous work be paid at the rate of double time; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter, except in each case when the time is worked—
- (iii) by arrangement between the employees themselves;
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 15 (b) hereof.

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

Sundays and Holidays.

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

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 12 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Junior and Female Employees.

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

MIXED FUNCTIONS.

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

OVERTIME.

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

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

Rest Period After Overtime.

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

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

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

Call Back.

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

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

Saturday Work—Five-day Week.

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

Standing By.

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness. Provided that the existence of a custom shall not operate to relieve an employer from paying a refrigeration serviceman the rate herein prescribed.

Meal Hours—General.

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

Meal Hours—Maintenance Employees.

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

Crib Time.

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

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

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

Tea Money.

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

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

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

Transport of Employees.

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

HOLIDAYS AND SUNDAY WORK.

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

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

Exceptions.

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

Provided that where employees are necessarily engaged in repairs to or renewals of their employer's plant and machinery necessary for resumption of work the next following working day or for maintaining the continuity of electric light and power (not including the installation of new machinery) work done on Sundays and holidays shall be paid for at the rate of time and a half for the first eight hours and double time thereafter.

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

(d) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

EXTRA RATES NOT CUMULATIVE.

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

PAYMENT OF WAGES.

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

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employees of electric supply undertakings nor to employers who make a practice of allowing advances to employees approximating wages due.

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

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

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

*CONTRACT OF EMPLOYMENT.**Weekly Employment.*

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

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

(c) An employee not attending for duty shall, except as provided by clause 16 hereof, lose his pay for the actual time of such non-attendance.

Casual Employment.

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

Late Comers.

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

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

SICK LEAVE.

16. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 44 hours of working time.

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

Single Day Absences.

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

Cumulative Sick Leave.

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

Attendance at Hospital, &c.

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

ANNUAL LEAVE.

Period of Leave.

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

Seven-day Shift Workers.

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

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

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 12 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

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

Broken Leave.

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

Calculation of Continuous Service.

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

- (i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;
- (ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or
- (iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 16 shall be accepted as a notification under this sub-clause.

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

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

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

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

Calculation of Service.

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however, that in respect of service before the 1st January, 1946, the annual leave shall be allowed at the rate of $3\frac{3}{4}$ hours for each completed one month of continuous service and in respect of service after that date at the rate of $7\frac{1}{2}$ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transmittee 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 transmittee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

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

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 12 of this Determination.

Payment for Period of Leave.

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

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee the employee shall be paid at his ordinary rate of wage for $3\frac{3}{4}$ 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.

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

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

*MISCELLANEOUS.**Accommodation and Conveniences.—Boiling Water.*

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

Drinking Water.

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

First-Aid Outfit.

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

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

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

Lockers.

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

Washing and Sanitary Conveniences.

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

*Clothing, Equipment, and Tools.**Damage to Clothing and Tools.*

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

Gas Masks.

(ii) The employer shall ensure that sufficient masks are available to enable each employee when engaged on repairs to refrigeration plants outside the employer's premises, to take one with him.

Gloves.

(iii) Suitable canvas or leather gloves shall be provided by employers for employees manually hauling underground cables or ring mains and similar cables on ships and suitable gloves or pads for such other work as the foreman and employee may agree.

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

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

Goggles.

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

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

Masks.

(v) Where necessary suitable masks shall be provided for employees required to use compressed air for blowing dust from electrical machinery or equipment. An employee when performing such work shall wear the mask provided for his protection. Masks containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Equipment—Welding.

(vi) Employers shall provide a sufficient supply of the undermentioned equipment to enable each welder and his assistant when engaged on work necessitating its use to be supplied with same:—

- (a) Suitable asbestos sheets,
- (b) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields),
- (c) Anti-flash goggles,
- (d) Aprons, leather sleeves and leggings (or coveralls of flame-proof material) and gauntlet gloves; and
- (e) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Where electric arc operators are working screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

Safety Gear for Live Work.

(vii) Adequate safety gear (including insulating gloves, mats, and/or shields where necessary) shall be provided by employers for employees required to work on live electrical equipment.

Tools.

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

Tools—Electrical Trades.

(ix) An electrical trades employee shall not be required to carry tools and/or material exceeding 40 lb. in weight or 6 feet in length to or from the job.

If an electrical trades employee on jobs away from the workshop is unable to arrange suitable free storage accommodation for his tools, the employer shall upon request ensure the provision of same.

Females—Rest Period and Seats.

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

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

Ventilation.

(d) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated,

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

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

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

SHOP STEWARDS.

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

RIGHT OF ENTRY OF UNION OFFICIALS.

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

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

(ii) That he interviews employees only at places where they are taking their meal;

(iii) That not more than one representative of each of not more than three unions be on the premises at any one time;

(iv) That no one representative visit the premises more than once in each week;

(v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Wages Board.

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

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

(i) That he discloses to the employer or his representative the complaint which he desires to investigate;

(ii) that he makes his investigations in the presence of the employer or his representative (if the employer so desires);

(iii) that he does not interfere with work proceeding in the workshop or plant;

(iv) that he conducts himself properly.

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

(Name of organization.)

THIS IS TO CERTIFY THAT
abovenamed organization.

is a duly accredited representative of the

General Secretary.

(SEAL.)

Date—

Specimen signature of holder.
Strictly not transferable.

TIME AND WAGES BOOK.

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

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

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

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

NOTICE BOARD.

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

Any notice posted on such board not so signed or countersigned may be removed by an accredited union representative or by the employer.

DEFINITIONS.

General.

23. "Confined space" means a compartment or space, access to which is through a manhole or similar opening, or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and includes such a space—

- (i) in the case of a ship, inside complete tanks, chain lockers, and peaks; in bilges, under engine beds, under engine room and stokehold floors, or under or inside boilers;
- (ii) in the case of a locomotive, inside the barrels of boilers, fire boxes, water spaces of tenders, side tanks, bunker tanks, saddle tanks, or smoke boxes;
- (iii) in other cases, inside boilers, steam drums, mud drums, fire boxes of vertical or road vehicle boilers, furnaces, flues, combustion chambers, receivers, buoys, tanks, superheaters, or economizers.

"Process worker" means an employee engaged on—

- (i) repetition work on any automatic, semi-automatic, or single-purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine, nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or
- (ii) in the assembling of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or
- (iii) in specialized processes—not requiring use of hand tools except hammers, pliers, screw-drivers, spanners and files, and such tools as are necessary for deburring or removing rags or edging;
- (iv) in the assembling of typewriters, and/or bookkeeping, and/or adding, and/or calculating, and/or duplicating machines, for the first time in Australia, but does not include tuning, and/or testing, and/or adjustment of such machines.

"Ship repairs" means—

- (i) all repair work done on ships;
- (ii) all work other than the making of spare parts and stores done in a workshop used for ship repairs only;
- (iii) work done in a workshop used for both ship repairing, general engineering, metal moulding, steel construction, and other heavy metal fabrication on which employees are engaged both on the ship and in the workshop.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

"Electrical instrument maker and/or repairer" means an adult employee in an electric supply undertaking who is required to design, test, repair, and build electrical measuring and/or recording appliances and/or instruments (not including consumers meters) and carry out experiments on same in a workshop or laboratory.

"Plante assembler" means an adult male employee engaged in the building of batteries with plante, kathanode or train lighting type plates, who in the course of his work is required to burn groups or connectors.

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

"Electrical mechanic" means a tradesman mainly engaged on electrical installation, repair, and maintenance work.

"Shift electrician" means an electrician of at least five years' experience who is in charge of a generating station or rotary converter sub-station during his shift, and is not constantly under the supervision of a superior officer.

"Battery fitter" means an adult employee wholly engaged in the erection, overhauling, or repairing of storage batteries.

"Cable jointer" means an adult workman employed as a jointer of underground cables or employed fixing or repairing underground services in pipes.

"Meter tester—1st grade," means an adult employee engaged in the testing, adjustment, and replacement of standard parts of poly-phase electricity meters on consumers' premises and poly-phase meters in a workshop.

"Meter tester—2nd grade," means an adult employee engaged in the testing, adjustment, and replacement of standard parts of single-phase electricity meters, including testing of meters in batches in a workshop.

"Linesman" means an adult employee engaged in erecting, fixing, maintaining or repairing overhead conductors or electrical apparatus, or fixing service cut-out boxes or supports for meters.

"Linesman's assistant" means an adult employee engaged in assisting a linesman but who shall not work within 6 feet of any live conductor.

SPECIAL CONDITIONS APPLICABLE TO EMPLOYMENT IN ELECTRIC SUPPLY UNDERTAKINGS.

24. The following special conditions shall apply to all employees employed in undertakings concerned with the installation, maintenance, and supply of electric light and power:—

Leading Hands.

(a) As a proviso to "Leading Hands" in clause 2 of this Determination.

Provided that an employee detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

(a) (In lieu of clause 8 (a) of this Determination "Hours of Work")—

Day Workers.

The ordinary hours of employment shall be 44 per week, to be worked in five days of 8 hours (Monday to Friday inclusive), and one day (Saturday) of 4 hours; or five days (Monday to Friday inclusive) of 8 hours 48 minutes each; in either case, to be worked continuously except for meal breaks at the discretion of the employer between 7 a.m. and 6 p.m. on Monday to Friday inclusive, and 7 a.m. and 12.30 p.m. on Saturday: Provided that the spread of hours herein prescribed may be altered as to all or a section of the employees by mutual agreement between the employer and the union representative of the employees concerned.

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

Subject to the continuance of existing conditions, patrolmen not on shift work shall work the prescribed weekly hours at such hours as the employer may direct.

(b) (In lieu of clause 9 of this Determination "Shift Work")—

Shift Workers Generally.

(i) Employees working on shift work shall work such shifts as may be required not averaging more than one in each 24 hours nor averaging any number more than six for every seven days.

A shift shall consist of eight hours inclusive of such time as by mutual arrangement may be taken for meals.

The ordinary hours of shift workers shall not exceed 88 in 14 consecutive days.

For working on any Sunday or holiday shift a shift worker shall be paid time and a half for such shift.

Continuous Shift Workers.

(ii) Employees engaged on continuous work on afternoon or night shifts shall be paid $7\frac{1}{2}$ per cent. extra for such shifts.

Subject to the provisions of paragraph (c) of this clause, shift workers on continuous work shall be paid at the rate of double time for all time worked in excess of shift hours, except when such overtime is due to arrangement between the employees themselves or is necessary in effecting periodical rotation of shifts, or is owing to the failure of a shift man, who should relieve, to present himself for duty at the appointed time, in which case ordinary time only shall be paid.

Non-continuous Shift Workers.

(iii) Employees engaged on non-continuous work working on afternoon or night shift which does not continue for more than three successive afternoons or nights shall be paid for such shifts at the rate of time and a half, and where such shifts continue for more than three successive afternoons or nights, at the rates prescribed by clause 9 (f) of this Determination.

Subject to the provisions of paragraph (c) of this clause, shift workers on non-continuous work shall for all time worked in excess of their ordinary hours for each shift be paid at the rate of time and a half for the first four hours and double time thereafter.

(c) The following sub-clause is added to clause 11 :—

Employees working overtime on the repair or maintenance of plant or equipment necessary for the continuity of supply of electric energy, shall be paid for all such overtime at the rate of time and a half.

(d) In lieu of clause 11 (c) :—

An employee recalled to work overtime after leaving his employer's business premises, and who returns to his home on completion of such overtime work, shall be paid for a minimum of one hour's work at the appropriate rate; and in such circumstances, time reasonably spent in getting to and from work shall be regarded as time worked.

(e) Clause 11 (h) shall not apply to employees covered by this clause.

(f) All prevailing customs for holidays or annual leave of absence shall continue until further order, providing they are not less favourable to employees than those prescribed by this Determination for employees of the same classes.

PERIODICAL ADJUSTMENT OF WAGES.

25. The wages rates set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 26.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant.)	Total Basic Wage.	Index Number Set Assigned.
Victoria—	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts	5 0 0	6 0	5 6 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne.				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.				

ADJUSTMENT OF BASIC WAGE.

26. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 25.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

The wages of adult females, junior females, and male juniors shall be the percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and special loadings specified in clauses 3 and 4 of this Determination.

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

J. W. RYAN, Secretary.

Melbourne, 7th January, 1947.



VICTORIA GOVERNMENT GAZETTE.

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No. 134]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE DISPENSARIES 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 appointed to determine the lowest prices or rates which may be paid to any persons employed in dispensing, compounding, or selling medicines, drugs, or medicinal preparations in a Friendly Society's or Hospital Dispensary has made the following Determination, namely:—

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

(2) Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months' experience ..	14 6	0 6	15 0	Chief Pharmaceutical Chemist ..	172 6	6 0	178 6
2nd " " ..	22 6	1 0	23 6	Assistant Pharmaceutical Chemist ..	141 0	6 0	147 0
3rd " " ..	31 0	1 3	32 3	Female Shop Assistant 21 years, or over, or who has served a period of four years as an improver in a dispensary and is not engaged in dispensing or compounding medicines, drugs, or medicinal preparations ..	81 0	3 0	84 0
4th " " ..	38 6	1 9	40 3				
5th " " ..	47 0	2 0	49 0				
6th " " ..	54 6	2 3	56 9				
7th " " ..	62 0	2 6	64 6				
8th " " ..	77 0	3 0	80 0				

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 147s. per week.

Improvers.

One improver to every ten or fraction of ten workers receiving not less than 147s. per week.

(3) WEEKLY WAGE.—Employees (other than casual employees) shall be paid the full weekly wage fixed in this Determination irrespective of the number of hours worked not exceeding 44 per week.

(4) TIMES OF BEGINNING AND ENDING WORK:—

Times of Beginning.		Times of Ending.		
9 a.m.	..	6 p.m.	..	on Monday, Tuesday, Wednesday, and Thursday.
9 a.m.	..	9 p.m.	..	on Friday.
9 a.m.	..	1 p.m.	..	on Saturday.

(5) OVERTIME.—The following rates shall be paid for all work done:—

Outside the times of beginning and ending work	Time and a half.
Within the times of beginning and ending work, in excess of 44 hours in any week	Time and a half.

(6) CASUAL LABOUR.—Casual employees (i.e., persons employed for not more than 28 hours in any one week) shall be paid at the rate of time and a half.

(7) SPECIAL RATES.—Time and a half shall be the special rate for all work done on Sundays, New Year's Day, Australia Day (26th January), Labour Day, Good Friday, Easter Monday, Anzac Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, then the special rate shall be payable only for the day so substituted.

(8) ANNUAL HOLIDAY.—The annual holiday shall be as prescribed by the provisions of the Factories and Shops (Annual Holidays) Act 1946, and any amendments which may be made thereto from time to time.

(9) SICK LEAVE.—Any employee who furnishes to his employer satisfactory evidence that he is unable to perform his duties on account of personal illness shall, while incapacitated, be entitled to sick leave on full pay for a period not exceeding seven working days (exclusive of Sundays and the Public Holidays mentioned in clause 7 hereof) in any one year of service.

(10) UNIFORMS.—Washable coats shall be provided and laundered free of cost for dispensers.

(11) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for employees in receipt of the basic wage or more set out in (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 adjusted as prescribed in clause 12. provided that the wages of other employees shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be the nearest 6d., half or less than half of 6d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
the State	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

12. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index" or any like expression means the numbers stated to be such index numbers in any document purporting, and not to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as in clause 11.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 9th January, 1947.



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No. 135]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE FARRIERS BOARD.

NOTE:—This Determination applies to the whole of the State of Victoria. By Order in Council, dated the 2nd December, 1941, the Farriers (Country) Wages Board was deprived of the whole of its powers and such powers were conferred exclusively on the Farriers Board.

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

1. That as from the beginning of the first pay period to commence on or after the 1st January, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Wages.

Apprentices and Improvers.					Other Employees.	
Percentage of Needs Basic Wage.			Special Loading.	TOTAL WAGE.		
			s. d.	Per Week of 44 Hours.		
			s. d.	s. d.		
1st year's experience	..	38.4	..	2 6	.. 41 0	
2nd year's experience	..	41.9	..	2 6	.. 44 6	
3rd year's experience	..	45.9	..	3 0	.. 49 0	
4th year's experience	..	52.9	..	3 0	.. 56 0	
5th year's experience	..	64.5	..	4 0	.. 68 6	
PROPORTION (within any place).						
One apprentice or one improver to every three or fraction of three workers receiving not less than the minimum wage.						
(a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—						
All Employees *140s. per week of 44 hours						
(b) Employed outside the areas specified in paragraph (a):—						
All Employees *137s. per week of 44 hours						
* Including a Special Loading of 6s. per week.						

HOURS OF EMPLOYMENT.

3. (a) Within the Metropolitan District and the City of Ballarat.—The ordinary hours of employment shall be 44 hours per week to be worked in five days of 8 hours (Monday to Friday inclusive) and one day (Saturday) of 4 hours, or of five days (Monday to Friday inclusive) of 8 hours 48 minutes each, to be worked continuously (except for meal breaks) at the discretion of the employer, between 7.30 a.m. and 5 p.m. on Monday to Friday inclusive, and 7 a.m. to 11 a.m. on Saturdays. Provided that the number of hours for a day's work herein prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and his employee or employees.

(b) Elsewhere in the State of Victoria.—The ordinary hours of employment shall be 44 hours per week to be worked between the following daily times:—

	Time of Beginning.	Time of Ending.
(i) On the day that the half holiday is ordinarily locally observed	8 a.m.	Noon
(ii) On other working days	8 a.m.	5 p.m.

Provided that the spread of hours herein prescribed may be altered and the number of hours for a day's work may be determined, as to all or a section of the employees by mutual agreement between an employer and his employee or employees but in no case may the hours be so determined as to exceed an ordinary working week of 44 hours without payment of overtime.

OVERTIME.

4. All work done outside the spread of hours provided in clause 3 or in excess of:—

- (a) 8 hours 48 minutes on any day where a 5-day week is worked, or
 (b) 4 hours on Saturday } Where work is done on 6 days a week, or
 8 hours on other Working Days }

(c) the hours for a day's work mutually agreed upon, between an employer and his employee or employees shall be paid for at the rate of double time.

HOLIDAYS AND SUNDAY WORK.

5. Employees shall be entitled to the following public holidays, without loss of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, and within the Metropolitan District on the first Tuesday in November in each year, Labour Day, Anzac Day, Boxing Day, and Christmas Day. Employees required to work on any of the above holidays or on a Sunday are to be paid double time for such work.

CONTRACT OF EMPLOYMENT.

6. (a) Except as hereinafter provided employment shall be by the week. Any employee, not specifically engaged in writing as a casual employee shall be deemed to be employed by the week. Employment shall be terminated by a week's notice on either side, given at any time during the week, or in lieu of such notice by the payment or forfeiture of a week's wages, as the case may be. This shall not affect the right of an employer to dismiss any employee 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 break-down in the machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(b) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour 1/40th of the weekly rate prescribed by this Determination.

SICK LEAVE.

7. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations :—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 44 hours of working time. A year shall be deemed to commence on the 18th July and end on the 17th July next following.

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

Single Day Absences.

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

Cumulative Sick Leave.

(c) Notwithstanding anything contained in 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 132 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 purpose of this sub-clause service prior to the 18th July, 1946, shall be disregarded.

Attendance at Hospital, &c.

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

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendments which may be made thereto from time to time.

RACECOURSE WORK.

9. When employees are engaged on racecourses, the other clauses of this Determination shall not apply as may be inconsistent with the following sub-clauses which shall apply to racecourse work only :—

- (a) On all racecourses throughout Victoria, each weekly employee shall receive in addition to payments to which he would be entitled under any other clause of this Determination. The following allowances per day :—
On ordinary week days 10s.
On Saturdays and Public Holidays prescribed in clause 5 20s.
- (b) When casual employees are engaged to work on a racecourse only, they shall be paid not less than 30s. on week days, and 40s. on Saturdays and Public Holidays prescribed in clause 5.
- (c) All fares incurred in travelling to and from the racecourse shall be paid by the employer.

RIGHT OF INTERVIEW BY UNION OFFICIAL.

10. The Secretary of the Blacksmiths' Society of Australasia (Victorian Branch) shall have the right to interview any employee on legitimate union business on any employer's premises and/or on any racecourse where a person is engaged upon work to which this Determination applies, provided that if any employer alleges that the said Secretary is unduly interfering with his work or is creating dissatisfaction amongst his employees or is offensive in his methods such employer may refuse the right of interview but the Secretary shall have the right to bring such refusal before the Wages Board. The right of free entry to any racecourse is not implied hereby.

PAYMENT OF WAGES.

11. Wages shall be paid not later than 4.30 p.m. on Friday in each week. Upon the termination of employment of an employee, wages due shall be paid to him on the day of such termination or forwarded to him by post the next following day.

MEAL BREAK.

12. No employee shall be required to work for a spread exceeding five hours without a break for a meal of at least 45 minutes.

TIME AND WAGE RECORD.

13. Each employer shall keep a record from which can be readily ascertained the name of each employee, the hours worked each day and the wages and allowances paid each week. Such record shall be open for inspection to inspectors of Factories and a duly accredited union official of the Blacksmiths' Society of Australasia who shall be entitled to take a copy of the entries in such record.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates for males set out in clause 2 are based upon the following basic wages and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 15. Provided that the wages of apprentices or improvers shall be adjusted proportionately to adjustments of the basic wage (Melbourne) so as to preserve the percentages shown in clause 2 of this Determination: such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage. (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district ..	5 0 0	6 0	5 6 0	Melbourne
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.				

ADJUSTMENT OF BASIC WAGE.

15. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amount of the basic wage shall be as prescribed in clause 14.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's 'all items' retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

MARGINAL RATE.

In addition to the basic wage provided in clause 14 the margin and special loading set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margin Per Week.	Special Loading Per Week.
	£ s. d.	s. d.
Other Employees	1 8 0	6 0

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

J. W. RYAN, Secretary.

Melbourne, 9th January, 1947.

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MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE FACTORY ENGINE DRIVERS BOARD.

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

(B) On the 22nd June, 1914, and 17th August, 1920, respectively, the powers of the Factory Engine Drivers Board were extended to enable it to "fix the lowest prices or rates which may be paid to any person employed in the occupation of—

- (a) a boiler cleaner;
- (b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines other than internal combustion engines or electrical engines connected with mines."

(C) On the 16th April, 1935, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person employed in the occupation of—

- (a) a fireman, boiler attendant, boiler cleaner, or engine-driver in connexion with steam engines or steam boilers in or about plants for crushing metalliferous ores;
- (b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines in or about plant for crushing metalliferous ores—

and such power was conferred exclusively on the Mining Engine Drivers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the occupation of a fireman, boiler attendant, or engine-driver, in connexion with the use of steam-boilers or steam-engines other than steam-boilers or steam-engines connected with mines," has made the following Determination, namely:—

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

2 (a) EMPLOYEES—OTHER THAN JUNIORS PROVIDED FOR IN CLAUSE 4.

The ordinary wages per week for these employees shall be the undermentioned amounts plus the additional rates (if applicable) and the war loadings prescribed in sub-clauses (b), (c) and (d) hereof.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne, 10 miles of Chief P.O., Geelong, at Warramboul, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
A.—STATIONARY ENGINE DRIVERS.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Steam Engines.</i>				
First-class	6 1 0	6 7 0	6 7 6	5 18 0
First-class, with condenser	6 4 0	6 10 0	6 10 6	6 1 0
Second-class	5 18 0	6 4 0	6 4 6	5 15 0
Second-class, with condenser	6 1 0	6 7 0	6 7 6	5 18 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	6 1 0	6 7 0	6 7 6	5 18 0
Under fifty brake horse-power	5 18 0	6 4 0	6 4 6	5 15 0
<i>Electric Motors.</i>				
Attendant	5 15 0	6 1 0	6 1 6	5 12 0
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried	6 13 6	6 19 6	7 0 0	6 10 6
Others	6 8 6	6 14 6	6 15 0	6 5 6
If the gauge is less than three feet, 3s. per week less in each case.				

EMPLOYEES—OTHER THAN JUNIORS PROVIDED FOR IN CLAUSE 4—continued.

The ordinary wages per week for these employees shall be the undermentioned amounts plus the additional rates (if applicable) and the war loadings prescribed in sub-clauses (b), (c) and (d) hereof.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong, at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver	6 19 0	7 5 0	7 5 6	6 16 0
Second driver	6 7 0	6 13 0	6 13 6	6 4 0
D.—WINCH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	6 1 0	6 7 0	6 7 6	5 18 0
Others	5 18 6	6 4 6	6 5 0	5 15 6
E.—CRANE DRIVERS.				
Lofty cranes—first-class	6 16 0	7 2 0	7 2 6	6 13 0
Lofty cranes—second-class	6 13 6	6 19 6	7 0 0	6 10 6
Lofty cranes—third-class	6 11 0	6 17 0	6 17 6	6 8 0
Cantilever cranes	6 13 6	6 19 6	7 0 0	6 10 6
Cranes in converter sheds	6 8 6	6 14 6	6 15 0	6 5 6
Cranes transporting molten metal in foundries	6 6 0	6 12 0	6 12 6	6 3 0
Crane driver on open hearth furnaces	6 6 0	6 12 0	6 12 6	6 3 0
Steam travelling cranes	6 6 0	6 12 0	6 12 6	6 3 0
Other steam cranes	6 3 6	6 9 6	6 10 0	6 0 6
Grab cranes	6 6 0	6 12 0	6 12 6	6 3 0
Electric cranes not elsewhere included—				
Four motions and over	6 1 0	6 7 0	6 7 6	5 18 0
Overhead traverser with auxiliary hoist				
Traverser with jib hoist				
Two or three motions				
Overhead traverser				
Stationary jib; stationary jib hoist	5 18 6	6 4 6	6 5 0	5 15 6
Traverser jib				
Hydraulic stationary jib cranes	5 16 0	6 2 0	6 2 6	5 13 0
Cranes and hoists not elsewhere included	5 12 0	5 18 0	5 18 6	5 9 0
String cranes—five tons or less				
E.E.—MOBILE CRANE DRIVERS.				
Mobile cranes lifting capacity up to and including 3 tons	6 17 0	7 2 0	7 2 6	6 13 0
Over 3 tons and up to 5 tons	7 1 0	7 7 0	7 7 6	6 18 0
Over 5 tons, for each ton of lifting capacity over 5 an extra 2s.6d. per week up to 10 tons.				
In addition to the wages hereinbefore prescribed a loading of 3s. per week in lieu of the loadings prescribed by clause 2(d) shall be paid in each case.				
This Division shall apply only to drivers of mobile cranes which are used in the work of loading, unloading, storing, stacking and unstacking where such work is carried out in or in connexion with the transportation of goods.				
F.—TRACTION ENGINE DRIVERS.				
<i>Road.</i>				
Traction engine or road roller (steam)	6 3 6	6 9 6	6 10 0	6 0 6
Road roller (oil)	6 2 6	6 8 6	6 9 0	5 19 6
Traction engine (oil—35 h.p. and over)	6 2 6	6 8 6	6 9 0	5 19 6
Traction engine (oil—under 35 h.p.)	6 1 0	6 7 0	6 7 6	5 18 0
<i>Rail.</i>				
Electric traction motor	5 16 0	6 2 0	6 2 6	5 13 0
Internal combustion traction motor	5 16 0	6 2 0	6 2 6	5 13 0
G.—FIREMAN.				
Fireman	5 13 6	5 19 6	6 0 0	5 10 6
Fireman—first-class	5 18 0	6 4 0	6 4 6	5 15 0
Leading fireman—first-class	6 4 0	6 10 0	6 10 6	6 1 0
Leading fireman—second-class	6 1 0	6 7 0	6 7 6	5 18 0
Locomotive fireman	5 16 0	6 2 0	6 2 6	5 13 0
H.—GREASERS.				
Greaser	5 13 6	5 19 6	6 0 0	5 10 6
Greaser—first-class	5 18 0	6 4 0	6 4 6	5 15 0
Trimmer	5 11 0	5 17 0	5 17 6	5 8 0
Fuelman	5 11 0	5 17 0	5 17 6	5 8 0
Engine cleaner	5 11 0	5 17 0	5 17 6	5 8 0
Boiler cleaner	5 11 0	5 17 0	5 17 6	5 8 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
I.—OTHERS				
Pile-driving machine	6 4 0	6 10 0	6 10 6	6 1 0
All others	5 6 0	5 12 0	5 12 6	5 3 0

Male adult employees in bush sawmills shall, in addition to the wages shown above, be paid 2s. per week in lieu of payment under clause 5 for absences arising from sickness or accident.

(b)

Additional Rates.

An engine-driver engaged as hereinafter specified shall be paid additional rates as follow, viz. :—

Per week.

	s.	d.
Attending to refrigerating compressor	8	0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	6	0
Engine-driver in charge of plant	8	0

Provided that these rates shall not be cumulative to the extent of increasing the wage of an employee more than 32s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall not be paid a rate less than 18s. above that fixed for "All Others".

(c)

Further Additional Rate.

s. d.

Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz. :—

15 0

(d) Adult employees shall be entitled to war loadings according to the following schedule :—

Where the wage prescribed in sub-clause (a) hereof, or such wage plus the additional rate, or rates, (if applicable) prescribed in sub-clauses (b) and (c) hereof is :—

For persons other than those Employed in Bush Saw-mills.			For persons Employed in— (a) Bush Sawmills ; (b) All parts of Victoria not elsewhere included.	War Loading Payable, Per Week.
Within 20 miles of G.P.O., Melbourne ; 10 miles of Chief P.O., Geelong, at Warramboul, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.		s. d.
(i) Under 126s. per week ..	Under 132s. per week ..	Under 132s. 6d. per week ..	Under 123s. per week ..	3 0
(ii) 126s. per week, but under 133s. per week	132s. per week, but under 139s. per week	132s. 6d. per week, but under 139s. 6d. per week	123s. per week, but under 130s. per week	4 0
(iii) 133s. per week or over ..	139s. per week or over ..	139s. 6d. per week or over ..	130s. per week or over ..	6 0

N.B.—Extra rates payable under sub-clauses (b), (c), and (d) hereof shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

REPAIRS TO WAR DAMAGED SHIPS—SPECIAL RATES.

3. (a) Crane drivers who are engaged upon the work and working under the conditions specified in paragraphs (i), (ii), and (iii) hereof and who are operating cranes which have been erected on a vessel under repair and on which employees are engaged in the cutting and removal of torn, twisted, and displaced structural materials from vessels which have been damaged by bomb, mine, shell, or torpedo shall be paid extra rates as follows :—

- Where such damaged structural materials are covered in oil residue and/or other unusually obnoxious substances, and where there is a risk of such materials falling, or there are difficulties in the way of securing a safe foothold for working—2d. per hour extra.
- Where the work is carried out in the presence of explosives or combustible materials under conditions under which there is a risk of fire or explosion—4d. per hour extra.
- Where as well as working under the conditions specified in paragraph (i) hereof an employee works under those specified in paragraph (ii) hereof—6d. per hour extra.

The question of whether the conditions specified in paragraphs (i) or (ii) hereof or both of them exist in any particular case shall be settled by agreement between the foreman and the workman concerned provided that in cases of disagreement between the foreman and workman, the workman or shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such a case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said allowance shall be paid.

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

In any case in which it is agreed or decided that the specified conditions exist the extra rate prescribed shall be paid for the whole of the time crane drivers are working under such conditions.

The extra rates payable under this clause shall not be regarded as part of the crane driver's ordinary wage for the purposes of this Determination.

JUNIOR LABOUR.

4. (a) The minimum rates of wage to be paid to juniors working as greasers or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all shall be :—

	Per week.
	£ s. d.
If under 16 years of age	2 1 3
If 16 and under 18 years of age	2 14 0
If 18 and under 19 years of age	3 18 6
If 19 and under 20 years of age	4 15 6

(b) If a cleaner or greaser sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

CASUAL LABOUR.

5. A casual employee (as defined) shall be paid per hour an amount equal to 1 1/10th of the weekly rate prescribed by this Determination for the work performed by him divided by forty-four.

CONTRACT OF EMPLOYMENT.

6. (a) Except as provided by clause 5 hereof, employment shall be by the week. An employee, to become entitled to payment on a weekly basis, shall, except as provided by clause 15 hereof, perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service shall be from day to day at the weekly rate fixed. Provided that any employee who has once served a probationary period of two weeks with any employer shall not be subject to be employed for a second probationary period with the same employer, except when his re-engagement takes place at least one month after the termination of his employment. Provided further that an employee shall be paid for any holiday or holidays which occur during any period he is employed on probation pursuant to this clause.

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

(cc) (1.) An employee on weekly hiring, who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, to the same extent and subject to the same conditions as are prescribed by award, determination, or agreement (Commonwealth or State) for the general body of employees in the industry in which he is employed: Provided—

- (i) that he shall, in any case, be entitled to qualify (subject to the aforesaid conditions) for not less than the equivalent of four days' paid leave in any year;
- (ii) that where any such award, determination, or agreement contains (for purposes of sick leave) a definition of the word "year", necessary adjustments and proportions shall be applied to employees under this Determination until the commencement of the next year in accordance with such definition, account being taken of any paid sick leave which an employee may have had during his year which is current when this paragraph comes into operation.

(2.) An employee on weekly hiring, who is not entitled to paid sick leave under the preceding paragraph but who is absent from work on account of personal illness or injury, as therein referred to, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations—

- (i) he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation;
- (ii) he shall prove to the satisfaction of his employer (or, in the event of dispute, of the Wages Board) that he was unable, on account of such illness or injury, to attend for duty on the day or days for which sick leave is claimed;
- (iii) he shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of the equivalent of four days of working time.

(3.) For the purposes of administering paragraphs (1) and (2) of this sub-clause, an employer may within two weeks of the employee entering his employment, require him to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year, and upon such statement the employer shall be entitled to rely and act.

(d) Employment shall be terminated by a week's notice on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such case 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 by the Federated Engine-drivers and Firemen's Association of Australasia or any other Union or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Provided that, where an employer orders employees not to work on any day because of the state of the weather, such order shall not deprive the employees of their claim for payment under their weekly engagements, but if such employees cease work on any day because of the state of the weather without being ordered to do so, they shall not be entitled to payment for time so lost.

HOURS.

7. (a) For an employee not working on shift the ordinary working hours per week and per day respectively shall be of the same number as those worked in the particular workshop, factory, or working place at which such employee works by the majority of the employees not working on shift who are engaged therein in connexion with the operation for which is used the power or steam supplied with the aid of such employee.

Provided that if the number of hours worked by such majority exceeds 44 per week, the ordinary working hours for such employee shall not exceed 44 per week nor 8 in any one day if a six-day week be worked, nor 8 hours 43 minutes in any one day if a five-day week be worked.

- (b) Time occupied in raising steam or closing down engines or banking fires shall be regarded as time worked.
- (c) For employees not working on shift a regular starting and finishing time shall be fixed, which shall not be changed except after notice of at least a week to the employee concerned.
- (d) For employees working on shift the ordinary working hours shall be as provided in clause 13 hereof.
- (e) In country and bush sawmills, each engine-driver or fireman when so engaged shall be allowed 1½ hours per day at ordinary rates for preparing and/or closing down engines and/or for raising steam and/or banking fires on boilers.

MEAL INTERVAL.

8. Except on shift work, provision shall as far as practicable be made by the employer to enable an employee to have a midday meal interval of not less than 40 minutes nor more than one hour on all working days except Saturday. Such meal interval shall not be deemed to be time worked, and the time of ceasing work shall be extended by time equal to the duration of the meal interval.

For all work done during such meal interval and thereafter until a meal break is allowed, payment shall be made at the rate of time and a half.

MEAL INTERVAL DURING OVERTIME.

9. (a) Until further order, employees shall be allowed the same conditions as to the meals and meal intervals to be allowed while working overtime as are prescribed by award or determination—Commonwealth or State—for the general body of employees of the industry in which they are employed.

(b) In any case to which sub-clause (a) hereof does not apply, an employee required to work overtime for more than two hours without being notified the day before that he will be so required to work shall either be supplied with a meal by the employer or paid 1s. 6d.; or if work extends into a second meal hour, 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.

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

OVERTIME.

10. (a) For all time worked on week days outside the hours prescribed in clause 7 hereof, overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.

(b) An employee recalled after leaving his place of work to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(c) An employee occasionally required to hold himself in readiness, either at his home, his place of work or elsewhere, to work after ordinary hours or on a Sunday or holiday, shall be paid standing-by time at his ordinary rate of wage for the time from which he is to hold himself in readiness until released.

(d) When an employee working overtime finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home or pay him at his ordinary rate of wage for the time occupied in reaching his home.

(e) When an employee is required to work overtime after his usual ceasing time so long as not to permit him having at least eight consecutive hours for rest between the time of his ceasing to work such overtime and the ordinary time for commencing his next shift, he shall be entitled to absent himself from work until he has had eight consecutive hours off duty, but shall not be paid for such period of absence.

HOLIDAYS.

11. All employees shall be entitled to the same holidays as are observed by the general body of employees of the industry in which they are employed.

SUNDAY AND HOLIDAY RATE.

12. In the case of continuous or recurring work necessarily done in the ordinary course directly for the establishment's usual production or service upon Sundays or holidays as well as upon other days of the week, ordinary time or shift worked on a Sunday or holiday shall be paid for at the rate of time and a half, but in all other cases all time on duty on Sundays or holidays shall be paid for at the rate of double time. Provided the time worked on Sundays or holidays shall be paid for at the rate of time and a half for the first eight hours and double time thereafter whenever repairs to, maintenance, or renewals of engines, boilers or other machinery in any undertaking have necessarily to be done on Sundays or holidays to allow work to proceed properly next day.

SHIFT WORK.

13. (a) The ordinary working hours of employees on shift work shall not exceed an average of 44 per week spread over a period of one, two, three or four weeks, to be worked in shifts of eight hours, including such time as by mutual arrangement may be taken for meals.

(b) There shall be a roster of shifts which shall—

- (i) Provide for rotation unless all the employees concerned desire otherwise;
- (ii) Provide for not more than eight shifts to be worked in any nine consecutive days; and
- (iii) Not be changed until after four weeks' notice.

So far as employees present themselves for work in accordance therewith, shifts shall be worked according to the roster.

(c) Notwithstanding the preceding sub-clauses (a) and (b), where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with the operations for which is used the power or steam supplied with the aid of such employees work shifts not in accordance with sub-clauses (a) and (b) hereof, such employee shall for his ordinary hours of work work shifts similar in length, roster conditions and crib-times to those of such majority, but this sub-clause shall not apply when such shifts exceed in the aggregate 176 hours in any period of four consecutive weeks, in which case the preceding sub-clauses (a) and (b) shall apply.

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

(e) (1.) Employees working afternoon or night shifts shall be paid shift premiums at the same rates and subject to the same conditions as are prescribed by the award, determination, or agreement (Commonwealth or State) for the general body of employees in the industry in which they are employed: Provided that in any case, they shall be entitled to be paid for such shifts not less than 5 per cent. more than ordinary rates.

(2.) Employees working afternoon or night shifts, who are not covered by paragraph (1) hereof, shall be paid shift premiums for such shifts, as follows:—

- (i) If such shifts continue for more than one month—5 per cent. more than ordinary rates;
- (ii) If such shifts continue for less than one month, but for more than five afternoons or nights—10 per cent. more than ordinary rates;
- (iii) If such shifts do not continue for more than five afternoons or nights—overtime rates shall be paid.
- (iv) A shift-worker who, during a period of engagement on shift work, works only on night shift and without some regular rotation with some other shift or with day work, shall be paid at the rate of time and a quarter for all time worked during his ordinary working hours.

For the purpose of this paragraph (2) "night shift" means any shift finishing subsequent to midnight and at or before 8 a.m. and "afternoon shift" means any shift (not being a night shift) which starts before 6 a.m. or after 10 a.m.

(f) Where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with operations for which is used the power or steam supplied with the aid of such employee receive compensation by way of annual leave or otherwise for working Saturday afternoon, holiday and/or Sunday shifts, such employee shall be given similar compensation for working such shifts.

ANNUAL LEAVE.

14. (a) Employees shall be entitled to and shall be allowed annual leave to the same extent and subject to the same conditions as are prescribed by statute award or determination—Commonwealth or State—for the general body of employees in the industry in which they are employed.

Employees who are not entitled to leave under the preceding paragraph shall be allowed annual leave subject to the following conditions:—

Period of Leave.

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

Seven-day Shift Workers.

(c) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

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

Annual Leave Exclusive of Public Holidays.

(d) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 11 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

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

Broken Leave.

(e) 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.

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

- (i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;
- (ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or
- (iii) any absence with reasonable cause proof whereof shall be upon the employee.

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

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

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

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

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

Calculation of Service.

(g) 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.

(h) 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.

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

Time of Taking Leave.

(j) 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.

(k) 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 11 of this Determination.

Payment for Period of Leave.

(l) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (e) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (m) hereof, wages shall be at the rate prescribed by clauses 2 and 4 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(m) 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.

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

(i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (g) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

Provided that at all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (m) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

(o) Nothing in this clause shall affect the operations of clause 13 (f) hereof and any annual leave required to be given under that sub-clause shall be given in addition to the annual leave prescribed by this clause.

(p) This clause shall operate as to persons at present employed from the 1st January, 1946, and shall apply as from the beginning of the first pay period to commence on or after the 17th July, 1946.

MIXED FUNCTIONS.

15. (a) Where the employment or work involves functions of a mixed character, the minimum wages to be paid to the employee for the day or part of a day he is so employed shall be calculated as if he performed such only of the said functions as involve the highest rate of wages under this Determination. If so employed for any part of a day he shall be paid at the highest rate for the whole of such day.

(b) Engine drivers, whilst in charge of their engines, shall only be required to perform such work as may be within the scope of or incidental to engine driving and the generation, use and application of engine power. Provided that engine drivers in charge of engines supplying power to any intermittent process involving regular stoppages, may during such stoppages be required to perform any work necessary or incidental to such intermittent process.

EXTRA RATES NOT CUMULATIVE.

16. Extra rates herein prescribed are not cumulative so as to exceed the maximum of double the ordinary rates.

TRAVELLING AND CAMPING ALLOWANCES.

17. Employees shall be allowed the same conditions as to fares, travelling time, travelling allowances, country work, camping allowances as are prescribed by award or determination—Commonwealth or State—for the general body of employees of the industry in which they are employed.

RIGHT OF ENTRY OF UNION OFFICIALS.

18. A duly accredited representative of the Federated Engine-drivers and Firemen's Association of Australasia not more than once a fortnight shall have the right to enter during the midday meal hour the portion of an employer's establishment in which any employees engaged upon any class of work to which this Determination applies are employed for the purpose of interviewing such employees on legitimate Union business.

If any employer alleges that a representative is unduly interfering with or is creating disaffection amongst his employees or is offensive in his methods, such employer may refuse the right of entry.

Provided, however, that no employer or person apparently acting on his behalf shall refuse to allow such representative as aforesaid to enter an establishment upon the ground only that it is not then the midday meal interval, unless he shall upon such refusal give the representative full and accurate particulars of the meal hours or crib times of each of the employees engaged upon work to which this Determination applies. An employer shall be deemed to have committed a breach of this Determination if he or the person apparently acting on his behalf omits, being obliged to do so, to give such particulars as aforesaid.

TIME AND WAGES BOOK.

19. (a) Each employer shall keep a time and wages book at his workshop, factory or mill or other place of work or at an office convenient thereto showing the name of each employee, his classification under this Determination, his time of starting and finishing work each day and the amount of overtime worked, and all amounts paid to him by way of wages, special rates and allowances.

(b) Any time occupied by an employee in filling in any time book or card, or in the making of records, shall be treated as time of duty.

(c) An employer may provide a mechanical clock for the purpose of recording the time of each employee, in which case each employee shall at the end of the week enter such other particulars as may be necessary to comply with sub-clause (a) hereof on some card or document used in connexion with such clock, and such card or document shall be deemed to be the time and wages book.

(d) Such time and wages book shall on demand be produced at reasonable times by the employer for inspection to an official of the Federated Engine-drivers and Firemen's Association of Australasia duly authorized in writing by the president and secretary of the local branch or sub-branch of such Association at the place where the time and wages book is kept pursuant to sub-clause (a) hereof.

The official making such inspection shall be permitted to make and retain a copy of any entry in such time and wages book relating to any matter in respect of which he suspects a breach of this Determination has been committed. He shall, if required to do so, produce for inspection by the employer or his representative any such copy as aforesaid.

SHOP STEWARDS.

20. A shop steward appointed by the employees in each workshop or place of work shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

Provided that this clause shall not apply in any case in which at the one place an employer employs five or less employees to whom this Determination applies.

RADIATORS.

21. Each crane cabin shall, unless otherwise heated, be equipped with a radiator, which the employer shall install and maintain in good order and condition.

APPLICATION OF DETERMINATION

22. This Determination shall not apply to—

- (i) The driving of any internal combustion engine of 30 or less b.h.p. or any engine or electric motor or any pump, air compressor, pneumatic, or small hoist on which no engine-driver or fireman or greaser is employed as such, but the starting and stopping of and attention to which is done by an employee the greater part of whose time is taken up with other work; or
- (ii) The operation of pneumatic and small hoists and two-motion electric man-power cranes; or
- (iii) The driving of footpath rollers of 30 cwt. and under.

DEFINITIONS.

23. In this Determination, except where otherwise clearly intended—

(a) "Attendant" means a person who attends to an electric motor or motors of thirty horse-power or more in the aggregate, and performs any duties of oiling or cleaning or attending to commutators, brushes, fuses, or switches.

(b) "Casual employee" means an employee competent to do the work he is engaged to do who is dismissed or refused work without any fault of his own before the expiration of six days from the date he starts work, but does not include an employee usually engaged in another capacity by the employer concerned, and who is called upon to do work coming under the terms of this Determination.

(c) "Engine-driver" means any person who operates or drives any engine or engines, the motive power of which is either steam, gas, oil, water, compressed air, or electricity, and includes any greaser who is called upon in the ordinary course of his duty to do engine-driver's work other than simply stopping or starting an engine under the supervision of an engine-driver.

(d) "Engine-driver in charge of plant" means—

(i) When two or more drivers are employed at the plant at one time, the engine-driver who is invested with the superintendence and responsibility or who has to accept the responsibility and superintendence; or

(ii) When he is the only person of his class employed on the plant, the engine-driver who does the general repair work of the plant in addition to the work of engine-driving, but not when he merely assists a fitter or engineer to do such work.

(e) "Fireman—first-class" means a fireman who attends to two or more boilers or two or more suction gas generators or one or more boilers or one or more generators developing 1,000 i.h.p. in the aggregate, and includes the fireman of a steam navy or excavator.

(f) "Greaser—first-class" means a greaser who under the supervision of an engine-driver stops or starts an engine or engines, but does not include any greaser who does so only in cases of necessity or emergency.

- (g) "Leading fireman—first-class" means—
 (i) The fireman employed at a plant where three or more firemen are employed at the same time who is invested with the responsibility and superintendence or who has to accept the responsibility and superintendence; or
 (ii) The fireman employed at a plant where three or more firemen are employed at the same time whose duty it is to attend to the water of boilers that are fired by two or more of the other firemen.
- (h) "Leading fireman—second-class" means—
 (i) The fireman employed at a plant where two firemen are employed at the same time who is invested with the responsibility and superintendence or who has to accept the responsibility and superintendence; or
 (ii) The fireman employed at a plant where two firemen are employed at the same time and whose duty it is to attend to the water of boilers that are fired by the other fireman.
- (i) "Lofty crane—first-class" means a lofty crane on a building in the course of erection or demolition where the driving platform is more than 100 feet above the ground.
- (j) "Lofty crane—second-class" means a lofty crane on a building in the course of erection or demolition where the driving platform is from 20 to 100 feet above the ground.
- (k) "Lofty crane—third-class" means a lofty crane outside buildings not in the course of erection where the driving platform is more than 20 feet from the level of the ground.
- (l) "Steam-engine—first-class" means a turbine or an engine or engines having a single cylinder with a bore of 12 inches in diameter or over, or having singly or together two or more cylinders the sum of the area of whose bores equals or exceeds the area of a circle 12 inches in diameter.
- (m) "Steam-engine—second-class" means an engine or engines having a single cylinder with a bore less than 12 inches in diameter or having singly or together two or more cylinders the sum of the area of whose bores is less than the area of a circle 12 inches in diameter.

PERIODICAL ADJUSTMENT OF WAGES.

24. The wages rates set out in clause 2 (a) are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 25.

Basic Wage.

Place.	Needs Basic Wage (Adjustable). Per Week.	Loading (Constant) Per Week.	Total Basic Wage. Per Week.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne	5 0 0	6 0	5 6 0	Melbourne
Within 10 miles of Chief P.O., Geelong, or at Warrnambool—same as the contemporaneous basic wage for Melbourne				
Mildura and Gippsland Districts—same as the contemporaneous basic wage for Melbourne				
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne				
Bush sawmills wherever situated—3s. less than the contemporaneous basic wage for Melbourne				

ADJUSTMENT OF BASIC WAGE.

25. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 24.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

MARGINS.

In addition to the basic wage provided in clause 24 hereof, the margins set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margin.
A.—STATIONARY ENGINE DRIVERS. <i>Steam Engines.</i>	£ s. d.
First-class	0 15 0
First-class, with condenser	0 18 0
Second-class	0 12 0
Second-class, with condenser	0 15 0
<i>Suction Gas or Other Internal Combustion Engine.</i>	
Fifty brake horse-power or over	0 15 0
Under fifty brake horse-power	0 12 0
<i>Electric Motors.</i>	
Attendant	0 9 0
B.—LOCOMOTIVE ENGINE DRIVERS.	
If human beings other than train crew are sometimes or always carried	1 7 6
Others	1 2 6
If the gauge is less than three feet, 3s. per week less in each case.	
C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.	
Driver	1 13 0
Second driver	1 1 0
D.—WINCH DRIVERS.	
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	0 15 0
Others	0 12 6

MARGINS—continued.

Classification.	Margin.
E.—CRANE DRIVERS.	
Loffy cranes—first-class	1 10 0
Loffy cranes—second-class	1 7 6
Loffy cranes—third-class	1 5 0
Cantilever cranes	1 7 6
Cranes in converter sheds	1 2 6
Cranes transporting molten metal in foundries	1 0 0
Crane driver on open hearth furnaces	1 0 0
Steam travelling cranes	1 0 0
Other steam cranes	0 17 6
Grab cranes	1 0 0
Electric cranes not elsewhere included—	
Four motions and over	
Overhead traverser with auxiliary hoist	
Traverser with jib hoist	
Two or three motions	0 15 0
Overhead traverser	
Stationary jib; stationary jib hoist	
Traverser jib	
Hydraulic stationary jib cranes	0 12 6
Cranes and hoists not elsewhere included	0 10 0
String cranes—five tons or less	0 6 0
E.E.—MOBILE CRANE DRIVERS.	
Mobile cranes lifting capacity up to and including 3 tons	1 10 0
Over 3 tons and up to 5 tons	1 15 0
Over 5 tons, for each ton of lifting capacity over 5 an extra 2s.6d. per week up to 10 tons.	
F.—TRACTION ENGINE DRIVERS.	
<i>Road.</i>	
Traction engine or road roller (steam)	0 17 6
Road roller (oil)	0 16 6
Traction engine (oil—35 h.p. and over)	0 16 6
Traction engine (oil—under 35 h.p.)	0 15 0
<i>Rail.</i>	
Electric traction motor	0 10 0
Internal combustion traction motor	0 10 0
G.—FIREMEN.	
Fireman	0 7 6
Fireman—first-class	0 12 0
Leading fireman—first-class	0 18 0
Leading fireman—second-class	0 15 0
Locomotive fireman	0 10 0
H.—GREASERS.	
Greaser	0 7 6
Greaser—first-class	0 12 0
Trimmer	0 5 0
Fuelman	0 5 0
Engine cleaner	0 5 0
Boiler cleaner	0 5 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.	
I.—OTHERS.	
Pile-driving machine	0 18 0
All others	Nil

In addition to the margins set out above, employees are entitled to the war loadings and in certain cases to the additional rates, set out in sub-clauses (b), (c), and (d) of clause 2.

(c) The amounts of the weekly rates for juniors in clause 4 are based upon those set out in sub-clause (d) hereof which have been fixed upon a needs basic wage of 77s. per week, and such rates shall be adjusted proportionately to the average of the needs basic wage for Sydney, Melbourne, Adelaide and Hobart calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded, and shall accord with the rates payable from time to time under the appropriate award of the Commonwealth Court of Conciliation and Arbitration.

(d) The rates upon which adjustments are to be made are as follow, viz.:—

	Adjustable Portion of Wage. Per Week.	Loading (Constant) Per Week.
	£ s. d.	s. d.
If under 16 years of age	1 11 0	0 9
If 16 and under 18 years of age	2 1 0	1 0
If 18 and under 19 years of age	2 19 0	2 0
If 19 and under 20 years of age	3 12 0	2 0

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

J. W. RYAN, Secretary.

Melbourne, 9th January, 1947.

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MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE HAIRDRESSERS BOARD.

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

(2) Ladies' and/or Men's Hairdressing were proclaimed on 3rd December, 1941, as apprenticeship trades under the Apprenticeship Acts, for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne Street, Melbourne, C.2.

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 wheresoever employed in the business of a Hairdresser or Barber, or Wig Maker, or other Workers of Hair," has made the following Determination, namely:—

On the 30th November, 1925, the powers of this Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed at—

- (a) hair or scalp treatment:
- (b) toilet work.

1. That as from the beginning of the first pay period to commence on or after the 1st January, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.

		Wages per Week.			
		Apprentices (other than those covered by the Apprenticeship Commission).		Improvers.	
		Males.	Females.	Males.	Females.
		s. d.	s. d.	s. d.	s. d.
1st year		18 6	15 9		
2nd year		24 6	21 6		
3rd year		37 3	31 0		
4th year—					
1st six months ..		49 9	43 3	102 6	61 9
2nd six months ..		49 9	49 9		
5th year—					
1st six months ..		61 9	49 9		
2nd six months ..		61 9			

Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.

PROPORTION (IN ANY SHOP OR PLACE).

Apprentices.

In Men's Hairdressing Saloons.

One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.

In Ladies' Hairdressing Saloons.

One apprentice to each female worker receiving not less than the wage of 82s. per week. Provided that a male working employer shall be entitled to an apprentice.

In Places where both Men's and Ladies' Hairdressing is carried out.

One apprentice to every three or fraction of three workers, male or female, receiving not less than the minimum wage if male, or 82s. per week if female.

Improvers.

One male improver to every fifteen male workers receiving not less than the minimum wage.

One female improver to every fifteen persons receiving not less than the minimum wage.

An amended indenture of apprenticeship prescribed by the Board was approved on 28th March, 1936.

JUVENILE WORKERS, i.e., females under 21 years of age employed solely as receptionists or females under 17 years of age employed solely as messengers—

Wages.

Receptionists 38s. 9d. per week of 47 hours.
Messengers 15s. 0d. " " " " "

PROPORTION (IN ANY SHOP OR PLACE).

One Juvenile Worker employed as a receptionist to every fifteen or fraction of fifteen persons receiving not less than the minimum wage.

In addition, one Juvenile Worker employed as a messenger in any shop or place where not less than four persons are employed.

* The employment, within the Metropolitan District, of any improver is illegal.

OTHER EMPLOYEES.	Wages.	
	Within the Metropolitan District as defined in the Factories and Shops Acts, and such portion of the City of Sandringham as is not included within the said District; the Cities of Geelong, Geelong West, and Warrnambool, and the Town of Newtown and Chilwell.	All other parts of Victoria.
<i>Mens' Hairdressing Saloons.</i>	<i>s. d.</i>	<i>s. d.</i>
Chair workers (male or female)	Per Week of 48 Hours. 132 0	Per Week of 48 Hours 122 0
* Provided that any person appointed by his employer to be foreman of a saloon shall be paid 5s. extra per week if not more than five persons are employed, and if more than five persons are employed he shall be paid 1s. extra per week for each employee.		
<i>Any Other Place.</i>		
Males engaged in—	Per Week of 47 Hours.	Per Week of 47 Hours.
Children's haircutting	134 0	129 0
Ladies' haircutting	154 6	149 6
Making up combings	164 6	159 6
All other males		
	Per Week of 20 Hours.	Per Week of 20 Hours.
Female window models	160 6	155 6
Females engaged in—	Per Week of 47 Hours.	Per Week of 47 Hours.
Children's haircutting	106 3	102 3
Ladies' haircutting	103 9	100 0
Attending to electrical curling and waving machines	92 0	88 3
Hair work	87 3	83 9
Female receptionists	52 9	51 0
All other females	85 9	82 0.

TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.		Time of Ending.		
	On Saturday.	On the other Working Days of the Week.	On the day upon which the Half-holiday for Shops is observed.	On the other Working Days of the Week.	
(a) For persons engaged solely in hair or scalp treatment, toilet work or ladies' hairdressing	8.30 a.m.	9 a.m.	1 p.m.	In Flinders-street, Spencer-street, Latrobe-street, and Spring-street, and within the Area enclosed by such streets in the city of Melbourne.	In all other parts of Victoria.
(b) For other persons	8 a.m.	8.30 a.m.	1 p.m.	6 p.m.	6 p.m.
				6 p.m.	7 p.m.

Provided that on any working day, no employee shall work or be permitted to work after the hour of 6.5 p.m. in any hairdressing saloon or other place in Flinders-street, Spencer-street, Latrobe-street, and Spring-street, and within the area enclosed by such streets in the City of Melbourne.

Provided further that no employee shall, on any day, work or be permitted to work before the time fixed in this clause for beginning work in any hairdressing saloon or other place within the metropolitan district as defined in the Factories and Shops Acts.

OVERTIME.

4. The rate of time and a half shall be paid for all work done—

- Outside the hours fixed as the times of beginning and ending work.
- Within the hours fixed as the times of beginning and ending work in excess of the maximum number of hours fixed as a week's work.
- In excess of four and a half hours on the day upon which the half-holiday for shops is observed, ten hours on the usual late trading day, or eight and a half hours on any other working day of the week.

TERMS OF EMPLOYMENT.

5. (a) An employee shall be engaged on terms of either weekly or hourly hiring. Unless specifically engaged on terms of hourly hiring the terms shall be deemed to be those of weekly hiring.

(b) An employee on weekly hiring shall be paid the full weekly wage herein prescribed irrespective of the number of hours worked in any week, not exceeding the ordinary hours prescribed for a week's work.

(c) An employee on hourly hiring shall be paid :—

- For each hour worked up to one half the number of hours prescribed for a week's work, at the ordinary wages rate with an addition of fifty per centum in any week in which two or more Public Holidays occur, and at the ordinary wages rate with an addition of thirty-three and one third per centum in any other week;
 - For each hour worked beyond the one half the number of hours prescribed for a week's work, at the ordinary wages rate up to but not exceeding the wages rate for an ordinary week's work;
 - Notwithstanding anything contained in sub-clauses, (i), and (ii), at the rate of ordinary wages rate with an addition of fifty per centum if the number of hours worked in any week is less than 13 hours;
 - If the time actually worked includes a fraction of an hour exceeding five minutes, for such fraction as for a full hour.
- (d) An employee on hourly hiring who is required to work on any day shall be given a minimum number of hours work, or payment in lieu, for such day as follows :—
- On the day on which the half-holiday is observed—three hours;
 - On any other day in the week—four hours.

The amount payable shall be at the appropriate rate as prescribed in sub-clause (c) hereof.

ALLOWANCES.

6. (a) *Within the Metropolitan District as defined in the Factories and Shops Acts.*—Every employer whose place of business is outside a radius of 6 miles from the General Post Office, Melbourne, shall pay to each employee who is engaged for less than one week's continuous work the fares necessarily expended by the employee in travelling between his home and the employer's place of business.

(b) *Outside the Metropolitan District as defined in the Factories and Shops Acts.*—Every employer shall pay the fares necessarily incurred by an employee in proceeding from his home to employment outside the Metropolitan District, and also the fares necessarily incurred by the employee in returning to his home at the termination of his employment with the employer. Provided that the employer shall not be required to pay the fare to his home of an employee who voluntarily leaves the service of the employer before he has completed a period of three months in such employment.

SPECIAL RATES.

7. Double time shall be paid for all work done on Sundays, New Year's Day, Labour Day, Good Friday, Christmas Day, Australia Day, Easter Monday, King's Birthday, and Boxing Day, and, within the Metropolitan District as defined in the Factories and Shops Acts, for all work done on 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. In addition double time shall be paid for all work done on the 27th December when such day is a Saturday.

UNIFORMS.

8. Any employee who is required by his employer to provide himself with a special uniform shall have refunded to him, by the employer, so much of the cost of same as exceeds 12s. 6d. per uniform. Such uniform shall become the property of the employee. The entire cost of special uniforms shall be borne by the employer where the employee is employed for a period of less than six months. Where change to special designs in uniforms is required, the employer shall bear the cost of same.

In cases where the employer arranges for the laundering of the uniform of any employee he shall be entitled to deduct from the wages of such employee the actual cost of such laundering not exceeding 9d. per week.

MEALS.

9. Meal breaks of not less than 60 consecutive minutes shall be allowed to each employee between the hours of 11.45 a.m. and 2 p.m., and between the hours of 4.15 p.m. and 7 p.m. Provided that in the case of any employee who ceases work not later than 6.5 p.m. on any day no second meal break shall be allowed on such day.

In any shop meals may be partaken of only in some room or place in which hairdressing or toilet work is not actually being carried on.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

10. Five o'clock p.m. on Friday shall be the day and latest hour for payment of wages.

ANNUAL HOLIDAY.

11. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act, 1946*, No. 5111, and any amendments which may be made thereto from time to time.

SICK LEAVE.

12. Any employee not attending for duty who has had not less than twelve months' service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory 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.

TERMINATION OF EMPLOYMENT.

13. Except where the conduct of an employee justifies instant dismissal, 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 in lieu thereof.

In the case of an employee who has been engaged from week to week (whether for an ordinary week's work or for any definite period other than an ordinary week's work) for at least four weeks the expression "termination of employment" shall include any variation of the terms of his engagement whereby he is to work weekly for a shorter period than that for which he was previously engaged. "A week's wages" shall mean the wages in respect of the weekly period for which he was previously engaged.

APPRENTICES AND IMPROVERS ON ELECTRICAL CURLING OR WAVING MACHINES.

14. Female apprentices and improvers shall assist in operating electrical curling or waving machines only in the presence of a person receiving not less than the minimum wage.

PREMIUMS OR BONUSES.

15. No person shall, either directly or indirectly, request any other person to pay or give or shall receive from any other person, any premium, bonus, consideration or payment for employing or teaching or purporting to employ or teach any person subject to this Determination any of the callings to which the Determination applies.

TIME BOOK.

16. In a book provided for such purpose by the employer, every employee shall indelibly record and initial daily his or her correct times of beginning and ending work and the correct times of ceasing and commencing work before and after the meal breaks prescribed in clause 9 of this Determination. Such book shall be open for inspection by the Secretary, Assistant Secretary or an accredited official of the Victorian Branch of the Australian Hairdressers', Wigmakers' and Hairworkers' Employees' Federation between the hours of 9 a.m. and 5 p.m. of any working day except Saturday at the employer's shop or other convenient place, provided that only one demand for each inspection shall be made at the same establishment in any calendar month. Such demand shall not be made unless the Secretary, Assistant Secretary or accredited official of the said Federation suspects that a breach of this Determination has been committed.

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

J. W. RYAN, Secretary.

Melbourne, 15th January, 1947.

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MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE MOTOR DRIVERS 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 appointed to “determine the lowest prices or rates which may be paid to persons employed—

- (a) driving mechanically-propelled vehicles hired or plying for hire;
- (b) cleaning or attending to the running requirements (not including repairs) of mechanically-propelled vehicles which are—
 - (i) hired, plying for hire, or used in connexion with a trade or business;
 - (ii) stalled in a public garage or in an engineer's workshop;
 - (iii) as conductors in connexion with mechanically-propelled passenger vehicles hired or plying for hire—

has made the following Determination, namely:—

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

2.

APPRENTICES OR IMPROVERS.

Apprentices.						Improvers.				

OTHER EMPLOYEES.

Employees operating exclusively within a radius of 16 miles of the General Post Office, Melbourne.	"A"	"B" Employees operating exclusively outside a radius of 16 miles of the General Post Office, Melbourne, or operating partly within and partly outside such radius.
(i) <i>Vehicles Engaged on Regular Services.</i> (See Clause 13 for Definition of Vehicle Engaged on Regular Services.)	s. d.	s. d.
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—		
In which the licensed passenger seating capacity exceeds 19 persons	132 0*	127 0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 19 persons ..	128 6*	123 6*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons ..	124 6*	119 6*
In which the licensed passenger seating capacity does not exceed 7 persons	122 6*	117 6*
* These rates include a special war loading of 3s. per week.		
(ii) <i>Vehicles Not Engaged on Regular Services.</i>		
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—		
In which the licensed passenger seating capacity exceeds 22 persons	122 6	117 6
In which the licensed passenger seating capacity exceeds 14 but does not exceed 22 persons ..	120 6	115 6
In which the licensed passenger seating capacity exceeds 7 but does not exceed 14 persons ..	118 6	113 6
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle is for public hire upon the street	115 6	110 6
All other drivers	113 0	108 0
(iii) <i>Employees Not Provided for in (i) and (ii) hereof.</i>		
Conductors (including females)	116 6	111 6
Greasers	114 6	109 6
Cleaners	111 0	106 0
All others—		
Males	111 0	106 0
Females	66 0	58 6

3. ALLOWANCES.—(a) Where a vehicle with licensed passenger seating capacity exceeding seven persons is engaged on regular service within the area referred to in Column "A" of Clause 2 and the driver is required to collect fares and/or give change, he shall be paid 3d. an hour or part thereof with a minimum of 1s. a day and a maximum of 1s. 6d. a day of eight hours and for each additional hour beyond eight, 3d. in addition to any other amounts to which he may be entitled under this Determination.

(b) When a vehicle engaged on regular service within the area referred to in Column "B" of Clause 2 carries parcels or goods other than articles of passengers' personal luggage) and/or if the driver of such a vehicle is required to collect fares such driver shall receive an allowance of 6d. per day or part of a day in addition to any amounts to which he may be entitled under this Determination.

(c) Any employee whose employment may necessitate his being absent from his home and his being unable to conveniently return to such home on any day, shall receive a minimum of a full day's pay for each day he is so absent plus an allowance to cover the cost of his board and lodging.

4. HOURS OF WORK.—The ordinary hours of work shall be:—

- (a) For drivers of vehicles on regular services the maximum ordinary hours, without payment of overtime, shall not exceed 88 hours per fortnight: Provided that not more than 50 hours may be worked in any week without payment of overtime.
- (b) For greasers and/or cleaners—44 hours per week.
- (c) For all employees other than those provided for in sub-clauses (a) and (b)—48 hours per week.

Ordinary daily hours shall be as hereinafter provided. Notwithstanding any condition therein, a driver not engaged on regular services who is not given a meal time within five hours of commencing duty, shall have the daily hours of work and spread of hours as provided in sub-clauses (i) and (ii) hereof reduced by one hour, and a driver of a regular service vehicle shall have time off for a meal within five hours of commencing duty.

The ordinary daily hours for employees (except drivers of vehicles on regular services, greasers, and/or cleaners) shall be eight hours. The ordinary daily hours of drivers of vehicles on regular services, greasers, and/or cleaners may be fixed by mutual agreement between an employer and his employees concerned, provided that in no case shall the ordinary hours of a week's or a fortnight's work (as the case may be) be extended without payment of overtime.

Subject to sub-clauses (i) and (ii) hereof the hours of a day's work as hereinbefore provided shall be continuous—

- (i) Within a daily spread of nine hours, employees (other than casual employees) working in the area defined in Column "A" of Clause 2 may be required to have a meal period not exceeding one hour, and employees (other than casual employees) working in the area as defined in Column "B" of Clause 2 may within a daily spread of ten and a half hours be required to have a meal period not exceeding two and a half hours.
- (ii) Casual employees working within a daily spread of nine hours in the area provided for in Column "A" of Clause 2 may be required to take a meal period not exceeding one-half hour if employed not less than four hours, and less than eight hours, but if employed for eight hours or more, may be required to take a meal interval not exceeding one hour.

Casual employees working within a daily spread of ten and a half hours in the area provided for in Column "B" of Clause 2 hereof may be required to take a meal period not exceeding one-half hour if employed not less than four hours and less than eight hours, but if employed for eight hours or more, may be required to take a meal interval not exceeding two and a half hours.

5. OVERTIME.—Overtime shall be paid for as follows:—

- (a) For drivers of vehicles on regular services for work done—
 - (i) In excess of the hours for a day's work agreed upon between an employer and his employees
 - (ii) Outside the daily spread of hours
 - (iii) In excess of 88 hours per fortnight or in excess of 50 hours in any week

For the first four hours .. Time and a quarter
Thereafter Time and a half

(b) For greasers and/or cleaners—

- | | |
|---|--|
| (i) In excess of the hours for a day's work agreed upon between an employer and his employees | } For the first four hours .. Time and a quarter
Thereafter Time and a half |
| (ii) Outside the daily spread of hours | |
| (iii) In excess of 44 hours in any week | |

(c) For drivers of vehicles not engaged on regular services—

- | | |
|---|--|
| (i) In excess of eight hours on any day | } For the first two hours .. Ordinary rates
For the next two hours Time and a quarter
Thereafter Time and a half |
| (ii) Outside the daily spread of hours | |
| | |

(d) For employees other than those provided for in sub-clauses (a) and (b)—

- | | |
|---|---|
| (i) In excess of eight hours on any day | } For the first four hours Time and a quarter
Thereafter Time and a half |
| (ii) Outside the daily spread of hours | |

6. **CONTRACT OF EMPLOYMENT.**—An employee shall be engaged either as a weekly employee or as a casual employee. Unless he is specifically engaged as a casual employee he shall be deemed to be and shall be paid as a weekly employee and shall, provided he is ready, available, and willing to work, receive for work done in any week, at least, the rate provided in clause 2 hereof for the class of work he is required to do. An employee engaged at the beginning of a week or during a week shall not have his contract of employment as herein provided varied until the end of such week.

A casual employee shall receive a minimum of three hours' work or payment for same for each start at work on any day.

A start at work shall mean the commencement of work for the day and each resumption of work after a break on any day except a break for a meal interval as provided in Clause 4 (ii) hereof. For the first three hours after any start at work on any day a casual employee shall receive a *pro rata* payment based on the weekly hours provided in clause 4, sub-clauses (a), (b), and (c) and the rate provided in clause 2 for the class of work done plus 33½ per cent.

For all work done in excess of three hours after any start at work on any day he shall receive a *pro rata* payment based on the weekly hours provided in clause 4, sub-clauses (a), (b), and (c), and the rate provided in clause 2 for the class of work done.

Casual employees shall be booked off at the place where they were engaged for work.

Drivers of vehicles engaged on regular services shall receive two full days off within each fortnight. A fortnight shall be deemed to commence at midnight on a Saturday and to finish at midnight on the 2nd Saturday thereafter.

If an employee (other than a casual employee) is required to report for duty on any day, and does so, he shall receive a minimum of three hours' work or payment for such period.

ANNUAL HOLIDAY.

7. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

8. **SPECIAL RATES.**—Time and a quarter shall be the special rate for all work done on Christmas Day, Boxing Day, Show Day, New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Monday, Labour Day, and King's Birthday; 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.

9. **NIGHT SHIFT.**—Employees (other than drivers and conductors) working between the hours of 8 p.m. and 7 a.m. shall be paid 3d. per hour extra with a maximum of 1s. a shift.

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

11. **SICK PAY.**—An employee absent from work on account of ill health or the result of an accident shall be entitled to be paid at half ordinary rates for a period not exceeding in the aggregate twelve days in any one year: Provided that an employer shall have the right before paying such sick pay to require the employee concerned to produce a medical certificate as proof that his absence from work was on account of illness or incapacity. Should the employee so produce a medical certificate at the request of the employer such employee shall receive a refund of any expense incurred in obtaining such certificate up to but not exceeding a sum of 10s. 6d. Notwithstanding any other provision in this clause 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 half pay hereinbefore provided.

12. **TIME BOOKS.**—(a) Each employer shall at the garage or yard at or from or in connexion with which the employee works or at an office convenient thereto, keep a record or time book showing the name of each employee working under this Determination, in which each employee shall enter his time of starting and finishing work each day.

(b) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

(c) Such record or time book shall on demand be produced by the employer for inspection to an official of the Motor Transport and Chauffeurs' Association of Australia duly authorized in writing by the president and secretary of the local branch or sub-branch of such organization, at the place where the record or time book is kept between the hours of 10 a.m. and noon on any day between the 1st and 27th inclusive in each calendar month, except on pay day or the day before.

In the case of the first inspection, seven days' notice shall be given to the employer of the intended inspection, and in the case of any subsequent inspection, one day's notice shall be given.

(d) Provided that an employer may at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time of each employee.

(e) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

13. **DEFINITION.**—A vehicle on regular service shall mean a vehicle which travels to a regular fixed schedule of times between two fixed points and which does not require any specified number of passengers before a scheduled trip is undertaken.

14. **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates set out in clause 2 are based upon the following basic wage and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that the rates for male adults shall be automatically adjusted as prescribed in clause 15, provided that the wages of female adults, apprentices, improvers, and juvenile workers shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be to the nearest 6d.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

15. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 14.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

NOTE.—Under section 233 of the Factories and Shops Act any person who is guilty of a contravention of any clause of this Determination shall be liable to penalties as follows :—

For the first offence, not more than ten pounds.

For the second offence, not less than five pounds nor more than twenty-five pounds.

For the third or any subsequent offence, not less than fifty nor more than one hundred pounds.

In addition, the Court may award arrears of wages as provided in section 237 of the same Act.

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

J. W. RYAN, Secretary.

Melbourne, 9th January, 1947.



VICTORIA GOVERNMENT GAZETTE.

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No. 139]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE NON-FERROUS METALS BOARD.

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

(b) Until the date of coming into operation of this Determination the wages and conditions of persons now provided for herein, were provided for in the Determination of the Engineers and Brassworkers (Unskilled) Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has 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 producing rods, bars, sections, angles, sheets, strips, or ingots from brass, copper, or other non-ferrous metals ;"

has made the following Determination, namely—

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

2.

Adults.	Wages per Week of 44 Hours—		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Furnaceman—electric	6 9 0	6 15 6	6 6 0
Furnaceman—other	6 4 0	6 10 6	6 1 0
Furnaceman's assistant	5 18 0	6 4 6	5 15 0
Press operator	6 0 0	6 6 6	5 17 0
Die attendant	6 0 0	6 6 6	5 17 0
Hexagon straightener	5 18 0	6 4 6	5 15 0
Draw bench operator	5 14 0	6 0 6	5 11 0
Pickler	5 14 0	6 0 6	5 11 0
Other machine operator	5 14 0	6 0 6	5 11 0
Hand straightener	5 12 0	5 18 6	5 9 0
Pointer	5 11 0	5 17 6	5 8 0
Die striker	5 10 0	5 16 6	5 7 0
All others	5 6 0	5 12 6	5 3 0

Leading Hands.

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

JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for male juniors shall be as follows:—

WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Payable.		
				Within 20 Miles of G.P.O., Melbourne, within 10 Miles of G.P.O., Geelong, at Warranboool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Foundries.</i>						
Under 16 years of age ..	25	0 6	1 0	1 6 6	1 8 0	1 5 6
16 years of age ..	33	0 9	1 9	1 15 6	1 17 6	1 14 6
17 years of age ..	60	1 0	3 0	3 4 0	3 8 0	3 2 0
18 years of age ..	75	2 0	4 0	4 1 0	4 6 0	3 18 6
19 years of age and over ..	90	2 6	4 6	4 17 0	5 3 0	4 14 6
<i>Elsewhere.</i>						
Under 16 years of age ..	25	0 6	..	1 5 6	1 7 0	1 4 6
16 years of age ..	35	0 9	..	1 15 6	1 18 0	1 14 6
17 years of age ..	47½	1 0	..	2 8 6	2 11 6	2 7 0
18 years of age ..	60	1 0	..	3 1 0	3 5 0	2 19 0
19 years of age ..	75	2 0	..	3 17 0	4 2 0	3 14 6
20 years of age ..	90	2 0	..	4 12 0	4 18 0	4 9 6

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

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

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

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

Prohibited Occupations.

(c) Junior employees shall not be employed—

- (i) if under the age of 18 years on oil or gas burners or fires used for heating of small articles; or
- (ii) if under 18 years as furnacemen or assistants to furnacemen; or
- (iii) if under 18 years as a roller or an extrusion press operator.

SPECIAL RATES.

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

Wet Places.

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

Confined Spaces.

(b) Working in confined space (as defined)—3d. per hour extra.

Hot Places.

(c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

Dirty Work.

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

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

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

Special Rates not Cumulative.

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

Rates not Subject to Penalty Additions.

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

HOURS OF WORK.

Day Workers.

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

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

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

Five-Days' Week.

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

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

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

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

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

SHIFT WORK.

6. (a) For the purposes of this clause—

"Afternoon shift" means any shift finishing after 6 p.m., and at or before midnight.

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

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

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

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

The ordinary hours of such shift workers shall not exceed—

- (i) 8 in any one day; nor
- (ii) 48 in any one week; nor
- (iii) 88 in 14 consecutive days; nor
- (iv) 176 in 28 consecutive days.

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

- (i) a shift shall consist of 8 hours, inclusive of crib time;
- (ii) except at the regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours;
- (iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other Than Continuous Work.

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

- (i) 44 in any week to be worked in five shifts of 8 hours 48 minutes on Monday to Friday inclusive, or five shifts of 8 hours and one shift (Saturday) of four hours; or
- (ii) 88 in 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.
- (iii) 132 in 21 consecutive days, in which case an employee shall not, without payment of overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

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

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

Rosters.

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

Variation by Agreement.

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

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

Afternoon or Night Shift Allowances.

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

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

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

An employee who—

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

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

Overtime.

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

- (i) if employed on continuous work be paid at the rate of double time; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter, except in each case when the time is worked—
- (iii) by arrangement between the employees themselves;
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 12 (b) hereof.

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

Sundays and Holidays.

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

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 9 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Junior Employees.

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

MIXED FUNCTIONS.

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

OVERTIME.

8. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work; provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour whichever is the higher. Except as provided in this sub-clause or sub-clause (b) hereof in computing overtime each day's work shall stand alone.

Rest Period After Overtime.

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

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

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

Call Back.

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

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

Saturday Work—Five-Days' Week.

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

Standing By.

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

Meal Hours—General.

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

Meal Hours—Maintenance Employees.

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

Crib Time.

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

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

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

Tea Money.

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

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

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

Transport of Employees.

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

HOLIDAYS AND SUNDAY WORK.

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

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

Exceptions.

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

Provided that where employees are necessarily engaged in repairs to or renewals of their employer's plant and machinery necessary for resumption of work the next following working day (not including the installation of new machinery), work done on Sundays and holidays shall be paid for at the rate of time and a half for the first eight hours, and double time thereafter.

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

(d) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours work.

EXTRA RATES NOT CUMULATIVE.

10. Extra rates in this Determination, except rates prescribed in clause 4, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

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

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

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

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

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

CONTRACT OF EMPLOYMENT.

Weekly Employment.

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

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

(c) An employee not attending for duty shall, except as provided by clause 13 hereof, lose his pay for the actual time of such non-attendance.

Casual Employment.

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

Late Comers.

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

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

SICK LEAVE.

13. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute, the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

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

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

Single Day Absences.

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

Cumulative Sick Leave.

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

Attendance at Hospital, &c.

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

ANNUAL HOLIDAY.

14. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

*MISCELLANEOUS.**Accommodation and Conveniences—Boiling Water.*

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

Drinking Water.

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

First-Aid Outfit.

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

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

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

Lockers.

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

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

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

Clothing, Equipment, and Tools—Damage to Clothing and Tools.

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

Goggles.

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

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

Tools.

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

Dressing Castings.

(c) Where practicable, the dressing of castings shall not be carried out in close proximity to employees not doing that work.

Ladles.

(d) (i) All ladles of a holding capacity of 15 cwt. or more in use at the time of the making of this Determination shall be fitted with safety-worm gear or an equivalent safety fitting; and all ladles of a holding capacity of 10 cwt. or more hereafter brought into operation shall be fitted with safety-worm gear.

(ii) Where molten metal is carried in ladles by hand the weight of molten metal shall not exceed :—

Single-handed ladles—60 lb., including the weight of the ladle.

Other ladles— $\frac{1}{4}$ cwt. per man.

(iii) Where molten metal is carried by hand, a clear passageway not less than 2 ft. 6 in. wide shall be made.

Ventilation.

(e) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust, or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated,

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

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

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

SHOP STEWARDS.

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

RIGHT OF ENTRY OF UNION OFFICIALS.

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

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

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

(iii) That not more than one representative of each of not more than three unions be on the premises at any one time.

(iv) That no one representative visit the premises more than once in each week.

(v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Wages Board.

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

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

(i) That he discloses to the employer or his representative the complaint which he desires to investigate.

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

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

(iv) That he conducts himself properly.

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

This is to certify that
of the abovenamed organization.

(Name of organization.)

is a duly accredited representative

General }
State } Secretary.

(SEAL)

Date

Specimen signature of holder.

Strictly not transferable.

TIME AND WAGES BOOK.

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

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

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

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

NOTICE BOARD.

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

DEFINITIONS.

20. "Confined Space" means a compartment or space access to which is through a man-hole or similar opening, or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

"Furnace man" means an employee in charge of a furnace, used for smelting metals or ores, boiler plate furnaces, case hardening and/or annealing furnaces, and such heating furnaces where the weight of individual pieces of material is 5 cwt. or more or the area of the material exceeds 4 square feet.

PERIODICAL ADJUSTMENT OF WAGES.

21. The wages rates set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 22.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Victoria—	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts	5 0 0	6 0	5 6 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne.				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.				

ADJUSTMENT OF BASIC WAGE.

22. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 21.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "All Items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

MARGINAL RATES.

23. In addition to the basic wage provided in clause 21, the margins and special loadings set out in this clause shall be minimum rate payable to employees therein named :—

Classification.	Margins Per Week.	Special Loadings Per Week.
	s. d.	s. d.
Furnaceman—electric	17 0	6 0
Furnaceman—other	15 0	3 0
Furnaceman's assistant	9 0	3 0
Press operator	14 0	..
Die attendant	14 0	..
Hexagon straightener	12 0	..
Draw bench operator	8 0	..
Pickler	8 0	..
Other machine operator	8 0	..
Hand straightener	6 0	..
Pointer	5 0	..
Die striker	4 0	..
All others	Nil	3 0

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

J. W. RYAN, Secretary.

Melbourne, 20th December, 1946.



VICTORIA GOVERNMENT GAZETTE.

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[1947

Factories and Shops Acts.

DETERMINATION OF THE MINING ENGINE-DRIVERS 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 16th April, 1935, has had the power to determine the lowest prices or rates which may be paid to any person employed in the occupation of—

(a) a fireman, boiler attendant, boiler cleaner, or engine-driver in connexion with steam engines or steam boilers in or about mines or in or about plants for crushing metalliferous ores,

(b) an engine-driver or attendant in connexion with the use of internal combustion engines, compressed air engines, or electrical engines in or about mines or in or about plants for crushing metalliferous ores,

has made the following Determination, namely:—

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

2.

WAGES PER WEEK OF 40 HOURS FOR EMPLOYEES WORKING UNDERGROUND AND 44 HOURS IN ANY OTHER PLACE.

	Other Employees.		
		Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Belthanga, Harrietville, Bright, Wandiligong, Alexandra, Waihalia, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	s. d.	s. d.	s. d.
Apprentices or Improvers.			
If under 16 years of age	49 0		
16 and under 18 years of age .. .	62 6		
18 and under 19 years of age .. .	76 6		
19 and under 20 years of age .. .	99 0		
20 years of age, minimum rate for class of work done.			
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			
PROPORTION.			
Apprentices.			
One apprentice to every three or fraction of three workers receiving not less than 107s. 6d. per week of 44 hours.			
Improvers.			
One improver to every three workers receiving not less than 107s. 6d. per week of 44 hours.			
Winding and haulage engine-drivers—			
(a) If they sometimes or always raise or lower human beings	144 0		141 0
(b) If they do not raise or lower human beings	138 0		135 0
Winch drivers—			
(a) If working underground or on surface of mines, and they raise or lower human beings	130 0		127 0
(b) If working underground or on surface of mines, and they do not raise or lower human beings .. .	127 0		124 0
(c) On dredges	127 0		124 0
Other drivers—			
(a) Attending to a steam engine with condenser attached	130 0		127 0
Attending to a steam engine without condenser	127 0		124 0
(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—			
(i) if 50 h.p. or over	127 0		124 0
(ii) if under 50 h.p.	124 0		121 0
Motor Drivers or Attendants	115 0		112 0
Firemen—			
(a) Attending one boiler	117 0		114 0
(b) Attending two boilers	118 6		115 6
(c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate	120 0		117 0
Greasers	115 0		112 0
All others	110 6		107 6

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

	s.	d.	
17 years of age	69	6	per week
18 " " " " " " " " " "	82	6	"
19 " " " " " " " " " "	91	6	"

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 100s. 6d., per week of 44 hours.

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

EXTRA RATES.

3. Extra rates payable, in addition to those mentioned in clause 2:—

	s.	d.
Engine-drivers or firemen who also attend an electric generator or dynamo (other than a dynamo for merely lighting the works)	6	0
Engine-drivers or firemen in charge of plant	6	0
When two firemen are employed on the plant at the one time, one shall be a leading fireman and shall be paid	3	0
Greasers, if under the supervision of an engine-driver, they stop and start engines	6	0
Winch drivers hauling up or down shafts where the haul exceeds 150 feet	3	0

An engine-driver or fireman who is responsible for repair work on any portion of the plant other than the packing of glands and the replacing of gauge glasses for the mounting of boilers, will be deemed to be in charge of the plant as stipulated herein and the 6s. referred to shall apply to each engine-driver and/or fireman employed on each shift.

Greasers doing engine-drivers' work other than starting and stopping engines under the supervision of an engine-driver, shall be paid engine-drivers' rates.

Any person engaged inside the gas or water space of any boiler, flue, or economizer, in cleaning or scraping work shall be paid whilst so employed, in addition to his ordinary or overtime rate, 9d. per hour extra.

WEEKLY ENGAGEMENT.

4. (a) Except as hereinafter provided all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees effected. Employment shall be terminated only by a week's notice being given on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases 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 break-down of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Provided that where an employer orders employees not to work on rainy days because of the state of the weather, such order shall not deprive such employees of their claim for payment under the weekly engagement, but if such employees cease work on rainy days without being ordered to do so they shall not be entitled to payment for time so lost.

(b) Any employee, competent to do the work he is engaged to do, who is employed for less than six days from the date he starts work, and is refused work or dismissed without any fault of his own shall be entitled to be paid for each day so worked 10 per cent. more than one-fourty-fourth of the weekly rate prescribed by this Determination for the work performed by him, multiplied by the number of hours actually worked.

OVERTIME.

5. (NOTE.—Nothing in this clause shall apply to persons working underground in a coal mine.) Time and a half shall be paid for all work done:—

- (a) In excess of four hours on Saturday { where an ordinary week's work is
and eight hours on other days { worked on six week days.
- (b) On Saturdays, and in excess of eight { where an ordinary week's work is worked
hours 48 minutes on other days { on five week days (Monday to Friday).

The hourly rate on which the overtime additional rates shall be computed shall be one-fourty-fourth of the weekly rate prescribed in clause 2 for the class of work done.

In reckoning the time of duty any time necessarily occupied in raising steam, in starting up or closing down engines, or in banking fires, shall be included.

MEAL INTERVAL.

6. (a) Except on shift work, provision shall as far as practicable be made by the employer to enable an employee to have a midday meal interval of not less than 45 minutes nor more than one hour on all working days except Saturday. Such meal interval shall not be deemed to be time worked, and the time of ceasing work shall be extended by time equal to the duration of the meal interval.

(b) Employees on shift work shall be given a meal interval of half-an-hour whilst "standing by" their engines. Such interval shall be included as part of the day's work, and if an employee is required for work during same he shall be paid for such work at the rate of time and a half.

SUNDAYS AND HOLIDAYS.

7. (a) For maintenance work necessarily done on a Sunday time and a half shall be paid, but for all other work performed on a Sunday or holiday, double time shall be paid.

(b) An employee shall be entitled to the following nine holidays without deduction of pay, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, or any day which by Act of Parliament or proclamation shall be substituted for any of the above-mentioned holidays, or any such other days not less than nine as the employer may substitute for the employee with the consent of the Union through its nearest local representative.

(c) In the event of an employee being called upon to work on any of the above holidays or substituted holidays, he shall be paid for each day so worked an additional sum of one-sixth of his ordinary weekly wage.

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

SICK PAY.

9. All employees necessarily absent on account of sickness, or through an accident whilst at work, shall be entitled to six days' leave on full pay in each year of service, provided satisfactory evidence of such illness or accident is produced to the management within 24 hours of his first absence from work.

Provided that the balance of sick leave not taken shall accumulate from year to year and shall be available to the employee for a period of two years, but no longer, from the end of the year in which it accrues.

Sick pay shall be payable on the first pay day after becoming due.

HANDLING OF FUEL.

10. Any Winding Engine-driver responsible for his own firing shall not be required to handle fuel stacked at a distance greater than 15 feet from the boiler furnace.

First-Aid Outfit.

11. In places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees a first-aid ambulance chest equipped and supplied with the following articles:—

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

DEFINITIONS.

12. (a) "Engine-driver" shall mean and include any person who operates or drives any engine or engines, the motive power of which is steam, and shall include the operator or driver of an internal combustion engine, a compressed air engine, or electrical engine.

(b) "Winding and haulage engine-driver" shall mean and include an engine-driver who takes charge of the principal winding plant or plants (other than a Holman or similar baby hoist) on or below the surface of a mine, whether the motor power is steam, air, water, gas, oil, or electricity.

(c) "Winch driver" shall mean and include an engine-driver (other than a winding or haulage engine-driver, as defined in sub-clause (b)) in charge of and working a geared winding engine.

PERIODICAL ADJUSTMENT OF WAGES.

13. The wages rates set out in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically adjusted as prescribed in clause 14. Provided that the amount of wages for all junior employees shall be adjusted proportionately to the basic wage rate in the same place calculated to the nearest 6d., every change of amount not exceeding 3d. to be disregarded.

BASIC WAGE RATES.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index number set assigned.
Within 20 miles of G.P.O., Melbourne	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 0	Melbourne
Within the Mining District of Gippsland, and Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bothanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Cooryong Divisions of the Mining District of Beechworth, the contemporaneous wage provided for Melbourne				
Within all other Districts of Victoria 3s. less than the contemporaneous wage provided for Melbourne.				

ADJUSTMENT OF BASIC WAGE.

14. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the basic wage shall be as prescribed in clause 13.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor '087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

Marginal Rates.

15. In addition to the basic wage provided in clause 13 the margins set out in this clause shall be the minimum rate payable to employees therein named :—

Classification.	Margins Per Week.
	<i>s. d.</i>
Winding and haulage engine-drivers—	
(a) If they sometimes or always raise or lower human beings	38 0
(b) If they do not raise or lower human beings	32 0
Winch drivers—	
(a) If working underground or on surface of mines, and they raise or lower human beings	24 0
(b) If working underground or on surface of mines, and they do not raise or lower human beings	21 0
(c) On dredges	21 0
Other drivers—	
(a) Attending to a steam engine with condenser attached	24 0
Attending to a steam engine without condenser	21 0
(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—	
(i) if 50 h.p. or over	21 0
(ii) if under 50 h.p.	18 0
Motor Drivers or Attendants	9 0
Firemen—	
(a) Attending one boiler	11 0
(b) Attending two boilers	12 6
(c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate	14 0
Greasers	9 0
All others	4 6

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

J. W. RYAN, Secretary.

Melbourne, 9th January, 1947.



VICTORIA GOVERNMENT GAZETTE.

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No. 141]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE QUARRY 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 13th October, 1934, 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—

(i) the process, trade, or business of quarrying not including agriculture;

(ii) (a) carting or driving, or assisting in carting or driving in connexion with or incidental to the trade or business of quarrying (not including agriculture);

(b) the trade of crushing stone—

has made the following determination, namely:—

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

2.

(a) Apprentices.*				Improvers.*			
Wages Per Week.				Wages Per Week.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year	44 0	2 3	46 3	Carting and Driving—			
2nd year	52 3	2 6	54 9	Under 18 years	81 9	4 0	85 9
3rd year	59 9	3 0	62 9	18 and under 19 years	94 6	4 6	99 0
And thereafter the minimum wage.				19 and under 20 years	104 6	5 0	109 6
Proportion (within any place).				20 and under 21 years	112 0	5 6	117 6
One apprentice to every three or fraction of three workers receiving not less than 125s. per week.				All other improvers—			
An indenture of apprenticeship prescribed was approved on 6th August, 1923				1st year	65 3	3 3	68 6
				2nd year	68 6	3 3	71 9
				3rd year	78 3	3 9	82 0
				4th year	94 6	4 6	99 0
				And thereafter the minimum wage.			
				Proportion (within any place).			
				(a) Where a working crane is in operation for the production of pitchers or building stone:—			
				One improver to every three or fraction of three workers receiving not less than 137s. per week.			
				(b) Where spall quarrying is carried on:—			
				One improver to every twenty or fraction of twenty workers receiving not less than 125s. per week.			

(b)

Other Employees.*

Day Shift.					Afternoon or Night Shift.				
Wages Per Week.					Wages Per Week.				
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Powder monkey †	141 0	6 0	147 0	3 4 ¹ / ₁₁	169 0	6 0	175 0	3 11 ⁵ / ₁₁	
Assistant powder monkey † ..	130 6	6 0	136 6	3 1 ⁵ / ₂₂	156 0	6 0	162 0	3 8 ² / ₁₁	
Hammerman	135 0	6 0	141 0	3 2 ⁵ / ₁₁	162 3	6 0	168 3	3 9 ²³ / ₄₄	
Dresser of pitchers or cubes, or scabblers									
Spaller	128 0	6 0	134 0	3 0 ⁸ / ₁₁	153 6	6 0	159 6	3 7 ¹ / ₂	
Faceman	131 0	6 0	137 0	3 1 ⁴ / ₁₁	156 6	6 0	162 6	3 8 ⁷ / ₂₂	
Feeder of a stone crushing machine ..	128 0	6 0	134 0	3 0 ⁸ / ₁₁	153 6	6 0	159 6	3 7 ¹ / ₂	
Dust hole man	128 0	6 0	134 0	3 0 ⁸ / ₁₁	153 6	6 0	159 6	3 7 ¹ / ₂	
Persons boring holes by hand or machine	128 0	6 0	134 0	3 0 ⁸ / ₁₁	153 6	6 0	159 6	3 7 ¹ / ₂	
Borer's assistant	128 0	6 0	134 0	3 0 ⁸ / ₁₁	153 6	6 0	159 6	3 7 ¹ / ₂	
Blacksmith	141 0	6 0	147 0	3 4 ¹ / ₁₁	166 6	6 0	172 6	3 11 ¹ / ₂₂	
Tool sharpener	130 0	6 0	136 0	3 1 ¹ / ₁₁	155 6	6 0	161 6	3 8 ¹ / ₂₂	
Carters or drivers driving—									
One horse	123 0	6 0	129 0	2 11 ² / ₁₁	146 3	6 0	152 3	3 5 ²³ / ₄₄	
Two horses	128 0	6 0	134 0	3 0 ⁸ / ₁₁	152 6	6 0	158 6	3 8 ⁵ / ₂₂	
Three horses	132 0	6 0	138 0	3 1 ⁷ / ₁₁	157 0	6 0	163 0	3 8 ⁵ / ₁₁	
Four or five horses	134 0	6 0	140 0	3 2 ² / ₁₁	159 0	6 0	165 0	3 9	
And 6d. extra per day for each additional horse.									
Drivers of motor vehicles of the following carrying capacity:—									
Not exceeding 25 cwt. ..	119 0	6 0	125 0	2 7 ¹ / ₂	143 6	6 0	149 6	3 1 ¹ / ₂	
Exceeding 25 cwt., but not exceeding 3 tons ..	120 3	6 0	126 3	2 7 ⁹ / ₁₆	145 3	6 0	151 3	3 1 ¹³ / ₁₆	
Exceeding 3 tons ..	125 3	6 0	131 3	2 8 ¹³ / ₁₆	151 9	6 0	157 9	3 3 ⁷ / ₁₆	
All others	119 0	6 0	125 0	2 10 ¹ / ₁₁	142 3	6 0	148 3	3 4 ¹⁹ / ₄₄	

* See clause 3 re hours.

† See clause 10 re definition.

‡ See clause 11 re definition.

When an employee is working in water, he shall, in addition to the ordinary rate, be paid 1s. per day or portion of a day extra.

The adjustable rates shown in sub-clause (b) hereof, include amongst other loadings, an allowance of 4s. 9d. per week, in lieu of payment for public holidays, and sick leave.

HOURS.

3. The number of hours to constitute an ordinary week's work shall be 48 for Drivers of Motor vehicles and 44 for all others to be worked between the following times:—

(a) Drivers of Motor vehicles:—

	Where a 5½ day week is worked.		Where a 5 day week is worked.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
Monday to Friday	7.30 a.m.	5.15 p.m.	7.15 a.m.	5.36 p.m.
Saturday	7.45 a.m.	12 noon.		

Meal intervals (which shall not be counted as time worked) shall be allowed as follows:—

- (i) Where a 5½-day week is worked One hour each day (Saturday excepted).
(ii) Where a 5-day week is worked Three-quarters of an hour each day.

(b) All others—

Where One Shift is Worked.

	Time of beginning	Time of ending
Monday to Friday (Day Shift)	8 a.m.	5 p.m.
Saturday	8 a.m.	12 noon

Where two shifts are worked.

Monday to Friday (Day Shift)	7 a.m.	3 p.m.
.. .. (Afternoon Shift)	3 p.m.	11 p.m.
Saturday (Day Shift)	7 a.m.	11 a.m.
.. .. (Afternoon Shift)	11 a.m.	3 p.m.

Where three shifts are worked.

Monday to Friday (Day Shift)	7 a.m.	3 p.m.
.. .. (Afternoon Shift)	3 p.m.	11 p.m.
.. .. (Night Shift)	11 p.m.	7 a.m.
Saturday (Day Shift)	7 a.m.	11 a.m.
.. .. (Afternoon Shift)	11 a.m.	3 p.m.
.. .. (Night Shift)	3 p.m.	7 p.m.

(c) Notwithstanding anything contained in sub-clause (b) hereof, the spread of hours may be varied on any job by mutual agreement between an employer and the majority of his employees on the job, but in no case shall the ordinary hours to be worked on any day be increased beyond the following:—

- (i) Where a 5½-day week is worked 8 hours per day on 5 days (Monday to Friday) and 4 hours on Saturday;
(ii) Where a 5-day week is worked 8 hours 48 minutes per day (Monday to Friday).

OVERTIME.

4. The higher rate to be paid for each hour or fraction of an hour worked by any employee outside the times of beginning and ending work, or outside the hours mutually agreed upon between an employer, and the majority of his employees on the job as prescribed in clause 3 shall be time and a half. Provided that time spent in harnessing or unharnessing horses shall be deemed not to be time worked.

TIME WAGES.

5. Any person working on time wages in connexion with stone-crushing plants for less than the number of hours of an ordinary week's work, shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work, be paid the ordinary wages rate with an addition of thirty-three and one-third per centum.

6. For all work done on Sunday and the undermentioned holidays the rates shall be :—

TOOLS AND APPLIANCES.

ANNUAL HOLIDAY.

POWDER MONKEY.

ASSISTANT POWDER MONKEY.

SANITATION.

PAYMENT OF WAGES

SHELTER SHED.

CARRYING OF WORKING TOOLS.

MEAL INTERVAL.

WALKING TIME.

EMPLOYEE PRESENTING HIMSELF FOR WORK.

PAYMENT FOR WET WEATHER.

PIECEWORK.

Pitchers—										Dressing.	Knocking Out										
										per hundred.	per hundred.										
										s.	d.										
9	inches	wide	×	9	inches	deep	×	10	to 14	inches	long	..	..	..	17	5	..	29	6		
9	"	"	"	×	9	"	"	×	10	"	13	"	..	..	..	14	10	..	27	5	
9	"	"	"	×	8	"	"	×	10	"	13	"	..	..	..	13	9	..	25	3	
9	"	"	"	×	4	to 6	inches	deep	×	10	to 14	inches	long	..	..	..	11	8	..	22	2
Cubes—																					
4	to 6	inches	wide	×	8	to 9	inches	deep	×	10	to 14	inches	long	14	1	..	26	2
3	to 6	"	"	×	7	inches	"	"	×	10	"	14	"	12	11	..	22	5
4	"	6	"	×	5	to 6	inches	"	×	8	"	12	"	11	10	..	19	11



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MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE PROCESS ENGRAVERS 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 Special Board, which now has power to “determine the lowest prices or rates which may be paid to any person or persons of classes or persons employed :—

(a) in the process, trade, or business of a process engraver ;

(b) in the process, trade, or business of making blocks or plates for photogravure or rotogravure work :

has made the following Determination namely :—

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

2.

(i)

APPRENTICES AND IMPROVERS.

Wages per Week.

(Other than those subject to the Apprenticeship Commission).

(a) Female apprentices or improvers employed as retouchers of negatives or positives in connexion with photogravure or rotogravure work or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work.

Commencing Age.

	Under 16 Years.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year—						
1st six months	25 6	25 6	30 6	37 9	43 6	46 3
2nd six months	25 6	25 6	30 6	37 9	43 6	52 6
2nd year ..	28 9	30 6	36 9	40 9	49 6	..
3rd year ..	34 0	35 6	39 9	45 9	..	..
4th year ..	42 6	44 6	49 6	..	..	..
5th year ..	52 6	57 6	..	..	..	..
6th year ..	61 9	..	..	..	..	..

(b) Other apprentices or improvers :—

Apprentices.			Improvers.		
	s.	d.		s.	d.
1st year	18 3	1st year ..	..	27 6
2nd year	22 9	2nd year ..	..	36 0
3rd year	31 0	3rd year ..	..	50 6
4th year	41 9	4th year ..	..	60 6
5th year	54 6	5th year ..	..	80 0
6th year	72 9			

Provided that where a person is more than sixteen years of age at the date of execution of the indentures the term may be five years and the wages as follows :—

	s.	d.
1st year	22 9
2nd year	31 0
3rd year	41 9
4th year	54 6
5th year	72 9

PROPORTION.

Apprentices.

(a) Apprentices subject to the Apprenticeship Commission of Victoria, the proportion as prescribed by such Commission.

(b) Apprentices other than those provided for in sub-clause (a) hereof.

(i) Females doing work for which a rate has been provided for females in clause 3 of this Determination. One apprentice to every two or fraction of two adult females receiving not less than the minimum wage.

(ii) Other apprentices.

One apprentice to every three or fraction of three male adults receiving not less than the minimum wage.

Improvers.

NOTE.—The employment of any improvers within the Metropolitan District other than as retouchers of negatives or positives in connexion with photogravure or rotogravure work or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work is prohibited.

One male improver to every four adult male employees receiving not less than the minimum wage.

One female improver to every adult female employee receiving not less than the minimum wage.

(ii) JUVENILE WORKERS.—Wages per week—First six months, 12s. 6d.

OTHER EMPLOYEES.
Photolithography.

NOTE.—The expressions "Association," and "Organization" wherever appearing in this Determination refer to the Federated Process Engravers, Photo-lithographers, and Photogravure Employees' Association.

4. A juvenile worker is any person under seventeen years of age (other than an apprentice or improver) who may be employed for not more than six months in cleaning or attending on operator, etcher, or proofers.

5. The number of hours for an ordinary week's work shall be:—

TIMES OF BEGINNING AND ENDING WORK.

6. For all persons other than those engaged in daily newspaper offices :—

OVERTIME.

7. (1) In daily newspaper offices—Any employee who works for any time in excess of eight hours in any one day or in excess of 44 hours in any week shall be paid for such extra time at the rate of time and a half.

(2) In all other places—Provided that all work done between midnight and 6 a.m. shall be paid for at double rates calculated on the ordinary rates, overtime shall be paid for as follows :—

(a) For work done outside the times of beginning, and ending work, or in excess of 9 hours on any day Time and a half.

(b) For work done in excess of 44 hours per week if day shift, or 35 hours per week if night shift Time and a half for the first 12 hours, and double time thereafter.

8. Any person who works in any week for less than the number of hours fixed for a week's work, shall be paid for such work at the rate of time and a half, up to, but not exceeding, the ordinary wage rate for an ordinary week's work. Provided that this shall not apply in the case of an employee who works less than the number of hours fixed for a week's work at his own volition. Such an employee shall only be entitled to be paid pro-rata according to the number of hours worked based on the ordinary rate provided for an ordinary week's work.

(Work done in daily newspaper offices excepted.)

9. All work done on Saturdays, and Sundays, shall be paid for at the rate of double time.

Provided that any employee required to work on these days shall be given a minimum of two hours' work for the day, or be paid a minimum of two hours' pay.

10. All work done (except in daily newspaper offices) on night shift between the hours of 6 p.m. and 11 p.m. shall be paid for at 1s. per hour in addition to the ordinary rate.

11. (a) Double time shall be paid for all work done (except in daily newspaper offices) on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rate shall only be payable for work done on the day so substituted.

Provided that any employee required to work on these days shall be given a minimum of four hours' work for the day, or be paid a minimum of four hours' pay.

(b) Any employee (including any apprentice) who was employed on any one of the six working days immediately preceding any of the holidays mentioned in sub-clause (a) hereof and who is not required to work on any such holiday shall be entitled to be absent from work without deduction of pay.

12. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

13. (a) Any employee not attending for duty, who has had not less than six months service with the same employer, shall be paid 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 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 44 hours of working time in each year. For the purposes of this clause, a year shall be deemed to commence on the first day of January in each year.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave therein prescribed has not been taken in any year, whether before or after the making of this Determination, such portion of the sick leave which was not or is not taken shall be cumulative from year to year up to a period not exceeding 132 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purpose of administering this sub-clause service prior to the 1st January, 1944, shall not be taken into account.

(c) 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.

TERMINATION OF EMPLOYMENT.

14. Except when the conduct of an employee justifies instant dismissal, or the conduct of the employer justifies an employee ceasing work without giving notice, seven days' notice of termination of employment shall be given by either employee or employer, and any employee or employer failing to give such notice shall be liable to forfeit or pay respectively one week's pay in lieu thereof.

This clause shall not apply to any employee who is employed for less than two consecutive weeks.

MEAL PERIOD.

15. (a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and the employee concerned may agree to a reduced period, but not less than half an hour.

(b) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.

MEAL ALLOWANCE.

16. An employee required to work any overtime in excess of one hour beyond the usual time of ceasing duty shall be paid a meal allowance of 2s. Such allowance shall be paid on the day upon which the overtime is worked and shall be in addition to any payment due for such overtime.

EMPLOYEE RECALLED TO WORK.

(Employees in daily newspaper offices excepted.)

17. Any employee having ceased work for the day and who after a period of not less than one hour has been recalled to work shall receive at least the equivalent of three hours' pay for the class of work done.

OVERTIME TO BE CONTINUOUS.

18. Where overtime after the usual time of ceasing work is worked it shall with the exception of a break of not more than one hour for a meal, be continuous, provided that this clause shall not operate in the case of an employee recalled to work as provided in clause 17.

TRANSPORT.

19. Where an employee is required to work so late that the ordinary transport services are not available for his conveyance home, special means shall be provided by the employer.

SEATING ACCOMMODATION.

20. An employee whose work requires him to be seated, shall be provided with a reasonably comfortable seat.

FIRST-AID OUTFIT.

21. Each employer shall cause a first-aid ambulance chest to be kept in some accessible place upon the premises, and such chest shall be equipped and supplied with the following articles:—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton, and gauze	1 dozen assorted sizes
Carbonate of soda	8 oz.
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolyzed	1 jar
Pieric acid solution, made according to the following recipe or prescription:— 1½ teaspoonfuls of powdered pieric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

SHOP STEWARDS.

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

RIGHT OF ENTRY OF ASSOCIATION OFFICIALS.

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

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

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

TIME AND WAGES BOOK.

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

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

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

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

TIME BOOK OR OTHER RECORD.

25. Every employee shall indelibly record daily his or her correct times of beginning and ending each working period in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

HEALTH PROVISIONS.

26. Notices containing advice for the preservation of health and protection of employees shall, if provided by the Association, be kept prominently displayed and posted in all workrooms by the employer.

PERIODICAL ADJUSTMENT OF WAGES.

27. The wages rates for males set out in clause 3 are based upon the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 28.

The wages of adult females and all juniors employed as retouchers of negatives or positives in connexion with photogravure or rotogravure work, or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work shall be adjusted proportionately to adjustments of the needs basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

1st Column.	2nd Column.	3rd Column.	4th Column.	5th Column.
Place.	Needs Basic Wage for Adults.	Constant Loading.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 0	Melbourne

The total basic wage for females employed as retouchers of negatives or positives in connexion with photogravure or rotogravure work, or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work shall be 54 per cent. of the total basic wage shown in the 4th column.

ADJUSTMENT OF BASIC WAGE.

28. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in May, 1947, the amounts of the basic wage shall be as prescribed in clause 27.

(c) During each future successive half-yearly period beginning with the first pay period to commence in a May, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number for the half-year immediately preceding the adjustment by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

MARGINAL RATES.

In addition to the basic wage mentioned in Table B, the margins set out in Table C shall be the minimum rate payable to employees therein named.

TABLE C.
Photolithography.

		Per Week. £ s. d.
Operator	Twenty-one years of age ..	1 13 0
Half-tone colour negative separator and/or dot etcher	Thereafter	1 18 0
Step and repeat printing down machine operative		
Printer		1 13 0
Proofer		1 8 0
Negative opaque, retoucher, and/or plate worker		

Photogravure.

Operator employed in connexion with photogravure or rotogravure work	Twenty-one years of age ..	1 13 0
All others	Thereafter	1 18 0

Process Engraving.

Operator	Twenty-one years of age ..	1 13 0
Half-tone etcher	Thereafter	1 18 0
Printer		
Line etcher		
Engraver		
Router		1 13 0
Mounter		
Proofer		
Negative retoucher, opaque and/or plate worker		1 8 0
Females employed as retouchers of negatives or positives in connexion with photogravure or rotogravure work, or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work		1 0 0

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

J. W. RYAN, Secretary.

Melbourne, 14th January, 1947.

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



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No. 143]

MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE PLATE GLASS BOARD.

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

(b) On the 18th December, 1939, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed fixing in position glass sheets or pieces, of surface area not exceeding 2½ square feet each, as substitute for tiles, and conferring such power exclusively on the Tilelayers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 5th November, 1924, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

(a) designing, bevelling, cutting, embossing, glazing, painting, silvering, or otherwise working all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(b) fixing in position all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(c) packing all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

including any labouring work in connexion with any such operations," has made the following Determination, namely:—

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

2. APPRENTICES AND IMPROVERS.				
Apprentices.*			Improvers.	
WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.	
			Males.	Females.†
			<i>s. d.</i>	<i>s. d.</i>
1st year	..	..	22 6	20 3
2nd "	..	..	34 1	22 6
3rd "	..	..	45 5	34 1
4th "	..	..	67 11	45 5
5th "	..	..	89 10	67 11
and thereafter the minimum wage.	..	..	20	89 10
			Under 16 years of age	18 0
			16 and under 17 years of age	21 7
			17 " 18 " "	32 8
			18 " 19 " "	37 8
			19 " 20 " "	48 10
			20 " 21 " "	56 0

* Persons may only be apprentices to the following:—Bevelling, silvering, embossing, lead and copper glazing, and painting and designing.

† Female Improvers may be employed only in the safety glass section.

PROPORTION OF APPRENTICES (BY ANY EMPLOYER).

Males.

One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.

PROPORTION OF IMPROVERS (BY ANY EMPLOYER).

Males.

Safety Glass Section—

One male improver to every three or fraction of three male workers receiving not less than the minimum wage.

Other Glass Section—

One male improver to every six or fraction of six male workers receiving not less than the minimum wage, provided that at least three such workers must be employed before an improver can be employed.

Provided further that in the classifications where no apprenticeship is provided one male improver to every four or fraction of four male workers receiving not less than the minimum wage.

Females.

Safety Glass Section—

Three female improvers to every female worker receiving not less than the minimum wage.

3.

OTHER EMPLOYEES.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
SAFETY GLASS SECTION.		
<i>Males.</i>		
Cutters	6 14 0	6 11 0
Bevellers	6 14 0	6 11 0
Packers	5 19 0	5 16 0
Autoclave attendants	6 0 0	5 17 0
Leading hand in laminating room	5 17 0	5 14 0
Edge sealers	5 14 0	5 11 0
Furnace attendants	5 15 0	5 12 0
Operator of edge grinding machine	5 17 0	5 14 0
Person rounding corners of glass	6 0 0	5 17 0
<i>Females.</i>		
Females engaged on scratch polishing machines	3 5 6	3 4 0
Females engaged in inspecting and testing	3 1 6	3 0 0
OTHER GLASS SECTION.*		
Painter and designer on glass	7 16 0	7 13 0
Brilliant cutter	7 4 0	7 1 0
Other cutters		
Glazier		
Plate glass beveller		
Silverer	7 9 0	7 6 0
Pencil hand embosser		
Persons assisting in glazing	6 4 0	6 1 0
Persons packing or unpacking glass		
Persons assisting plate glass cutter		
Rubber-out embosser		
Cementers	5 18 0	5 15 0
Persons turning out lead from mill for lead-light glazier		
All others	5 9 0	5 6 0

* The rates shown include the allowance of 2s. per week for tool money.

ORDINARY WEEK'S WORK.

4. The number of hours to constitute a week's work shall be 44, to be worked between the times of beginning and ending work shown below:—

Times of Beginning.	Times of Ending.
7.30 a.m.	5 p.m. Mondays to Fridays.
7.30 a.m.	12 noon Saturdays

OVERTIME.

5. Except in the case of shift work—

(i) All time worked—

- (a) before or after the usual times of beginning and ending work ;
- (b) in excess of nine hours per day ;
- (c) in excess of 44 hours in any week ;

shall be paid for at the rate of time and one-half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

(ii) All work done outside the times of beginning and ending work on any holiday specified in clause 16 shall be paid for at the rate of double ordinary time.

(iii) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.

SHIFT WORK.

6. Shift work may be worked subject to the following conditions:—

- (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid at the rate of time and a half.
- (b) Except as hereinafter provided, for any afternoon or night shift which has been in operation for five successive shifts or more and less than one month 10 per cent. more than ordinary rates shall be paid and after such shifts have continued for more than one month 7½ per cent. more than ordinary rates shall be paid.
- (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
- (d) Employees who during a period of engagements work only on night shifts shall be paid at the rate of time and a quarter.
- (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid 10 per cent. above ordinary rates for both shifts.
- (f) When employees work day and afternoon shifts only they shall change over week and week about and shall be paid 10 per cent. extra for afternoon shifts.
- (g) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on shift shall not exceed—
 - (i) eight in any one day, or,
 - (ii) 48 in any one week, or
 - (iii) an average of 44 per week during any period of three weeks of such employment upon such shift

TEA MONEY.

7. All employees required to work beyond the usual time of ending work shall be allowed 2s. tea money in addition to overtime rates as prescribed for in this Determination when the usual time of ending work is exceeded by two hours.

TERMS OF ENGAGEMENT.

8. Except as herein in this Determination provided, all employees shall be employed by the week. Employees to become entitled to the weekly wage prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wage shall not apply to any employee of such establishment or department during such periods.

Employment for the first two weeks of service at any time shall be from hour to hour at the weekly rate fixed.

CASUAL LABOUR.

9. Casual labour at hourly rates may be engaged, provided the rates are 10 per cent. higher than those prescribed for weekly hands.

Casual labour means labour where an employer does not provide a full week's work, but does not include a weekly hand whose engagement is terminated in the middle of a week.

TERMINATING EMPLOYMENT.

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

An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

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

Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

Should an employee be dismissed during the course of a week any wages due to him or her shall be paid to him or her forthwith, or shall be posted to him or her within 24 hours.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

11. Any employee who is employed on any holiday specified in clause 16 shall be paid at the rate of the ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

MIDDAY MEAL.

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

REST PERIOD.

13. When any spell of duty is for more than four hours an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period the employees may leave their seats, but not the premises.

MIXED FUNCTIONS.

14. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under the Determination; but if he or she is engaged for less than half of any such week, he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

ALLOWANCES FOR TRAVELLING TIME AND BOARD.

15. All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in the metropolitan district for employment in a country district, shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays when time and a half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the factory, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the factory.

All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost (if any) incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his or her home for a night—shall be paid to the employee.

The fares allowed shall be first class where the employee has to travel all night in connexion with his or her employer's business and in other cases the fares shall be second class.

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working.

When it is more convenient for the employee to go direct to the job from his or her home he or she shall do so, and start and cease work at the usual times customary at the factory, provided that any extra expense incurred by him or her in travelling shall be borne by the employer.

HOLIDAYS, ANNUAL LEAVE AND SICK PAY.**Holidays.**

16. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day. All work done on the said holidays shall be paid for at ordinary rates in addition to the provisions of sub-clause (c) hereof.

Annual Leave.

(b) All weekly wage employees shall be granted their annual leave at Christmas time. Such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by sub-clause (a) hereof and if any of such holidays falls within the period of annual leave and is observed on a day which would have been an ordinary working day there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas-New Year holidays, provided that employers in the glass trade may arrange for annual leave to be taken in such manner as may permit skeleton staffs to be available during the period of general closing covered by this paragraph for the purpose of dealing with any emergency replacements of glass.

Loaded Rate to provide Credits from which Payment for Holidays, Annual Leave and Sick Pay shall be Made.

- (c) (i) Each weekly wage employee shall be credited by the employer with a sum equal to 4½ hours' pay for each week of continuous service.
- (ii) On or before the pay preceding a holiday, the amount of time that the employee will work short because of the holiday and the wage equivalent of such time shall be ascertained.
- (iii) If on such pay day there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent, the employer shall on the next succeeding pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that the payments from credits in respect of Good Friday and Easter Monday shall be made on the pay day immediately preceding Good Friday.
- (iv) If on such pay day the amount standing to such credit is less than such wage equivalent the employer shall on that pay day pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid.
- (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment, the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week's pay, pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated the employee may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
- (vi) On the pay day preceding the Christmas holidays the employer shall pay to the employee such amount as is then standing to the employee's credit, plus credits up to the end of the 52nd week in the year.
- (vii) In the event of an employee being absent for any cause (other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year) the employer may reduce the amount to be credited to such employee by an amount *pro rata* to such absence.
- (d) The provisions of this clause shall operate from the 1st January, 1946.

PAY DAY.

17. All employees shall be paid weekly on any other day than Saturday. No employer shall hold more than two days' pay in hand.

Any employee kept waiting for his pay on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime rates after that quarter of an hour, and as for a quarter of an hour at least.

TIME BOOK OR RECORD.

18. (a) Employers shall provide at each shop, factory, or place where work is being carried on a time book or record which shall contain a correct account of the hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the said Society suspects that a breach of this Determination has been or is being committed and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

- (b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

RIGHT OF ENTRY OF UNION OFFICIALS.

19. A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:

- (a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the places where they are taking their meal.
- (c) That not more than one representative in all be at any workshop at any one time.
- (d) That no one representative visit a workshop more than once in each week.
- (e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry but the representative shall have the right to bring such refusal before the Wages Board.

DILUTION OF LABOUR.

20. For the period of the war employers may engage unskilled adult male labour at operations for which this Determination provides margins, subject to the following conditions:—

- (a) Dilutees may be introduced into the industry to a maximum extent of 10 per cent. of all adult male employees in any factory.
- (b) Dilutees shall be called trainees.
- (c) The basic wage shall be paid to trainees for the first three months of their employment and thereafter they shall be classified according to the particular work for which they appear most suitable and be paid as follows:—
 Second three months—Basic wage and 25 per cent. of the appropriate margin.
 Third three months—Basic wage and 50 per cent. of the appropriate margin.
 Fourth three months—Basic wage and 75 per cent. of the appropriate margin.
- (d) At the end of twelve months, trainees shall be paid the full Determination rates unless the employer desires to extend the period of training. In such case he shall have the right of appeal to a joint committee composed of four representatives respectively of employees and employers, appointed under the provisions of the Federal Award for the Federated Furnishing Trade Society of Australasia. In the event of such committee failing to agree on any matter, the members thereof shall have the right to submit any matter in dispute to the Wages Board.

PIECE-WORK.

21. The Board determines under the provisions of the Factories and Shops Act that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has a fixed minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than 10 per centum in addition to the wages rates that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates set out in clause 3 are based upon the following basic wage for adult males and minimum wage for adult females, and, pursuant to the provisions of Section 21 of the Factories and Shops Act 1934, shall be automatically adjusted as prescribed by clause 23.

Place.	Needs Basic Wage for Adult Males and Minimum Wage for Adult Females (adjustable).	Loading (constant).	Total Basic Wage for Adult Males and Minimum Wage for Adult Females.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne—				
Males	5 0 0	0 6 0	5 6 0	Melbourne
Females	2 13 0	0 3 0	2 16 0	
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage and minimum wage for Melbourne.				
Warrnambool—same as the contemporaneous basic wage and minimum wage for Melbourne.				
Mildura and Gippsland Districts—same as the contemporaneous basic wage and minimum wage for Melbourne.				
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week.				
Elsewhere—3s. and 1s. 6d. respectively less than the contemporaneous basic wage and minimum wage for Melbourne.				

ADJUSTMENT OF BASIC WAGE.

23. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 22.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The amounts of the weekly rates for apprentices and improvers shall be adjusted proportionately to the basic wage, and shall accord with the rates payable from time to time under the appropriate Award of the Commonwealth Court of Conciliation and Arbitration.

(e) The rates for piece-workers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

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

J. V. WILLOX, Secretary.

Melbourne, 8th January, 1947.



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MONDAY, FEBRUARY 17.

[1947

Factories and Shops Acts.

DETERMINATION OF THE PHOTOGRAPHIC GOODS 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 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 manufacturing or preparing photographic goods or materials" has made the following Determination, namely:—

(1) That on the 5th December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.				(b) Other Employees.			
Age.							
				Males.	Females.		
				s. d.	s. d.		
Under 16 years of age	..	..	..	29 3	29 0		
16 and under 17 years of age	..	..	..	37 9	36 0		
17	..	18	..	47 9	41 6		
18	..	19	..	57 9	46 3		
19	..	20	..	75 9	50 6		
20	..	21	..	92 9	57 6		

Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.				Adult Males—			
Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.				Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room			
				All others			
				Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.			
				Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.			
				If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.			
				Adult females			
				Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".			
				Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females."			
				Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females."			

(3) TIME OF BEGINNING AND ENDING WORK.—

- (a) Employees whose work is not essential to work in the coating room or emulsion room .. Time of beginning— 8 a.m. .. Time of ending— 5.30 p.m.
 Female employees whose work is essential to work in the coating room .. 7.45 a.m. .. 6.45 p.m.
 Male employees whose work is essential to work in the coating room or emulsion room 6 a.m. .. 6 p.m.

(b) SHIFT WORK.—

Afternoon shift between the hours of 12 noon and 11.30 p.m. working 8 hours 48 minutes.
 Night shift between the hours of 11 p.m. and 9 a.m. working 8 hours 48 minutes.

- (c) Shift work shall be worked between the hours of 11 p.m. on Sunday and 9 a.m. on Saturday; but for not more than 8 hours 48 minutes per day or 44 hours per week. Any shift working between 9 a.m. on Saturday and midnight on Sunday shall be paid for at overtime rates.

(4) OVERTIME.—The following rates shall be paid for all work done—

- (a) Outside the hours fixed as the times of beginning and ending work ..
 (b) Within the hours fixed as the times of beginning and ending work, after the employee has worked (exclusive of meal breaks) on any one day Monday to Friday inclusive 8 hours 48 minutes continuous time. } Time and a half.
 (c) Within the hours fixed as the times of beginning and ending work in excess of 44 hours .. }

(5) PIECEWORK.—The Board determines under the provisions of the Factories and Shops Acts that any employer and any employee may agree to fix and respectively pay and receive piecework prices in respect of the work of such employee. Provided that the piecework prices so fixed shall be such that such employee can earn not less than 5 per cent. more than the minimum wages rate prescribed for such employee.

(6) **SPECIAL RATES.**—Double time shall be the rate for all work done on Saturday or Sunday or on the following holidays, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted. Provided that time and a half shall be the rate paid for all work done on Saturday (not being a public holiday) to emulsion mixers, emulsion washers, finishers, melters, and preparers of emulsion for coating, coaters, and employees in the coating room:

Provided further that where the night shift is extended to finish not later than 9 a.m. on Saturday, the ordinary rate for such shift shall apply.

(7) **HOLIDAYS.**—(a) All employees, including pieceworkers, shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted therefor: Provided that no holiday rate of pay shall be allowed in respect of any such days as may fall on a Saturday or Sunday.

(b) Any employee absenting himself or herself from work on any portion of the working day either before or after a holiday provided for herein without permission from the employer shall not be entitled to payment for such holiday. Provided that this clause shall not apply to an employee if he or she produces a medical certificate to show that such absence was due to personal ill health.

(c) Any employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

(8) **SICK LEAVE.**—(a) If an employee absents himself or herself from duty the employer may make a deduction from the employee's wage proportionate to the length of the absence, provided that this sub-clause shall not apply to absence on holidays in accordance with clause (7), and as to cases of illness is subject to the sub-clause (b) next hereto.

(b) If the absence from duty of an employee engaged by the week be reasonable because of his own illness, not the result of his own misconduct nor occasioned while engaged in work or sport for profit (otherwise than under this Determination), and he produce within 48 hours to the employer satisfactory evidence thereof by medical certificate or otherwise, no deduction shall be made in respect of such absence except so far as it exceeds in the aggregate five days during any one year of the employment, or a proportionately less time during any shorter period of the employment. Provided that this sub-clause shall not apply to any employee who has not been in the employment for three months.

(9) **REST PERIOD.**—An interval of ten minutes to be selected by the employer shall be allowed to females between 10 a.m. and 11 a.m. each day for refreshment. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period the employees may leave their seats, but not the premises.

(10) **ANNUAL HOLIDAY.**—The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

(11) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 12. The wages of apprentices and improvers and all females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be that any fraction of 3d. to be taken to the next higher 3d.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
Victoria	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 0	Melbourne

(12) **ADJUSTMENT OF BASIC WAGE.**—(a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 11.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor '087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach '5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 20th December, 1946.