



# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MARCH 27.

[1947

Factories and Shops Acts.

## DETERMINATION OF THE GAS METER BOARD.

NOTE.—This Determination since the 2nd July, 1946, has applied to the whole of the State of Victoria.

[N 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, business, or occupation of making or repairing gas meters" 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) **Until the beginning of the first pay period to commence in February, 1947:—**

Apprentices or Improvers.				Other Employees.			
Wages per Week of 44 Hours.	Weekly Rate.	War Loading.	Total Weekly Wage.	Wages Per Week of 44 Hours.	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 year—				Leading hand (i.e., one having under his control and being responsible for the work done by two or more men) .. .. .	7 11 7	6 0	7 17 7
1st six months	25 1	0 9	25 10	Meter makers or repairers .. .. .	6 14 0	6 0	7 0 0
2nd six months	28 7	0 9	29 4	Prepayment meter attachment maker .. .. .	6 15 3	6 0	7 1 3
2nd year ..	34 7	1 0	35 7	Caster of gratings and covers .. .. .	6 15 3	6 0	7 1 3
3rd year ..	48 7	1 6	50 1	Head tester—			
4th year ..	70 4	2 3	72 7	(a) where eight or more other testers are employed	7 11 4	6 0	7 17 4
5th year ..	88 4	3 0	91 4	(b) where four and not more than seven other testers are employed .. .. .	7 7 2	6 0	7 13 2
				Other testers .. .. .	6 11 7	4 0	6 15 7
				Leading diaphragm tier (where two or more other diaphragm tiers are employed) .. .. .	7 1 4	6 0	7 7 4
				Other diaphragm tiers, including persons banding, crimping, or wiring .. .. .	6 0 6	3 0	6 3 6
				Leading diaphragm cutter, where two or more cutters are employed .. .. .	6 16 8	4 0	7 0 8
				Other diaphragm cutters .. .. .	6 3 3	3 0	6 6 3
				Rim, disc, or pre-payment meter cash box makers .. .. .	6 6 4	4 0	6 10 4
				Machinist (power press) .. .. .	6 0 8	3 0	6 3 8
				Other machinists .. .. .	5 13 10	3 0	5 16 10
				Assistant machinist .. .. .	5 10 0	3 0	5 13 0
				All others .. .. .	5 6 0	3 0	5 9 0

2. (b) Thereafter :—

Apprentices or Improvers.				Other Employees.			
Wages per Week of 44 Hours.	Weekly Rate.	War Loading.	Total Weekly Wage.	Wages Per Week of 44 Hours.	Weekly Rate.	War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		£ s. d.	s. d.	£ s. d.
1st year—				Leading hand (i.e., one having under his control and being responsible for the work done by two or more men) .. .. .	7 13 1	6 0	7 19 1
1st six months	25 4	0 9	26 1	Meter makers or repairers .. .. .	6 15 0	6 0	7 1 0
2nd six months	28 10	0 9	29 7	Prepayment motor attachment maker .. .. .	6 16 7	6 0	7 2 7
2nd year ..	34 11	1 0	35 11	Caster of gratings and covers .. .. .	6 16 7	6 0	7 2 7
3rd year ..	49 1	1 6	50 7	Head tester—			
4th year ..	71 0	2 3	73 3	(a) where eight or more other testers are employed	7 12 10	6 0	7 18 10
5th year ..	89 3	3 0	92 3	(b) where four and not more than seven other testers are employed .. .. .	7 8 8	6 0	7 14 8
PROPORTION (within any place).				Other testers .. .. .	6 12 11	4 0	6 16 11
Apprentices.				Leading diaphragm tier (where two or more other diaphragm tiers are employed) .. .. .	7 2 9	6 0	7 8 9
One apprentice to every three or fraction of three workers receiving not less than 110s. per week of 44 hours.				Other diaphragm tiers, including persons banding, crimping, or wiring .. .. .	6 1 8	3 0	6 4 8
Improvers.				Leading diaphragm cutter, where two or more cutters are employed .. .. .	6 18 0	4 0	7 2 0
Such number of improvers as shall not, together with apprentices, exceed in the aggregate one to every three or fraction of three workers receiving not less than 110s. per week of 44 hours.				Other diaphragm cutters .. .. .	6 4 6	3 0	6 7 6
				Rim, disc, or pre-payment meter cash box makers .. .. .	6 7 7	4 0	6 11 7
				Machinist (power press) .. .. .	6 1 10	3 0	6 4 10
				Other machinist .. .. .	5 15 0	3 0	5 18 0
				Assistant machinist .. .. .	5 11 1	3 0	5 14 1
				All others .. .. .	5 7 0	3 0	5 10 0

3. HOURS OF DUTY.—The ordinary hours of work shall be 44 hours per week, to be worked on five days between the hours of 7.30 a.m. and 5.15 p.m., from Monday to Friday inclusive.

4. OVERTIME.—All work done outside the hours fixed as the times of beginning and ending work, or within such hours in excess of 44 hours in any week, shall be paid for at the rate of time and a half.

5. SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—All work done on Sunday, Good Friday, Christmas Day, or Labour Day, shall be paid for at the rate of double time, and on New Year's Day, Australia Day, Easter Saturday, Easter Monday, King's Birthday, or Boxing Day, at the rate of time and a half; 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 this clause the expressions "double time" and "time and a half" shall mean respectively, when the employee has worked on any of the days named, double the money or half as much again of the money he would have earned had the day in question been an ordinary working day.

6. ANNUAL LEAVE AND PUBLIC HOLIDAY PAY.—Every employee who serves any employer continuously for one year shall, if the employee observes the terms of the Determination, be allowed leave of absence for a continuous period of one week of seven days in respect of that year, and thereafter seven days in respect of each continuous year's service without loss of pay, provided that for the purposes of this clause any employee who has been working for the same employer for a period of not less than three years prior to the 8th November, 1937, shall be regarded as having at that date had nine months' service with his employer, and in the case of any other employee, service prior to the 8th November, 1937, shall not be taken into account.

Such leave shall be given within three months of the completion of each twelve months' service.

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

7. PROMOTIONS.—

- (a) In shortening hands or making promotions the employer shall put efficiency foremost, and in the event of equal efficiency, shall prefer a senior man to a junior.
- (b) "Efficiency" means special qualifications and aptitude including suitability in age for the discharge of the duties of the office to be filled, together with merit and good and diligent conduct.

8. SENIORITY LISTS.—Seniority lists shall be compiled by each employer showing the last date on which each employee entered the service of his employer. Each employer shall, if and when reasonably required, furnish a copy of the seniority list to the Secretary of the Union concerned.

9. CONDITIONS OF ENGAGEMENT.—(a) Except as otherwise hereinafter provided, all employees shall be engaged by the week the employment to be terminable only by a week's notice on either side, which notice may be given at any time during any week.

(b) Provided that for misconduct or neglect of duty by an employee, his employment may be determined forthwith without notice, in which case he shall be entitled only to an amount for wages proportionate to the amount of work done before such determination, such amount for wages to be paid forthwith.

(c) From the commencement of an employee's service during a time not exceeding two weeks, the employer may engage him by the day, subject to payment of the rate of wage prescribed for other than weekly employees.

(d) Subject to any express limitation in the terms of his engagement and to his right to determine his employment by a week's notice, an employee to become entitled to the benefits of this Determination must do such kinds of work at such times as the employer may require him to do for the time being, but the employer shall in respect of such work observe any applicable provisions of this Determination as to special or extra rates.

(e) If an employee absents himself from duty or does not attend for duty, the employer, subject to the provisions for sick leave and accident leave hereinafter contained, may deduct from the employee's wages an amount proportionate to the length of the employee's absence or non-attendance.

10. SICK LEAVE.—An employee after having completed three weeks' continuous service immediately preceding the day upon which he reasonably absents himself from work because of disability due to his own ill health, and who within 48 hours after the commencement of the absence produces evidence satisfactory to the employer of such disability by medical certificate or otherwise shall without incurring any deduction of pay, be entitled to leave of absence during such disability for a period or periods not exceeding in the aggregate six days in each year, beginning with the 19th September, 1938.

The rate of wage payable to the employee during such leave of absence without deduction of pay shall be the prescribed ordinary rate or averaged rates for the work done by him during his last six working days next before his absence began.

PIECEWORK PRICES.

11. In addition to the piecework prices set out in this clause a pieceworker shall be paid 6s. War Loading for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

NOTE.—The rates lettered "A" shall be payable until the beginning of the first pay period to commence in February, 1947, thereafter the rates lettered "B" shall be payable.

The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

(a) MAKING TIN DRY ORDINARY METERS, "MET" AND "P. AND C." PATTERN, ALSO HIGH CAPACITY METERS, "P. AND C." PATTERN.

	H.C. 1.		H.C. 2.		
	per doz. £ s. d.		per doz. £ s. d.		
<i>Ordinary Meters.</i>					
Making "Met" pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts; preparing gratings and covers (after leaving the mould); putting on pins and wires, forming long and diaphragm chambers, throat pieces, bridges, and back plates; folding edge; breaking edges of side pipes; making valve plates; oiling, sounding, and fixing up all leaks in diaphragms; setting and grinding valves; and tinning all parts including anti-fraud boxes .. .. .	A 14 11 7	B 14 13 9	A 16 3 6	B 16 5 11	
	Lights.				
	2.	3.	5.	10.	20.
	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.
Making "P. and C." pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, and the making of valve plates; oiling, sounding, and fixing up leaks in diaphragms; setting and grinding valves; preparing gratings and covers (after leaving moulds); putting on pins and wires, and tinning all parts; but not including forming long and diaphragm chambers, throat pieces, bridges, and back plates; punching cock plates; folding edge of same; and breaking edges of side pipes .. .. .	A 9 10 5 B 9 11 10	A 9 17 5 B 9 18 10	A 11 1 8 B 11 3 4	A 13 8 6 B 13 10 6	A 19 9 5 B 19 12 4
<i>High Capacity Meters.</i>					
Making "P. and C." high capacity meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, and tinning all parts, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms; also, bending top arms.				Capacity, 100 cubic feet per hour { A£10 11s. 4d. } per doz. B£10 12s. 11d. }	
				Capacity, 125 cubic feet per hour { A£12 1s. 1d. } per doz. B£12 2s. 11d. }	

(a) MAKING TIN DRY ORDINARY METERS, "P. AND C." PATTERN.

<i>"P. and C." A.V. 2-200 feet per hour. Open Top Pattern Meters.</i>	
Making up "P. and C." A.V. 2-200 feet per hour Open Top Pattern Meters, i.e., doing the following work necessary to complete the meter, including the putting together of all parts and the making of valve plates, making up case, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, tinning all parts, soldering both back and front of division, soldering flag to roller and pillar unit, soldering in rods and tees and tees and motion wires, soldering on backs and fronts, soldering in bridges, soldering in and fitting index boxes, soldering arms to covers, pinning covers and setting tangents (but not including forming centre tube throat pieces), making up rims and bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms and oiling diaphragms, assembling of bridges, making up of index complete in pan with stuffing box attached, stuffing index box or drilling, tapping or screwing arms to covers.	A £10 8s. 4d. } per doz. B £10 9s. 11d. }

(b) MAKING TIN DRY PREPAYMENT METERS.

Making "P. and C." pattern high capacity prepayment meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms setting and grinding valves, preparing gratings and covers, putting on pins and wires, tinning all parts, soldering prepayment valve seat on bridge, soldering in prepayment valve, soldering top on prepayment valve box, soldering prepayment valve box to meter, soldering stuffing box to prepayment valve box and stuffing same, soldering on lever, soldering on circular box, soldering on prepayment movement and index, soldering on side cash box, soldering hasp to catch piece, soldering catch piece to meter, edging front of money box and attaching same to box, soldering on ring and tab to front of money box, trying coins in circular box, soldering on indicator, soldering bottom to cash box, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms.	Capacity, 100 cubic feet per hour { A£12 19s. 5d. } per doz. B£13 1s. 4d. }
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(c) MAKING RIMS AND DISCS.

	Lights.							
	2.	3.	5.	10.	20.	30.	50.	60.
	per job of 400 rims and 200 discs.	per job of 820 rims.	per job of 580 rims.	per job of 460 rims.	per job of 240 rims.	per job of 240 rims.	per doz. discs.	per doz. discs.
Making rims and discs .. ..	£ s. d. A7 5 8 B7 6 9	£ s. d. .. .. .. ..	£ s. d. .. .. .. ..	£ s. d. .. .. .. ..	£ s. d. .. .. .. ..	£ s. d. .. .. .. ..	£ s. d. .. .. .. ..	£ s. d. .. .. .. ..
Making rims .. ..	.. ..	A7 5 8 B7 6 9	A7 5 8 B7 6 9	A7 5 8 B7 6 9	A7 5 8 B7 6 9	A7 5 8 B7 6 9	.. .. .. ..	.. .. .. ..
Making discs .. ..	.. ..	.. ..	.. ..	.. ..	per doz. discs. A6s. 0½d. B6s. 1d.	per doz. discs. A8s. 11d. B8s. 11½d.	A1 1 5½ B1 1 7½	A1 5 9½ B1 5 11½
Making rims for circular crimped-on diaphragms .. ..	.. ..	.. ..	per job of 400 rims. A6 9 6 B6 10 6	per job of 400 rims. A6 14 6 B6 15 6	.. ..	.. ..	.. ..	.. ..

(d) WIRING OR TYING DIAPHRAGMS.

	2, 5, or 6 Lights.		10 Lights.	
	per dozen.		per dozen.	
	s. d.	s. d.	s. d.	s. d.
Wiring or tying diaphragms .. ..	A6 6½ B6 7	.. ..	A8 6 B8 6½	.. ..

(e) RENEWALS.

	Lights.				
	30.	50.	60.	80.	100.
	per doz.	per job of 6.	per job of 6.	per job of 3.	per job of 3.
Renewing in the following manner ordinary condemned meters from which the top back plate, and back and front have been removed, viz.— Dissecting and cleaning all parts fit to be re-used and making a new meter therewith by:— Forming diaphragms and long chambers, throat pieces, bridges, back plates; punching cock plate and folding edges; breaking edges of side pipes, any other necessary work .. ..	£ s. d. A39 9 3 B39 15 2	£ s. d. A30 9 11 B30 14 6	£ s. d. A32 12 7 B32 17 6	£ s. d. A22 2 5 B22 5 9	£ s. d. A22 2 5 B22 5 9

(f) REPAIRING METERS.

	Lights.					
	H.C. 1.	H.C. 2.	5.	10.	20.	30.
	each meter.	each meter.	each meter.	each meter.	each meter.	each meter.
Repairing "Met" pattern meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.— Removing back and front; removing cock plate and back plate; cleaning meter; re-grinding valves; re-stuffing centre and side stuffing boxes; re-setting valves and top arms; inserting new diaphragms; removing index; putting in new valve arms, index glass, or new tin work .. ..	s. d. A15 5½ B15 7½	s. d. A15 5½ B15 7½	s. d. A14 3 B14 4½	s. d. A17 2½ B17 3½	s. d. A24 1½ B24 3½	s. d. A28 1½ B28 3½
Repairing prepayment slot meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.— Cleaning meter; re-grinding valves; re-stuffing boxes; re setting top arms and valves; removing top and back plates; taking off and replacing back and front, and inserting new diaphragms, new valve arms, and index glass; putting in a new cover to shut off valve; putting on staple and spring, and soldering wire along cash box (but not including repairs to handles) .. ..	.. ..	.. ..	per job of ten meters £ s. d. A8 4 9 B8 6 0	.. ..	.. ..	.. ..
Inserting new leather on shut off valve in Parkinson pattern prepayment meter .. ..	.. ..	.. ..	each meter s. d. A1 9½ B1 9½	.. ..	.. ..	.. ..

	Lights.				
	2.	3.	5.	10.	20.
	each meter.	each meter.	each meter.	each meter.	each meter.
Repairing tin dry ordinary meters in the following manner:— (a) Cleaning meter; inserting diaphragms; setting or re-grinding valves; re-stuffing boxes; removing and replacing cock plates and index .. ..	s. d. 7 10	s. d. 8 9	s. d. 9 6	s. d. 10 6	s. d. 14 4
(b) Cleaning meter; cutting discs; oiling diaphragms; setting or re-grinding valves; re-stuffing boxes; removing cock plate and index; taking off and putting in back and front .. ..	6 6	6 6	6 6	6 8	9 11
Repairing tin dry prepayment meters, extra on above (a) and (b):— (i) Meters fitted with 1977 movements .. .. (ii) Meters fitted with 1924 and similar movements .. .. (iii) Other meters .. ..	2 6 3 0 2 3	2 6 3 0 2 3	2 6 3 0 2 3	2 6 3 0 2 3	2 6 3 0 2 3

With A 43-48 %, B 44-50 % added.

NOTE:—14d. to be paid extra for all T. Glover slot repairs with the exception of Parkinson pattern meters—all Cowan H. to F. slots to be subject to this increase.

g) EXTRAS.

Article.	Lights.	Price.	Article.	Lights.	Price.
		<i>s. d.</i>			<i>s. d.</i>
Frame and door ..	2, 3, 5, 10	0 7	Pipes inside inlet ..	2, 3, 5, 10 to 20	2 0 pair
Bottom and studs ..	2, 3, 5, 10	1 4	Other pipes ..	2, 3, 5, 10	1 0 "
	20	1 8		20	2 0 "
Bridge ..	2, 3, 5, 10	1 0	Galleries ..	2, 3, 5, 10	1 3 "
	20	1 3		20	1 8 "
Rod arms ..	2, 3, 5, 10	0 4 pair	Guides ..	2 to 20	0 4 set
	20	0 8 "	Feet ..	2, 3, 5, 10	0 4 "
Valve arms ..	2, 3, 5, 10	0 3 "		20	1 0 "
Valve-box covers ..	2, 3, 5, 10	0 6 "	Rod stuffing boxes ..	2, 3, 5, 10	0 5 pair
Divisions ..	2, 3, 5, 10	2 2	Clean valves and set to zero	2	2 0
Half-valve plate ..	2	2 3		3 and 5	2 4
	3	2 5		10	2 5
	5	2 7	Slot meters extra on above	20	2 11
	10	2 9	Taking off and putting on		1 2 each
	20	2 11	back and front only ..	2	1 3 pair
New door ..	2	0 2		3 and 5	1 6 "
Motion wires ..	2, 3, 5, 10	0 7 pair		10	1 8 "
	20	1 3 "		20	2 3 "
Throat pieces ..	2, 3, 5, 10	1 0 "	Turn-over backs and fronts	2 to 20	0 5 "
Side chambers ..	2, 3, 5, 10	0 6 each	Condemning ..	2	1 3
				3, 5, 10	1 5
Now sides ..	2, 3, 5, 10	4 4 pair		20	1 11
Tees ..	2, 3, 5, 10	1 0 "	Piecing cases ..	2 to 20	0 6
	20	1 3 "	Putting in deep rim diap.	3	0 7 pair
				5	0 5 "

With, A 43-48, B 44-5, per cent. added.

NOTE.—(i) "Leaks round grating" and "All crutch leaks" shall be paid for at wages rates.

(ii) All materials for piecework, except that set out in sub-clause (d) of the piecework schedule, supplied to the employee in good order and condition.

12. PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for adult males set out in clause 2 are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 13. Provided that proportionate adjustments to the rates for apprentices and improvers, and to the piece-work prices, shall be made at the same time.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	
Throughout the State .. ..	5 1 0	6 0	5 7 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 May, 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 May, an August, a November, or a February, 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, 17th January, 1947.





# VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MARCH 27.

[1947

Factories and Shops Acts.

## DETERMINATION OF THE PLASTER OF PARIS 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—

(a) making plaster of paris;

(b) excavating or preparing the raw materials for plaster of paris";

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 6th February, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

<i>Improvers.</i>				<i>Other Employees.</i>			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
—	Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.	—	Adjustable Rate.	Emergency Loading (Non-adjustable).	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>
Under 17 years of age ..	46 8	2 9	49 5				
17 years of age ..	60 11	3 9	64 8	(a) MILL EMPLOYEES.			
18 " " ..	75 1	4 6	79 7	Calciner .. ..	142 0	6 0	148 0
19 " " ..	89 8	5 6	95 2	Mechanical shovel attendant ..	132 0	6 0	138 0
20 " " ..	100 1	6 0	106 1	Washers, driers, baggers, firemen, wheelers and stackers	118 0	6 0	124 0
				(b) GYPSUM WORKERS.			
				Manager in charge of gypsum pit	162 0	..	162 0
				Gypsum raisers .. ..	108 0	..	108 0
PROPORTION (IN ANY PLACE).							
One improver to every five or fraction of five workers receiving not less than 124s. per week.							

### PROHIBITION OF EMPLOYMENT.

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

### HOURS.

4. (a) *Weekly Hours.*—The ordinary number of working hours per week shall be 44.

(b) *Daily Hours.*—(i) Shift workers. A shift shall consist of eight continuous hours, inclusive of a meal break of forty minutes.

(ii) The daily hours for employees, other than shift workers, shall be eight on Mondays to Fridays inclusive and four on Saturdays.

### TIMES OF BEGINNING AND ENDING WORK.

5. The time of beginning and ending work for employees, other than those employed on shift work, shall be—

Time of Beginning.

Time of Ending.

6 a.m. .. ..

12 noon on Saturday.

6 a.m. .. ..

5 p.m. on Monday to Friday inclusive.

### OVERTIME.

6. (a) *Shift Workers.*—Any shift worker who works in excess of seven hours twenty minutes in any one day shall be paid at the rate of time and a half for the first two hours and thereafter double time.

(b) *Other Employees—*

(i) All work done outside the hours specified as the times of beginning and ending work

(ii) Any work done within the hours specified as the times of beginning and ending work, in excess of eight (8) hours on Mondays to Fridays inclusive or in excess of four (4) hours on Saturdays

} shall be paid for at the rate of time and a half for the first two hours in any one day, and thereafter double time.

MEAL MONEY.

7. Any employee, except one who is employed in a gypsum pit, who is required to work overtime for more than two hours in any one day, and who has not been notified on the previous day that he would be required to work such overtime, shall, unless provided with a reasonable meal by the employer, be paid an allowance of two shillings and sixpence.

TIME WAGES.

8. With the exception of persons, other than gypsum pit managers, employed in gypsum pits (see clause 9), any person who is employed on time wages 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 at ordinary wages rates with an addition of thirty-three and one-third per centum, and for each hour 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.

PRO RATA PAYMENT.

9. Persons, other than gypsum pit managers, who are employed in gypsum pits and who work less than 44 hours in any week, shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

SPECIAL RATES.

10. 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, 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, the special rates shall only be payable for work done on the day so substituted.

PAYMENT FOR HOLIDAYS.

11. All employees shall be entitled to the holidays mentioned in clause 10 without deduction in pay. Any employee absenting himself from work on any portion of the working day preceding a holiday provided for herein without the permission of the employer, or without having reasonable cause for having absented himself from work, shall not be entitled to payment for such holiday.

SICK LEAVE.

12. (a) An employee who has been in the service of an employer for not less than twelve months shall be entitled to forty-four hours' sick leave of absence with full pay during each subsequent twelve months' service provided he produces satisfactory evidence to his employer that such absence was caused by ill-health or accident.

(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 July, 1946, shall be disregarded.

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. Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station—

(a) All payment of wages shall be made on a day not later than Friday in each week.

(b) Payment of wages shall commence within a quarter of an hour after the usual time of ceasing work on pay day. If the pay is not then available employees shall be paid at the rate of time and a half after that quarter of an hour, with a minimum of a quarter of an hour for the time lost as a result of such delay in payment.

PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.

15. Any employee, other than one employed in a gypsum pit, who has presented himself for work, as requested by the employer or his responsible representative, shall—

(a) If not engaged, be paid a sum equal to the rate for two hours' work.

(b) If engaged, be deemed to have commenced work at the hour he presented himself for engagement.

TRANSPORT AT NIGHT.

16. Any employee, other than one employed in a gypsum pit, who completes his work during the night after trams and other public conveyances have ceased to run, shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

FACILITIES FOR MAKING TEA.

17. The employer shall provide an urn or other heating apparatus for employees, other than those employed in gypsum pits, to heat water for making tea at meal times.

TERMINATION OF EMPLOYMENT.

18. Except where the conduct of an employee justifies instant dismissal, one week's notice of termination of employment shall be given by either employer or employee or one week's pay shall be paid or forfeited in lieu thereof.

CONTAINERS FOR EMPLOYEES' CLOTHING.

19. Adequate provision of containers for employees to hang their clothes in shall be made by all employers, and the containers provided shall be of such construction as to reasonably protect the clothing from dust.

PROVISION OF RUBBER GUM BOOTS.

20. All employers shall provide a pair of rubber gum boots for employees, other than those employed in gypsum pits, who are required to clean out settling pits or to work in other wet places.

PERIODICAL ADJUSTMENT OF WAGES.

21. The wages rates set out in clause 2 hereof are based upon the following basic wage and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 22 of this Part.

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 1 0	6 0	5 7 0	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 May, 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 May, an August, a November or a February, 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 rates of improvers shall at the same time be adjusted proportionately to the adjustment of the Needs Basic Wage, such adjustments to be to the nearest 1d., half or less than half of a 1d. to be disregarded.

A. V. BARNES, J.P., Chairman.  
J. W. RYAN, Secretary.

Melbourne, 14th February, 1947

