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Factories and Shops Acts.

DETERMINATION OF THE GLASSWORKERS 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) glass-blowers; (b) glass-moulders; (c) a maker of all kinds of glass utensils (except cut-glass utensils), including glass bottles, glass jars, glass jugs, glass globes, tumblers, salt cellars, and vials, has made the following Determination, viz.:

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.

FLINT GLASS SECTION.

Note.—Rates in the Columns lettered "A" hereunder are payable until the beginning of the first pay period to commence in February, 1947, thereafter the rates in Columns lettered "B" shall be payable.

Apprentices.	Wages per Week.		Improvers.					
			Improvers other than Flint Improver Blowers.		Wages per Week.		Flint Improver Blower.	
	"A."	"B."			"A."	"B."	"A."	"B."
	<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year's experience ..	55 0	55 6	1st year's experience ..	50 0	50 6	23 8	23 11	
2nd " " ..	62 0	62 6	2nd " " ..	66 6	67 3			
3rd " " ..	71 0	71 9	3rd " " ..	78 9	77 6			
4th " " ..	79 0	79 9	4th year's experience and until reaching the age of 21 years	90 0	91 0			
5th " " ..	85 6	86 3						
and thereafter the minimum adult wage or piecework price								

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

JUVENILE WORKERS (as defined in Clause 21).

Males.	Wages per Week.		Females.	Wages per Week.	
	"A."	"B."		"A."	"B."
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	30 0	30 3	Under 16 years of age ..	26 9	27 0
16 years, but under 17 years of age	33 6	33 9	15 years, but under 16 years of age	28 6	28 9
17 " " " 18 " "	43 3	43 9	16 " " " 17 " "	37 3	37 6
18 " " " 19 " "	60 0	60 6	17 " " " 18 " "	40 9	41 3
19 " " " 20 " "	70 0	70 9	18 " " " 19 " "	44 0	44 6
20 " " " 21 " "	80 0	80 9	19 " " " 20 " "	51 3	51 9
			20 " " " 21 " "	58 9	59 3

and thereafter the minimum adult wage or piecework price.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.

and thereafter the minimum wage payable to adult females.

NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.

3. WAGES FOR ADULTS (OTHER THAN SKILLED GLASSWORKERS).

Note.—Rates in the Columns lettered "A" hereunder are payable until the beginning of the first pay period to commence in February, 1947, thereafter the rates in Columns lettered "B" shall be payable.

	Per Week.	
	"A."	"B."
	£ s. d.	£ s. d.
Furnaceman	5 18 0	5 19 0
Persons employed on sandblasting and acid work	5 16 6	5 17 6
Storeman	5 15 0	5 16 0
Packers in straw in headed-up packing	6 1 0	6 2 0
Lehrman	5 12 6	5 13 6
Batchmixers	5 12 6	5 13 6
Sorter and/or cutter	5 11 6	5 12 6
Packers of opal-ware in cartons	5 18 6	5 19 6
All other male adults	5 9 0	5 10 0
Female adults	3 2 9	3 3 6

Note.—All employees (other than skilled glass workers) employed on afternoon or night-work shall receive 5 per cent. in addition to their ordinary rate.

SKILLED GLASSWORKERS (ADULTS).

When an adult skilled glassworker is employed on time rate, he shall receive the following rates per day of 8 hours :—

Classification.	Size of Article to be Blown.	Per Day.	
		"A."	"B."
		s. d.	s. d.
Mould-blowers off the ball—			
(a) Flint or plain opal or opal-cased blowers	12 inches diameter and under	29 2	29 5
(b) Flint or plain opal or opal-cased blowers	Over 12-in. diameter and up to and including 18-in. diameter	32 2	32 5
(c) Flint or plain opal or opal-cased blowers	Over 18-in. diameter	37 2	37 5

CONSTITUTION OF SHOPS.

4. (a) Flint blow and plain opal shops shall consist of :—
 - (1) Ball blower, and/or gatherer, blower, and all necessary assistants ; or
 - (2) Ball blower, gatherer, blower, and all necessary assistants ; or
 - (3) Ball blower, two blowers, and all necessary assistants ;
 and shall be constituted in any of the foregoing ways at the discretion of the employer.
- (b) Opal-cased shops shall consist of :—
 - (1) One blower shop—Flint ball blower, opal ball coverer, and one blower to gather and blow his own ware ; or
 - (2) Two blower shop—Flint ball blower, opal ball coverer, and two blowers to gather and blow their own ware.
- (c) Cylinder shop may be constituted in any one of the following ways :—
 - (1) One junior ball blower, one cylinder blower, and all necessary assistants ; or
 - (2) One junior ball blower, one senior ball blower, one cylinder blower, and all necessary assistants ; or
 - (3) One junior ball blower, two cylinder blowers, and all necessary assistants.

HOURS.

5. (a) The ordinary hours of sorters, packers, batchmixers, and their assistants, labourers, and all other employees (other than furnacemen, glassworkers, and their assistants) shall not exceed 44 per week to be worked in five and a half days per week, the daily hours to be eight hours on Monday to Friday inclusive, to be worked between 7 a.m. and 5 p.m. with an interval of 45 minutes for a meal, and 4 hours on Saturday to be worked between 7 a.m. and 12 noon.
- (b) The ordinary hours of furnacemen shall be 44 per week, or, when shifts are worked, not more than 176 spread over a period of four weeks, and not more than eight hours to be worked in any one shift, shifts to rotate between furnacemen. All time worked in excess of these hours shall be deemed to be overtime, except so far as such excess is due to an arrangement between the furnacemen themselves, or is necessary for effecting periodical rotation of shifts.
- (c) The hours of three-shift-workers shall not exceed a total of 125 spread over a period of three weeks nor more than 45 in any one week.
- (d) The ordinary hours of glassworkers and their assistants (other than shift-workers) shall be 44 per week.
- (e) The ordinary hours of two-shift glassworkers shall be worked as follows :—

Morning Shift.—Mondays to Fridays inclusive ..	7 a.m. to 3.30 p.m. with an interval of half an hour for a meal.
Saturdays	7 a.m. to 11 a.m.
Afternoon Shift.—Mondays to Fridays inclusive—	3.30 p.m. to 11.30 p.m. with an interval of half an hour for a meal.

BASIS OF PAYMENT OF SKILLED GLASSWORKERS.

6. Piecework shall be the basis of payment for skilled glassworkers, but in cases where employees earn less than the time rate per day through their own fault, such as producing bad work or not producing sufficient work to enable them to earn the time rate while conditions in the factory are satisfactory, they shall only receive the amount they earn on the piecework rate ; but if through any fault of the employer the employees are prevented from earning the time rate, plus 6 per cent. on the piecework rate of eight hours, they shall be paid at the time rate, plus 6 per cent.

BASIS FOR FIXING OF PIECEWORK PRICES.

7. (a) The Board determines that any employer may fix and pay piecework prices for any article to adult skilled glassworkers of average capacity employed in the flint section of the industry, provided such prices enable the said adult skilled glassworkers to earn at least the minimum daily rate prescribed for their respective classifications with the addition of 12½ per cent.
- (b) A schedule of such piecework prices shall be posted in the factory in such a position as to be accessible to and easily read by persons employed therein. If any group or groups of employees in the factory are dissatisfied with the piecework prices so exhibited, they shall have the right of appeal to the Secretary for Labour with a view to having the matter investigated.

MIXED FUNCTIONS.

8. Where employment involves functions of a mixed character, and an employee is employed for sixteen hours in any one week on work for which a higher rate of pay is prescribed by this Determination than the rate prescribed for the work which he usually does, the minimum rate to be paid to such employee shall be calculated for the week as if he performed such only of the functions as are represented by the highest rate, but, if employed for less than sixteen hours on such higher class of work, he shall be paid the rates prescribed by this Determination for the work he actually does from time to time. This clause shall not apply to skilled glassworkers.

ENGAGEMENT AND TERMINATION OF EMPLOYMENT.

9. (a) All employment shall be by the week.

(b) An employee desirous of terminating his service with an employer shall terminate such service only on a Saturday of each week, and shall give his employer notice of such intention on or before 5 p.m. on the Monday prior to the date of termination of such service. In the event of an employee failing to comply with the conditions contained in this clause, one week's pay shall be deducted from his pay by the employer.

(c) An employer desirous of terminating the services of an employee shall terminate his services only on a Saturday, and he shall give such employee notice of his intention to terminate such service not later than 5 p.m. on the Monday prior to the date of the termination of such service. In the event of the employer failing to comply with the conditions contained in this clause, one week's pay shall be paid to the employee by the employer.

Provided that in the event of a tank going out of commission for repairs at any time, the employees actually engaged on such tank, and thereby thrown out of work, shall receive one clear week's notice from the employer of his intention to dispense with their services; during the currency of which notice they may be required to do other work on the premises or, at the option of the employer they may be paid one week's wages in lieu of such notice.

Provided further that nothing in this clause shall be applicable to cases of termination of services of employees for misconduct or incompetence justifying their instant dismissal.

SICK PAY.

10. (a) Any person who does not attend for duty shall not be paid for the actual time lost; provided, nevertheless, that if he produces or forwards within 24 hours of the commencement of his non-attendance, evidence satisfactory to the employer that such non-attendance was reasonable because of his own ill-health due to any cause other than his own misconduct, he shall receive the benefit of the next succeeding sub-clause hereof.

(b) In the case of any such person who has been employed by any one employer for a period of not less than one calendar month, if his non-attendance is in manner aforesaid shown to be reasonable because of his own ill-health, such person shall receive payment in wages in respect of six, but not more than six days in all of such non-attendance in each year of his employment by such employer.

(c) For the purpose of sub-clause (b) an employee whose employment ceases because of a furnace going out of commission, and who resumes his employment within three days of the said furnace restarting, shall be deemed to have been constantly employed in the interval between such cessation and restarting.

OVERTIME.

11. (a) All time worked in excess of 44 hours per week (except in the cases of furnacemen, pot furnacemen and pieceworkers) shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(b) (1) For all time worked in excess of the prescribed daily hours furnacemen and furnacemen's assistants shall be paid at the rate of time and a half for the first two hours and double time thereafter.

(2) For all overtime worked on Sundays or holidays by furnacemen or furnacemen's assistants, they shall receive an additional payment at the rate of half time over and above that provided for in sub-clause (b) (1).

(3) Overtime shall not be paid where men work in excess of eight hours per day in effecting their change of shifts.

SUNDAY AND HOLIDAY RATES.

12. (a) For all time worked on Sundays and specified holidays payment shall be made at double rates, except in the cases of furnacemen and furnacemen's assistants.

(b) All ordinary time worked by furnacemen and furnacemen's assistants on Sundays and specified holidays, shall be paid for at the rate of time and a half.

HOLIDAYS.

13. (a) All employees other than furnacemen and furnacemen's assistants shall receive the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, and Melbourne Cup Day.

(b) Where by reason of any of the said named holidays falling on a Sunday, or by reason of any other cause any other day is observed as a public holiday in lieu of any of the said named holidays in sub-clause (a) hereof, then this clause shall read as if such other day were included herein, instead of the said named holiday, but not so as to increase beyond eleven the number of holidays such employees shall receive by reason of this sub-clause.

(c) In the case of shift work a holiday or holidays (as the case may be) shall not begin until the end of the last shift commenced on the day immediately preceding the holiday or holidays, and shall not end until the beginning of the first shift commenced on the day immediately succeeding the holiday or holidays.

(d) No employee shall receive pay for any holiday not worked if he fails otherwise than for reasonable cause to work during his usual working hours on the day or shift immediately preceding, and also on the day or shift immediately following such holiday.

(e) Where any person who has been employed by an employer for a period of three months or more immediately preceding the termination of the said person's services within the seven days immediately preceding any of the holidays named in sub-clause (a) hereof, for any cause not being his own default or misconduct sufficient to justify the termination of the said person's services such an employee shall receive payment for the aforesaid holiday as if his employment had continued so as to include such holiday.

ANNUAL HOLIDAY.

14. (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, continuous 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 continuous 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 continuous 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 continuous shift worker.

TEA MONEY.

15. Any employee required to work more than one hour's overtime after the completion of a shift shall, in addition to overtime payment, be paid 1s. 6d. tea money in the case of adults and 1s. in the case of juveniles; unless notified the previous day that they would be required to work such overtime. If, having been notified accordingly, their services are not required they shall still be entitled to the payment of such tea money.

MOULDS AND GEAR.

16. Suitable moulds and all gear other than artisans' tools required by the employees to perform their work shall be supplied by the employer.

PAY DAY.

17. All wages shall be paid on Friday night, but the employer may pay individuals on Saturday.

REST PERIOD.

18. All glassworkers and their assistants shall receive ten minutes rest period during the first and second half of each shift without deduction of pay.

COLD WATER.

19. An adequate supply of cold water shall be maintained at each furnace for the use of the employees.

CHANGE ROOM AND LOCKERS.

20. (a) Change rooms—the employer shall provide suitable accommodation for employees to change and keep a change of clothing on the premises, and shall provide hot shower baths for employees.

(b) Suitable and sufficient lockers shall be provided for each shop to enable the employees to lock up their clothes and gear.

DEFINITION.

21. Juvenile workers are persons under 21 years of age (other than apprentices or improvers) employed "cleaning," "packing," "wrapping," or as "Carriers In" or "Mould Boys," or "Melting and Cutting," or in other work of a like nature.

MELTED AND COLD LEHR WORK.

22. All properly made work that is melted in the lehr or broken through the lehr being cold shall be paid for in full by the employer.

BAD METAL.

23. Employees shall report to the employee in charge of the shop all bad metal, and, if the employee in charge allows the employees to continue working the metal all good ware made shall be paid for in full by the employer.

SORTING WARE.

24. (a) All ware other than opal ware that does not require "cutting off" shall be sorted at the lehr, or kiln and all work passed by the sorter shall be paid for by the employer at full rates.

(b) All ware requiring to be "cut off" other than dip blown ware shall be sorted at the "cutting off" bench, and all good ware broken in "cutting off" shall be paid for by the employer.

(c) All dip blown ware shall be sorted after glazing and all good ware broken in "cutting off", grinding or glazing shall be paid for by the employer.

(d) Blowers shall be paid for "uncut" work stored after reasonable time has been allowed for "cutting off".

GLASS BOTTLE SECTION.

1. JUNIOR MALES—WAGES PER WEEK.		OTHER JUNIOR MALES—WAGES PER WEEK.	
		<i>s. d.</i>	
(a) Employed around the feeders.		<i>s. d.</i>	
(b) Employed in the manufacturing section, but not employed in the yard.		Under 16 years of age	17 6
15 years of age	22 6	Over 16, but under 17 years of age	22 6
16 years of age	37 0	Over 17, but under 18 years of age	30 0
17 years of age	40 9	Over 18, but under 19 years of age	37 6
18 years of age	49 6	Over 19, but under 20 years of age	45 0
19 years of age	53 0	Over 20, but under 21 years of age	55 0
20 years of age	56 9	and thereafter the minimum wage or piecework price.	
and thereafter the minimum wage or piecework price.			

Note.—No junior of less than 18 years of age shall be permitted to truck more than one crate of bottles at one time.

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

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

	Wages per Week.					
	"A."		"B."			
	£	s. d.	£	s. d.		
Furnacemen	5	11	0	5	12	0
Salt cake burners	5	11	0	5	12	0
Lehrmen	5	5	6	5	6	6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	5	5	6	5	6	6
Salt cake burners' assistants	5	5	6	5	6	6
Packers packing in bags or straw	5	4	6	5	5	6
Sorters	5	4	6	5	5	6
Lister truck hands and assistants	5	3	6	5	4	6
All others	5	2	0	5	3	0

NOTES.

(1) Furnacemen or furnacemens' assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.

(2) Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.

(3) Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.

(4) Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

3. Watchers, moppers-out, and attendants on automatic feeders and machines, shall be paid the following bonuses in addition to the minimum wage:—

Single Feeders—Operators—

Up to 2-oz. weight (excepting 1-oz. essence and 1-oz. vials), 2d. per gross over 50 gross drawn per shift.

Over 2-oz. to 4½-oz. weight, 2d. per gross over 40 gross drawn per shift.

Over 4½-oz. to 8½-oz. weight, 2d. per gross over 30 gross drawn per shift.

Over 8½-oz. to 12-oz. weight, 2d. per gross over 24 gross drawn per shift.

Over 12-oz. to 16-oz. weight, 2d. per gross over 18 gross drawn per shift.

Over 16-oz. to 28-oz. weight, 2d. per gross over 14 gross drawn per shift.

Over 28-oz. to 32-oz. weight, 2d. per gross over 12 gross drawn per shift.

4-lb. and 5-lb. lolly jars (including aridors), 3d. per gross.

1-oz. essence and 1-oz. vials, 2d. per gross over 70 gross drawn per shift.

Agee Mason, Agee specials, Fowlers, and similar wide-mouth jars to pay the foregoing bonus, but numbers to be reduced by 2 gross on the above weights.

Moppers-out—

Operator mops out.

Attendants—

Where two attendants are on a single machine, one-quarter on and one-quarter off, they shall divide two-thirds of the operator's bonus.

Note.—"Attendants" mean "Taker-in" and when required, "Taker-out" and "Transferrer."

Double Feeders—Operators—

Up to 8½-oz. weight but including 10-oz. tomato sauce, 1½d. per gross over 20 gross drawn-off each machine per shift.

Over 8½-oz. up to 16-oz. weight, 1½d. per gross over 16 gross drawn-off each machine per shift.

Over 16-oz. up to 28-oz. weight, 1½d. per gross over 12 gross drawn-off each machine per shift.

But quart beers, lagers, wines, and whiskies, 1½d. per gross over 20 gross drawn-off each machine per shift.

Three Feeders—Operators—

Quart beers, lagers, wines and whiskies, 1½d. per gross over 22 gross drawn-off each machine per shift.

Mopper-out—

Same as operator.

Attendants—

To divide equally three-quarters of operator's bonus.

Note.—"Attendants" mean "Taker-in" and when required, "Taker-out" and "Transferrer."

The above bonuses shall remain in force for a period of twelve months at least and thereafter until an alteration is agreed upon by the employers and the employees.

There shall be three attendants employed to every two jobs on machines worked under automatic feeders.

RATES FOR STOPPER-PRESSERS.

4. Stopper-pressers shall be paid not less than the minimum wage, but when working piecework, the following rates are to be paid:—

Pint sauce and flask stoppers, 4d. per gross per machine.

Quart sauce and flask stoppers, 5d. per gross per machine.

Winchester stoppers, up to 20 oz., 9d. per gross per machine.

Winchester stoppers, over 20 oz., 1s. 6d. per gross per machine.

TIME LOST DURING SHIFT.

5. When skilled pieceworkers cease work during the currency of a shift of their own account and without the authority of their employers, the employers shall not be liable for any time lost by the attendants on such skilled workers who become idle through the action of such skilled workers.

OVERTIME.

6. (a) For all time worked in excess of the prescribed number of hours to be worked or outside the prescribed range or spread of hours to be worked, payment shall be made in respect of each day at the rate of time and a half for the first two hours, and of double time for the succeeding hours.

Work done in such excess or outside time is to be deemed to be overtime work within this clause.

For all overtime work required, the employer shall endeavour to obtain the additional labour so required. In the event of such labour not being available, all employees shall work such overtime as they are called upon to perform, provided that in respect of any such work whether done by the additional labour (referred to herein) or otherwise, if such employees consider that the working of such overtime was not reasonably necessary for the carrying on of the business, they may refer the question to the Secretary for Labour who shall decide the matter, and in the event of the Secretary for Labour deciding that the working of the overtime was not so necessary, the employees who worked it shall be paid therefor double the amount that would otherwise be payable.

(b) Furnacemen and furnacemen's assistants shall be paid for all time worked in excess of the prescribed daily hours at the rate of time and a half for the first two hours, and double time for any succeeding hours.

(c) For all overtime worked on Sundays or holidays by furnacemen and furnacemen's assistants they shall receive an additional payment at the rate of half-time over and above that provided for in sub-clause (b) hereof.

(d) Overtime shall not be paid where men work in excess of eight hours per day in effecting their change of shifts.

(e) For work performed during meal times, employees shall receive an extra rate of half-time whilst so employed.

(f) All adults, except shift-workers, shall receive a meal allowance of 1s. 6d. when working overtime of one hour or longer.

SUNDAYS AND HOLIDAYS.

7. (a) For all time worked on Sundays and specified holidays, payment shall be made at double rates, except so far as furnacemen and furnacemen's assistants are concerned.

(b) For all ordinary time worked by furnacemen and furnacemen's assistants on Sundays or specified holidays, they shall be paid at the rate of time and a half.

(c) When the employer requires any work to be done on a Sunday by employees whose ordinary working week does not comprise Sunday, if such employees consider that the doing of such work on the Sunday was not reasonably necessary for the carrying on of the business, they may refer the question to the Secretary for Labour, who shall decide the matter, and in the event of the Secretary for Labour deciding that the doing of the work on the Sunday was not so necessary, the employees who did it shall be paid therefor double the amount that would otherwise be payable.

PAYMENT DURING REPAIRS TO FURNACE.

8. In the event of a furnace going out for repairs, and of the furnacemen being employed at the repairing of same, they shall be paid their ordinary rates of pay for the first three weeks they are employed repairing, after which they may be employed as labourers and paid ordinary labourer's wages.

ANNUAL LEAVE.

9. Furnacemen and furnacemen's assistants shall be allowed seven days' annual leave on full pay. When a furnacemen or furnacemen's assistant has been employed for six months or more, he shall be entitled to proportionate holidays.

PROVISION OF FURNACEMEN'S ASSISTANTS.

10. Where necessary, furnacemen's assistants shall be provided for all furnacemen on gas furnaces, excluding automatic gas producers and direct fire furnaces.

REPACKING GAS CHAMBERS.

11. Employees shall repack chambers while furnaces are under fire at any time when called on to perform this work, and they shall be paid 6s. per hour for all time engaged on such work. If the work is performed on any specified holiday, they shall be paid the above rates in addition to their ordinary pay. Overtime and mixed-function clauses do not apply.

EMPLOYEES ENGAGED IN POT SETTING.

12. Employees engaged in pot setting shall be paid 1s. per hour in addition to their ordinary rates of pay whenever this class of work is performed, and shall perform same in any part of the week when called upon to do so.

MIXED FUNCTIONS.

13. Where employment involves functions of a mixed character, and an employee is employed for sixteen hours in any one week on work for which a higher rate of pay is prescribed by this Determination than the rate prescribed for the work which he usually does, the minimum rate to be paid to such employee shall be calculated for the week as if he performed such only of the functions as are represented by the highest rate, but if employed for less than sixteen hours on such higher class of work he shall be paid the rates prescribed by this Determination for the work he actually does from time to time. This clause shall not apply to skilled glassworkers.

WAGES OF CARTERS INSIDE WORKS.

14. When employees are engaged in driving single-horse vehicles inside the works, they shall receive the wages fixed by this Determination or the wages fixed by the Determination of the Carters and Drivers Board for carters and drivers generally for similar work, whichever is the higher.

ENGAGEMENT AND TERMINATION OF EMPLOYMENT.

15. (a) Employees shall be engaged by the week and paid weekly, a week's notice to be given by employer or employee to terminate employment, or in lieu of such notice a week's wages to be paid except by mutual consent of both parties. Notice to be given not later than Monday at noon, the week to terminate at end of Friday's shift. In the event of a furnace going out for repairs at any time, skilled workers who are thereby thrown out of employment shall be entitled to receive one clear week's notice dispensing with their services; during the currency of such notice they may be required to do other work available on the premises, for which they shall be paid a wage not less than the basic wage. This clause shall apply to skilled glassworkers only.

(b) An employee desirous of terminating his service with the employer shall terminate such service only on Saturday of each week, and shall give his employer notice of his intention to terminate such service on or before 5 p.m. on the Monday prior to the date of termination of such service, or in lieu thereof, one week's pay shall be deducted from his pay by the employer. Any employer desirous of terminating the service of the employee, shall terminate his service only on Saturday, and he shall give the employee notice of his intention to terminate such service on or before 5 p.m. on the Monday prior to the termination of such service, or in lieu thereof, one week's pay shall be paid to the employee by the employer. Provided that in the event of a tank going out for repairs at any time, the machine hands thereby thrown out of work, shall receive one clear week's notice dispensing with their services as machine hands during the currency of which notice they may be required to do other work on the premises, or at the option of the employer, they may be paid one week's wages in lieu of such notice. Provided further that nothing in this clause shall apply to cases of termination of services of employees for misconduct or incompetence justifying their instant dismissal. This clause shall not apply to skilled glassworkers.

LOSS OF TIME THROUGH SICKNESS.

16. (a) Any weekly employee not attending for duty shall lose his pay for the actual time lost. Provided, nevertheless, that if he produces or forwards within 24 hours of the commencement of the non-attendance evidence satisfactory to the employer or to the Secretary for Labour that his non-attendance was reasonable because of his own ill-health, due to any cause other than his own misconduct, he shall be entitled to the benefit of the next succeeding sub-clause hereof.

(b) In the case of any such employee who has been employed in a particular business not less than one calendar month, if his non-attendance is in manner aforesaid shown to be reasonable because of ill-health, he shall be entitled to payment of wages in respect of six, but not more than six, days in all of such non-attendance in each year of his employment in such business.

17. For the purpose of clause 16 (b) of this Determination, an employee, whose employment ceases because of a furnace going out of commission, and he resumes his employment within three days of the furnace restarting, shall be deemed to have been constantly employed in the interval between such cessation and restarting.

This clause shall not apply to skilled glassworkers.

HOLIDAYS.

18. (a) All employees other than furnacemen and furnacemen's assistants shall be allowed the following holidays without any deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day.

(b) Where by reason of any of the said-named holidays falling on a Sunday, or by reason of any other cause, any other day is observed as a general holiday in lieu of any of the said-named holidays, then this clause shall be read as if such other day were included herein instead of the said-named holiday, but not so as to increase beyond eleven the number of holidays to be allowed by reason of this clause.

(c) In the case of shift work a holiday or holidays (as the case may be) shall not begin until the end of the last shift commenced on the day immediately preceding the holiday or holidays, and shall not end until the beginning of the first shift commenced on the day immediately succeeding the holiday or holidays.

(d) No employees shall be entitled to be paid for any holiday not worked if he fails otherwise than for reasonable cause to work during his usual working hours on the day or shift immediately preceding and on the day or shift immediately following such holiday.

(e) Where any person who has been employed by an employer for a period of three months or more immediately preceding the termination of the said person's services within the seven days immediately preceding any of the holidays named in sub-clause (a) hereof for any cause not being his own default or misconduct sufficient to justify the termination of the said person's services, such employee shall receive payment for the aforesaid holiday as if his employment had continued so as to include such holiday.

TIME-BOOK.

19. Employers shall provide a time-book in each glass works. Such time-book shall be entered up in ink and shall contain a correct account of the hours worked and the wages received by each employee. Employees shall make all such records whether by time clock or otherwise as shall be reasonably necessary to enable employers to keep such correct records. The time occupied by employees in filling in any time-books or cards or in making any record shall be treated as time of duty, except that occupied in checking in or out at the beginning or end of duty, which checking shall be done in the employee's own time.

INSPECTION OF TIME-BOOK.

20. (a) The Secretary, Assistant Secretary or Organizer of the Australian Glass Workers Union, duly authorized in writing under the seal of the said Union, shall have access to the record of times recorded by the employees and the wages paid for a period of two months prior to date of inspection, provided that such inspection shall be made during the office hours of the factory and not more than once in any fortnight. Authority shall be produced to the employer on demand.

(b) On each works reasonable facilities shall be afforded members and officers of the Union for the necessary work in connexion with the above, and the Union shall be permitted to post notices on a notice-board in the works in a reasonable manner.

SHELTER SHEDS FOR FURNACEMEN AND OTHERS.

21. Shelter sheds shall be provided over gas-tank producers for shelter of furnacemen, and all other employees shall be protected from the weather during the course of their duties as far as practicable.

FACILITIES FOR KEEPING CHANGE OF CLOTHING.

22. Employers shall supply suitable places for furnacemen, furnacemen's assistants and continuous night-workers to keep a change of clothing on the works, and shall provide adequate hot shower baths for the use of employees.

PAYMENT OF WAGES.

23. Wages shall be paid on Friday night, but the employer may pay individuals on Saturday.

RESPONSIBILITY FOR WARE AFTER IT HAS BEEN STORED.

24. Workmen cannot be held responsible for ware after it has been stored.

COMPULSORY APPRENTICESHIP AND LIMITATION OF APPRENTICES.

25. Of the apprentices put down to the trade, 75 per cent. shall be apprenticed hand-blowing and 25 per cent. to the machines.

INTOXICATING LIQUORS.

26. No intoxicating liquors shall be allowed on the premises without permission.

HOURS.

27. A. (a) The maximum number of hours that shall constitute a week's work for the employees specified in clauses 1 and 2 shall be 44, to be worked in either 5 days or 6 days at the option of the employer.

(b) The hours for stopper pressers shall be the same as the hours for glassworkers.

(c) Transferers, takers-out, takers-in, mould-shutters, and snappers-up shall commence work 15 minutes earlier than the glass-workers in order to prepare the shops for work.

(d) The hours of watchers and all labour employed around the Hartford-Fairmont feeders and any other glass-producing machines shall be worked in shifts as follows:—

(1) Morning shift from 7 a.m. to 3 p.m. Monday to Friday inclusive, and from 7 a.m. to 12 noon on Saturday (45 hours per week).

(2) Afternoon shift from 3 p.m. to 11 p.m. Monday to Friday inclusive (40 hours per week).

(3) Night shift from 11 p.m. to 7 a.m. Monday to Friday inclusive (40 hours per week).

Provided that persons employed around the Hartford-Fairmont feeders or any other glass-producing machines may be required to start work at 6 a.m., but not before 6 a.m., on Mondays and the day following a holiday to get feeders and machines in going order so that other employees may start work and the production commence at the ordinary starting time subject to the condition that all time worked by such persons between 6 a.m. and 7 a.m. shall be paid for at the overtime rate of time and a half.

(e) If artificial light adequate for the work be furnished, sorters and truckers attendant upon sorters may be employed in shifts throughout the day and night from 8 a.m. on Mondays to noon on Saturdays.

If the adequacy of such artificial light be questioned, work shall not be discontinued, but the matter shall be referred to the Secretary for Labour.

(f) The ordinary hours of work (exclusive of meal times) on such shifts shall be, but shall not exceed, 44 per week on any shift.

(g) The workers on any such shift not wholly worked between 8 a.m. and 6 p.m. shall be entitled to receive extra payment at the rate of 5 per cent.

(h) Sorters may be employed on other work during the working hours of their shift, but shall be paid not less than they would be entitled to if engaged on sorting throughout the shift.

(i) Such shifts shall rotate each week.

B. (a) The ordinary hours of duty of furnacemen and furnacemen's assistants shall not exceed an average of 44 hours per week to be worked in shifts not exceeding eight hours each, including crib time reckoned as part of working time, such shifts to be distributed as the employer chooses but so as to make an aggregate shift-time on duty not exceeding 176 hours in each period of four weeks. All time worked in excess of eight hours on any day shall be deemed overtime except so far as the excess is owing to arrangements between the employees themselves, or is necessary for effecting periodical rotation of shifts. Shifts shall rotate among furnacemen and furnacemen's assistants.

(b) Where fillers-on are used, they shall work the same hours and receive the same wages and conditions as furnacemen, but must qualify so as to be able to take charge of producers in cases of emergency.

C. Notwithstanding anything in this Determination, batchmixers, and/or glasscrushers, and/or salt cake furnacemen and attendants, and/or sand-washing machine attendants, and/or bottle-washing machine attendants and loaders for delivery purposes may, if an employer so choose, be worked in shifts as follows:—

(1) Morning Shift—from 7 a.m. to 3 p.m. Monday to Friday inclusive, and from 7 a.m. to noon on Saturday (45 hours per week).

(2) Afternoon Shift—from 3 p.m. to 11 p.m. Monday to Friday inclusive (40 hours per week).

(3) Night Shift—from 11 p.m. to 7 a.m. Monday to Friday inclusive (40 hours per week).

(4) Such shifts shall rotate each week.

(5) The workers on the afternoon shift and night shift shall receive extra payment at the rate of 5 per cent.

D. The ordinary hours of work for skilled glassworkers and their assistants shall be as follows:—

- (1) Morning Shift—from 7.30 a.m. to 5.15 p.m. with an interval for a meal.
- (2) Night Shift—from 7.40 p.m. to 5 a.m. with an interval for a meal.

Provided that employers may at times when the prospects or demands of business justify, put on a third shift to complete 24 hours' work per day for a period of not less than six months, in which case the hours will be:—

- (1) First Shift—from 7 a.m. to 3 p.m. Monday to Friday inclusive.
- (2) Second Shift—from 3 p.m. to 11 p.m. Monday to Friday inclusive.
- (3) Third Shift—from 11 p.m. to 7 a.m. Monday to Friday inclusive.

SKILLED GLASSWORKERS—BOTTLE SECTION—PIECEWORK.

INSPECTION OF BOTTLES.

28. All bottles put out shall be inspected by a factory committee, if necessary, on behalf of the men, who shall decide with the manager of the works as to what rate such bottles shall be paid, or whether broken down. The bottles to be sorted within 24 hours after coming through the Lehr, excepting when prevented by holiday or exceptional circumstances.

BAD METAL.

29. (a) When in the opinion of workmen metal is bad, they shall report same to the man in charge, and is allowed to be worked, they shall be paid for at full rates.

(b) All bottles melted or not properly annealed to be paid for at full rates.

FLOWN MARBLES.

30. Workmen to be paid for all over one dozen per day.

SINGLE-HANDED WORK.

31. Workmen shall work single-handed when their hole is short, when practicable; but in such case, suitable moulds shall be provided, and the following rates paid:—

- (a) *Block and Plate System*.—When a finisher, blower, or gatherer is off one dozen to count two dozen.
- (b) *Stem System*.—When a finisher, blower, or boy is off one dozen to count two dozen.

JOURNEYMEN PREVENTED FROM EARNING FULL DAY'S WAGE.

32. (a) When a journeyman is taken away from a full hole, he shall be paid up to the average of his own hole for the previous week, or what he earns in the hole in which he works. He shall have the option, but must declare.

(b) When any journeyman is put on day-work, he shall be paid not less than Twenty shillings (20s.) per day.

(c) When a journeyman is shifted on account of his hole being short he shall be paid what he earns in the hole where he blows or finishes.

(d) Where a journeyman ready and willing to work for a whole shift is prevented by (a) excessive heat of metal, (b) oily fumes, or (c) improper moulds from earning at piecework 20s. for the shift he shall be entitled to payment of at least 20s. in respect of the shift's work.

SUITABLE PIPES.

33. (a) **BLOCK AND PLATE SYSTEM**.—Each hole shall be supplied with six suitable pipes.

(b) **STEM SYSTEM**.—Hole shall be supplied with three pipes of different sizes for each blower.

HOLIDAYS.

34. The holidays to be observed shall be the same as those provided in the Determination relating to the unskilled section of the industry.

CONSTITUTION OF HOLES.

35. (a) **BLOCK AND PLATE SYSTEM**.—Hole means finisher, two gatherers and blowers, or gatherer and blower, snapper-up, and taker-in.

(b) **STEM SYSTEM**.—Hole means finisher, two gatherers and blowers, or gatherer and blower, mould shutter, snapper-up, and taker-in.

MOULDS, PUNTIES, AND TOOLS.

36. (a) Suitable moulds shall be brought to each hole and put on stands, with handles fixed on stem moulds and suitable tools and punties provided for same; every care of moulds and other tools of trade to be taken by the men who shall use their power to prevent loss and ill-usage of same.

(b) When two or more moulds are working in a hole at different prices, the highest rate is to be paid.

WEIGHTS OF BOTTLES.

37. (a) Block and plate workmen shall be given the weights with the following allowances:—

- Up to 10-oz. fluid contents—1-oz. weight to be allowed each way.
- Over 10-oz. fluid contents up to and including reputed quarts— $1\frac{1}{2}$ -oz. weight each way.

(b) **STEM WORK**.—Up to and including 4-oz. weight— $\frac{1}{2}$ -oz. weight each way.

- Over 4-oz. weight and up to and including 8-oz. weight— $\frac{1}{2}$ -oz. weight each way.
- Over 8-oz. weight and up to and including 12-oz. weight— $\frac{3}{4}$ -oz. weight each way.
- Over 12-oz. weight and up to and including 20-oz. weight— $1\frac{1}{2}$ -oz. weight each way.

Note.—When stem bottles are blown on block and plate, workmen only allowed stem weight allowances.

SKIMMING METAL.

38. Workmen shall skim the metal when required to do so by the man in charge and shall be paid 2s. 6d. per hour.

LOST TIME.

39. In the event of men being temporarily prevented from carrying on their usual work through no fault of their own, the management, after the expiration of half an hour shall inform the men concerned whether or not they will be able to resume that day. Should the men be notified that they will resume, they shall be paid at the rate of 2s. 6d. per hour for all time lost.

If a piecework journeyman reports for duty at the commencement of a shift, and his usual work is not available for him through circumstances for which he is not responsible and of which he was not notified the previous day, he shall be allowed three hours' pay at the rate of 2s. 6d. per hour for the time lost.

ALLOWANCE PAYABLE TO SKILLED GLASSWORKERS.

40. (a) The piecework rates for skilled glassworkers provided in the Schedule to this Determination shall remain in force for the period of this Determination. In addition to the men's earnings on piecework list, all skilled glassworkers shall be paid a daily allowance at the rate of 11s. per week for every day worked or every specified holiday as from the date of this Determination.

(b) The said allowance shall remain in force for a period of twelve months, at the expiration of which either party may ask for a revision of same.

FIXATION OF PRICES FOR NEW BOTTLES OR BOTTLES NOT INCLUDED IN SCHEDULE OF PRICES.

41. Any employer may fix and pay piecework prices for bottles not already provided for in the schedule of piecework prices set out in this Determination, and shall base such piecework prices on the earnings of an average worker working under like conditions to those for which the piecework prices are fixed. Every such employer shall, if required so to do, forward a statement to the Secretary for Labour of such piecework prices.

MACHINE CONDITIONS.

- 42. (a) All shops shall be considered started when filling moulds.
- (b) Employers shall furnish all necessary facilities. Auxiliary help shall be considered part of the facilities. Regular boys must not be taken from one machine and placed on another without notifying men on machines.
- (c) Employers shall supply sufficient wind and jets to enable machines and machinists to work at their greatest efficiency. Upon all new air lines, cut-off slides to be fitted at the most convenient place.
- (d) Employers shall supply all necessary tools. Punties must be made of wooden handles with clay heads. Clay heads to be made in various sizes, suitable for all jobs; the workman to have the privilege of making his own punty heads or using his own tools of trade.
- (e) There shall be competent sorters to sort all work. Rejected work to be set aside for inspection on request of the men affected.
- (f) Competent fitters shall be supplied to repair all machines.
- (g) At no time shall the workmen be compelled to work on a furnace when the metal is unreasonably low; the factory committee to determine with the man in charge whether or not such furnace is in proper working order.
- (h) Employers shall supply gloves free of cost to workmen, provided the old ones are handed in in return, failing which the workmen shall pay cost price for gloves supplied.
- (i) Employers shall supply at least one complete locker for each hole.
- (j) Workmen shall not be paid for split and crizzled rings unless the number exceeds two dozen per day. If the number exceeds that amount they shall be paid for one-half.
- (k) Workmen shall be paid at the rate of not less than twenty shillings (20s.) for any day upon which their earnings working on piecework do not equal that amount.

SHORT HOLES.

43. When men are ordered to leave their holes on account of their holes being short, they shall do so. This shall not apply to boys being off.

PAYMENT FOR CRIZZLED BOTTLES.

44. All hand-blown crizzled bottles shall be paid for at full rates when men are allowed to work moulds by man in charge after having reported same.

NOTIFICATION OF INTENTION TO START LATE OR CEASE EARLY.

- 45. (a) In the event of employees being unable to present themselves for work at starting time, they shall notify the foreman in ample time, if possible, to permit timely arrangement being made to prevent loss of time in the shop.
- (b) No employee shall cease work before the proper time without first notifying the foreman of the cause.
- (c) In the event of any shop desiring to retain the services of the puller-off in a block and plate hole, they may make arrangements with the officials of the Australian Glassworkers Union to interview the management of the firm to have a puller-off placed in the hole, in which event the price to be paid the men must not exceed 6d. less than the price list per gross per hole, but in no case shall the price be less than the price fixed for stem work.

PERIODICAL ADJUSTMENT OF WAGES.

46. The wages rates set out in clause 2 of the Glass Bottle Section and for adult males in clause 3 of the Flint Glass Section 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 47. Provided that in the Flint Glass Section only 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 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.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 1 0	6 0	5 7 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

- 47. (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 46.
- (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.

SCHEDULE OF PIECEWORK RATES.

BLOCK AND PLATE WORK.		Wine and Spirit Bottles—Pale Metal—continued.	
Aerated Water Bottles.		Per gross.	
	Per gross.		Per gross.
	s. d.		s. d.
22-oz., 24-oz., and 26-oz. Codd's	8 1½	Reputed pint, dump shape whisky (Sanderson's)	5 9
18-oz. Codd's	7 10½	Reputed pint, brandy	5 3
14-oz. Codd's	7 7½	Reputed pint, schnapps	6 0
12-oz. Codd's	7 4½	Reputed pint, hock	5 6
10-oz. Codd's	7 1½	Reputed pint, Walker's square whisky	5 6
5-oz. and 6-oz. Codd's	6 4½	10-oz. gin	5 0
10-oz. Lamonts	7 1½	20-oz. J.D.K.Z. gin	6 1½
5-oz. and 6-oz. Lamonts	6 4½	32-oz. J.D.K.Z. gin	8 1½
24-oz. to 26-oz. screw mouths	7 9	40-oz. J.D.K.Z. gin	9 3
10-oz. and 12-oz. screw mouths	6 0	52-oz. J.D.K.Z. gin	12 6
5-oz. and 6-oz. screw mouths	5 1½	24-oz. Boll's gin	7 1½
40-oz. lithia, spa, or soda	8 1½	20-oz. hop bitters	6 1½
20-oz. lithia, spa, or soda	7 0	12-oz. Cooper and Nathan's whisky	5 6
14-oz. lithia, spa, or soda	6 0	20-oz. panel sarsaparilla	7 6
12-oz. lithia, spa, or soda	5 7½	1st. All reputed quarts in black metal to be paid 7s. 9d. per gross.	
10-oz. lithia, spa, or soda	5 7½	2nd. Reputed pints in black metal, 6s. per gross.	
Wolstenholme ginger beer	5 3	3rd. Reputed pints when made on stem, 3d. per gross less than the list.	
Lane's and other beer shapes	7 1½		
<i>Squash and Punch Bottles.</i>		<i>Rock Jars.</i>	
	Per gross.		Per gross.
	s. d.		s. d.
Alexander and Patterson's lemon squash and all 26-oz. squash, punch, and cordials	7 1½	8-lb. wide mouths	42 3
26-oz. Elliotts' cordials	8 6	6-lb. wide mouths	35 3
Dyson's 20-oz. cordial	6 1½	4-lb. wide mouths	25 3
Schweppes' 20-oz.	6 1½	4-lb. narrow mouths	13 1½
Schweppes' 13¼-oz. brandy	5 6		
Brookes' 12-oz. lemon squash	5 0	<i>Winchesters</i>	
Dixon's 10-oz. O.T.	5 0		Per gross.
			s. d.
<i>Sauce and Pickle Bottles.</i>			
	Per gross.		
	s. d.		
Square pickle pint	5 6	20-oz. Winchesters	6 6
Concave pickle pint	5 6	25-oz. Winchesters	7 0
Round pickle pint	5 3	32-oz. Winchesters	7 7½
Konig's military pickle	8 7½	40-oz. Winchesters	8 1½
Mitchell's hexagon 16-oz. pickle	6 7½	50-oz. Winchesters	10 1½
Military pickle, stoppered	6 7½	60-oz. Winchesters	11 1½
Garfield pickle, stoppered	6 7½	80-oz. Winchesters	12 1½
Madras pickle	5 0	80-oz. Winchesters	19 7½
10-oz. round pickle	4 6	90-oz. Winchesters	20 1½
10-oz. square pickle	4 9	100-oz. Winchesters	21 4½
10-oz. military pickle	5 0	120-oz. Winchesters	25 4½
10-oz. hexagon pickle	4 9	160-oz. round O.T.	42 3
26-oz. tomato sauce	6 9	180-oz. round F.G. and Co. and gallon rounds	42 3
20-oz. tomato sauce	6 1½		
26-oz. chutney	6 9	<i>Wide-Mouth Jars.</i>	
20-oz. chutney	6 1½		Per gross.
26-oz. Lackersteen's chutney	6 9		s. d.
12-oz. chutney	5 3	3-lb. salt jar (P.S.)	7 1½
French chutney	5 3	2-lb. salt jar (P.S.)	6 7½
Indian condiment	5 0	2-lb. fluted jar	6 7½
Pint tomato sauce	5 0	2-lb. finished jar	5 10½
20-oz. Worcestershire sauce	6 4½	2-lb. tie-over lip jar	6 1½
		1½-lb. fluted jar	5 4½
		1½-lb. finished jar	5 4½
		1-lb. finished jar	4 9
		1-lb. tie-over lip jar	5 6
<i>Wine and Spirit Bottles—Pale Metal.</i>		<i>Miscellaneous Bottles.</i>	
	Per gross.		Per gross.
	s. d.		s. d.
Reputed quarts (Burke's)	7 1½	Milk quarts	8 7½
Reputed quarts (Sutherland's)	6 7½	Milk pints	7 1½
Reputed pints, round or oval	5 3	Milk, ½-pints	5 6
Imperial oval quarts	8 1½	New South Wales milk quart	8 7½
Imperial oval pints	5 9	New South Wales milk pint	7 1½
Imperial round quarts	8 1½	Caulfield milk	6 7½
Walker's square whisky	7 1½	1½-pint milk	7 10½
Haig and Haig whisky	7 7½	Microbe killer	7 3
Watson's No. 10 whisky (and similar shapes)	7 1½	Strathman's drops	7 1½
Reputed quart schnapps	7 1½	Carbolacene	5 0
Reputed quart, Ainslie's whisky	8 6	Carbolacene (new shape) C.C. finish	5 3
Reputed quart, brandy	7 1½	Parry's reputed quart vinegar	7 1½
Reputed quart, hock	7 1½	Long reputed quart vinegar	7 1½
Reputed quart, barrel	8 1½	20-oz. vinegar	6 7½
Half-gallon, barrel	15 3	Brunswick Black finished	5 6
Reputed quart, sarsaparilla	7 1½	Battery jar, No. 1	4 0
Reputed quart, Creme-de-Monthe	8 7½	Battery jar, No. 2	6 1½
Reputed quart, Dom whisky	8 6	Battery jar, leclanche cells	5 7½
Reputed quart, Watch whisky	8 6	Long reputed quart olive oil	7 1½
Reputed quart, McLatchie and Frog's whisky	8 6	20-oz. Tremain's olive oil	6 9
Reputed quart, Brown's dump whisky	8 6	20-oz. pepsin	6 4½
Reputed quart, Fesq and Easson's whisky	8 6	16-oz. carlsbad salt	6 0
Reputed quart, hip flask	8 6	16-oz. Tremain's carlsbad salt	6 0
Reputed quart, Munroe's whisky	8 0	32-oz. kresolve	8 7½
Reputed quart, King's liqueur	8 0	40-oz. lotol	8 1½
Reputed quart, Lounde's dump whisky	7 1½	C nical quarts	7 1½
Reputed quart, Woods's dump whisky	8 0	18-oz. oval essence	6 7½
Reputed quart, Resch dump whisky	8 0	22-oz. ammonia	8 6
Reputed quart, White and Makie's dump whisky	8 0	24-oz. Kodak	9 3
Reputed quart, Radstock bitters	8 0	32-oz. Kodak	10 3
Reputed pint, dump shape whisky	5 6	24-oz. Parke Davis (W. M.)	9 6

SCHEDULE OF PIECEWORK RATES—continued.

Miscellaneous Bottles—continued.		Pioneer Bottles.	
		Per gross.	Per gross.
		s. d.	s. d.
18-oz. Denham's round and oval S.W.M.	..	.. 6 7½	Up to 2-oz., Harper's 3 0
13½-oz. vase-shape bath salts	..	.. 6 6	5-oz., Harper's 3 6
8-oz. Denham cream	..	.. 4 9	10-oz., Harper's 4 9
16-oz. varnish	..	.. 5 0	
16-oz. Stearn's diamond shape	..	.. 7 9	
19-oz. essence Lawrence	..	.. 7 6	
14-oz. Eau-de-cologne	..	.. 5 3	
STEM WORK.			
<i>Dispensing Bottles.</i>			
	Per gross.	When made Block and Plate.	Per gross.
	s. d.	Per gross.	s. d.
Up to 2-oz. contents inclusive	.. 3 0	.. 5 6	Up to 2-oz., finished 3 6
3-oz. contents	.. 3 3	.. 5 6	Over 2-oz. to 4-oz. finished 3 9
4-oz. contents	.. 3 6	.. 5 9	5-oz. to 8-oz. 4 0
5-oz. contents	.. 3 7½	.. 6 6	5-oz. Last Drop ink 4 10½
6-oz. to 8-oz. contents	.. 4 0	.. 7 6	10-oz., finished 4 3
8-oz. Medical Oval, 12-oz. weight	.. 4 9	.. 8 6	12-oz. 4 6
8-oz. Stearn's diamond shape	.. 4 3	.. 9 6	16-oz., finished 5 0
10-oz. contents	.. 4 9	.. 10 6	20-oz., finished 5 9
12-oz. contents	.. 5 0		24-oz., finished 6 9
14-oz. contents	.. 5 6		32-oz., finished 7 9
16-oz. contents	.. 5 9		32-oz. clag 7 9
18-oz. contents	.. 5 7½		1st. All other finished inks to come under this list.
20-oz. contents	.. 7 6		2nd. All lipped inks 3d. per gross extra.
24-oz. contents	.. 9 3		
32-oz. contents	.. 10 3		
4-oz. Chelts. (to hold 3½ oz.)	.. 3 7½		
2-dram serum	.. 3 3		
4-dram serum	.. 3 3		
1-oz. French squares (1½-oz. to 2-oz. weight)	.. 3 3		
NOTE.—Mexican flats, French rounds and squares, Manhattans, Philadelphia, and Baltimore ovals, poisons, Chelts, F. G. and Co. tinctures, peroxides, Faulding's rounds, Winchesters up to 18-oz., and all pills to come under this list.			
<i>Panelled Bottles.</i>			
	Per gross.	When made Block and Plate.	Per gross.
	s. d.	Per gross.	s. d.
Up to 1-oz. contents not exceeding 2½-oz. weight	.. 3 0	.. 5 6	Up to 2½-oz. castor oil 3 6
Over 1-oz. contents up to 2-oz. contents not exceeding 5½-oz. weight	.. 3 0	.. 5 6	Over 2½-oz. to 6-oz. castor oil 3 10½
Over 2-oz. contents up to 3-oz. contents not exceeding 6½ oz. weight	.. 3 3	.. 5 9	Over 6-oz. to 10-oz. castor oil 4 9
Over 3-oz. contents up to 4-oz. contents not exceeding 6½-oz. weight	.. 3 6	.. 6 6	2-oz. olive oil, A. B. Rundle 3 6
Over 4-oz. contents up to 5-oz. contents not exceeding 8-oz. weight	.. 3 7½	.. 7 6	3-oz. olive oil, A. B. Rundle 3 9
Over 5-oz. contents up to 6-oz. contents not exceeding 8½-oz. weight	.. 4 0	.. 8 6	5-oz. olive oil 4 0
Over 6-oz. contents up to 8-oz. contents not exceeding 10½-oz. weight	.. 4 9	.. 9 6	10-oz. olive oil 4 9
Over 8-oz. contents up to 10-oz. contents not exceeding 12-oz. contents	.. 5 6	.. 10 6	5-oz. fluted olive oil 3 10½
Over 10-oz. contents up to 12-oz. contents not exceeding 14-oz. weight	.. 6 6		10-oz. fluted olive oil 5 0
Over 12-oz. contents up to 14-oz. contents not exceeding 16-oz. weight	.. 7 0		5-oz. Couch and Caulder's olive oil 4 6
Over 14-oz. contents up to 16-oz. contents not exceeding 18-oz. weight	.. 7 6		10-oz. Couch and Caulder's olive oil 5 0
Over 16-oz. contents up to 20-oz. contents not exceeding 22-oz. weight	.. 9 0		Lewis and Whitty's ½-oz. olive oil 3 9
1-oz. Bonnington (3½-oz. weight)	.. 3 3		Lewis and Whitty's 7-oz. olive oil 4 0
Balfe, 4-oz., 3 panel	.. 3 9		Up to 2½-oz. Tremain's olive oil 3 6
Taylor and Coll's, 3-oz., 3 panel	.. 3 7½		Over 2½-oz. up to 4-oz. olive oil 4 0
Marshall's, 6-oz., 4 panel olive oil	.. 4 9		5-oz. olive oil 4 3
Wright's, 3½-oz., 4 panel	.. 4 3		8-oz. olive oil 4 6
Taylor and Coll's, 4-oz.	.. 4 0		10-oz. olive oil 4 9
Chestease, 2½-oz.	.. 3 6		13-oz. olive oil 5 3
Hypol	.. 5 6		Patent lip, 3d. per gross extra.
Docker's hat	.. 3 9		
Kugleman's, 32-oz., panel	.. 12 0		
3½-oz. Wright's rheumatic cure, 8½-oz. to 9½-oz. weight	.. 4 6		
NOTE.—1st. All panelled bottles to come under this list unless otherwise specified.			
2nd. The weights specified are top weights.			
3rd. When made heavier than ordinary weights the next highest rate to be paid.			
<i>Olive Salad and Castor Oils.</i>			
	Per gross.	When made Block and Plate.	Per gross.
	s. d.	Per gross.	s. d.
Up to 2-oz., finished	.. 3 6		
Over 2-oz. to 4-oz. finished	.. 3 9		
5-oz. to 8-oz.	.. 4 0		
5-oz. Last Drop ink	.. 4 10½		
10-oz., finished	.. 4 3		
12-oz.	.. 4 6		
16-oz., finished	.. 5 0		
20-oz., finished	.. 5 9		
24-oz., finished	.. 6 9		
32-oz., finished	.. 7 9		
32-oz. clag	.. 7 9		
<i>Inks, Cements, Gums, and Gloys Burst-off.</i>			
	Per gross.		
	s. d.		
1-oz. B.O.	.. 2 0		
1½-oz. B.O.	.. 2 1½		
2-oz. B.O.	.. 2 3		
Over 2-oz. to 4-oz.	.. 2 6		
<i>Gloy Shape.</i>			
	Per gross.		
	s. d.		
2½-oz. round gum	.. 3 9		
5-oz. gloy finished	.. 4 0		
10-oz. gloy finished	.. 4 6		
5-oz. golden gum	.. 4 6		
10-oz. round paste	.. 4 3		
<i>Flasks.</i>			
	Per gross.	When made Block and Plate.	Per gross.
	s. d.	Per gross.	s. d.
2½-oz. flasks	.. 3 9	.. 4 0	
3-oz. Weller and Bostock's	.. 4 0	.. 4 0	
2½-oz. Haig and Haig's flasks	.. 4 0	.. 4 3	
5-oz. to 6½-oz. flasks	.. 4 3	.. 5 0	
8-oz. flasks	.. 5 0	.. 5 3	
10-oz. to 13½-oz. flasks	.. 5 3	.. 4 9	
5-oz. and 6-oz. Walker's square	.. 4 6	.. 4 6	
5-oz. and 6-oz. Walker's squat	.. 4 3	.. 5 9	
13-oz. Haig and Haig's	.. 5 9	.. 4 0	
2½-oz. Ainslie's	.. 4 0	.. 4 9	
5-oz. Ainslie's	.. 4 9	.. 5 9	
10-oz. Ainslie's	.. 5 9	.. 3 9	
2½-oz. Orme Kegwin miniature whisky	.. 3 9	.. 4 3	
2½-oz. and 3-oz. Toohy's min., hex. shape (Watch shape flasks 6d. per gross above the ordinary flask price.)	.. 4 3		

SCHEDULE OF PIECEWORK RATES—continued.

Lavender and Brilliantine Bottles.			Miscellaneous—continued.		
	Per gross.	When made.		Per gross.	When made.
	s. d.	Block and Plate.		s. d.	Block and Plate.
		Per gross.			Per gross.
		s. d.			s. d.
1-oz. Faulding's or Queen Lavender	3 0		5-oz. Creme-de-Menthe	4 6	
2-oz. Faulding's or Queen Lavender	3 0		2½-oz. King's liqueur	3 6	
2½-oz. Faulding's or Queen Lavender	3 3		4-oz. Brooke's squash	3 9	
3-oz. Faulding's or Queen Lavender	3 3		4-oz. gloss or negroline	3 6	
1-oz., Pearce or Lubine	3 0		4-oz. lacquer	3 9	
2-oz., Pearce or Lubine	3 0		4-oz. curry	3 6	
2½-oz. B. B.	3 3		4-oz. whisky square	4 0	
4-oz. Australian	3 6		4-oz. whisky round	3 6	
4½-oz. Australian	4 0		4-oz. Stearn's (1001)	4 0	
5-oz. Rodger Freres	4 0		5-oz. schnapps or tapered gin	4 3	
4½-oz. Turnley's	4 3		4-oz. square gin	4 0	
4½-oz. dump brilliantine	4 3		6-oz. fish sauce	4 0	
4-oz. Simpson's, 6-oz. to 6½-oz. weight	4 3		Eucalyptus oil, Bosisto's shape not over 3½-oz. weight	3 0	
5-oz. Warton's	4 6		2-oz. eucalyptus oil, Bosisto's shape not over 3½-oz. weight (heavy)	3 6	
6-oz. Apos	4 6		5-oz. caper sauce	3 9	
6-oz. Rimmell's stoppered	4 9		Chateau Tarunda miniature brandy	3 0	
8-oz. Florida Water	4 3		Power's miniature brandy	3 3	
1-oz. brilliantine	3 3		Possums miniature brandy	3 3	
2-oz. brilliantine	3 3		6½-oz. Watson's or similar shape whisky	4 6	
3-oz. brilliantine	3 6		6½-oz. port wine	4 6	
3½-oz. brilliantine	3 9		4-oz. effer. fruit salts	3 9	
4-oz. brilliantine	3 9		8-oz. effer. fruit salts	4 6	4 9
3-oz. Downer's shape	3 10½		4-oz. saline cream	3 6	
1½-oz. Downer's shape	3 3		8-oz. saline cream	4 3	4 6
			4-oz. bay rum	3 6	
			6-oz. bay rum	4 0	
			8-oz. bay rum	4 3	4 6
			6-oz. blacking	3 9	
			6-oz. oyster	3 9	
			5-oz. and 6-oz. lithias, spa or soda	4 9	5 1½
			5-oz. Worcestershire sauce	4 0	
			10-oz. Worcestershire sauce	4 6	4 9
			6-oz. chutney	4 0	
			Half-pint chutney	4 9	5 0
			6-oz. glycerine stoppered	5 3	
			6-oz. one panel curry	3 9	
			6-oz. graded milk	3 9	
			6-oz. bell-shape milks	4 3	
			5-oz. certified cream	4 3	
			10-oz. certified cream	4 9	5 0
			6-oz. fountain soda, decanter shape	5 3	
			10-oz. fountain soda, decanter shape	7 0	7 3
			6-oz. curry	3 9	
			8-oz. bath sale (W.M.) F.H.F.	5 0	5 3
			6-oz. serscol	4 0	
			6-oz. citrate magnesia	3 9	
			12-oz. citrate magnesia	4 9	5 0
			13-oz. citrate magnesia	5 0	5 3
			6-oz. carlsbad salts	4 9	5 0
			12-oz. carlsbad salts	4 9	5 0
			4-oz. coffee or rum	3 9	
			8-oz. coffee or rum	4 6	5 0
			8-oz. benzine	4 3	
			7-oz. soda sulphur	4 3	
			7-oz. olive	4 6	
			4-oz. kresolve or lysol	3 9	
			8-oz. kresolve or lysol	4 6	
			17-oz. kresolve or lysol	5 9	6 3
			4-oz. Eau-de-cologne, Yardley's shape	4 0	
			6½-oz. Eau-de-cologne, concave shape	4 9	
			13-oz. Eau-de-cologne, concave shape	5 9	
			9-oz. Eau-de-cologne, concave shape	4 9	
			7-oz. Konig pickle	4 0	
			7-oz. Johnston's pickle	4 0	
			8-oz. Moller C.L.O.	4 3	
			16-oz. Moller C.L.O.	4 9	5 0
			10-oz. magnesia	4 6	
			20-oz. magnesia	5 9	6 6
			16-oz. ammonia	5 9	6 6
			12-oz. maltine	4 9	5 1½
			16-oz. malt	5 3	5 6
			10-oz. Rowe's embrocation	5 0	
			4-oz. Parisian essence	3 6	
			3½-oz. fancy hair oil	3 9	
			Fowler's Parisian essence, L.R.	3 6	
			Fowler's Parisian essence, H.R.	3 9	
			Hall's balsam	3 6	
			Baby claret	3 9	
			Pain conquerer	3 9	
			Miniature schnapps	3 6	
			Satinettes	4 6	
			Mitchell's long olive	5 0	
			½-lb. drops, W.M.P.L.	4 9	
			1-lb. drops, W.M.P.L.	5 9	
			Greathead's mixture	5 0	
			Gmet essence	4 6	

Phenyle Bottles.

	Per gross.	When made.
	s. d.	Block and Plate.
		Per gross.
		s. d.
5-oz. phenyle	4 0	
10-oz. phenyle	4 3	4 6
16-oz. phenyle	5 10½	6 1½
20-oz. phenyle	6 9	7 0

Coloured List.

	Per gross.	When made.
	s. d.	Block and Plate.
		Per gross.
		s. d.
1-oz. manilla	3 0	
1-oz. smelling salts	3 3	
2-oz. smelling salts	3 3	
1-oz. bonox, becfine, or cupex	3 6	
2-oz. bonox, becfine, or cupex	3 6	
4-oz. bonox, becfine, or cupex	4 0	
8-oz. bonox, becfine, or cupex	4 3	
16-oz. bonox, becfine, or cupex	5 9	
1-oz. coconut oil or vaseline	3 6	
2-oz. coconut oil or vaseline	3 6	
3-oz. coconut oil or vaseline	3 6	
4-oz. coconut oil or vaseline	3 9	
2-oz. nasal balm	3 3	
2½-oz. miniature brandy	3 3	
2½-oz. miniature whisky	3 3	
2½-oz. Eau-de-cologne (C.S.)	3 3	
1-oz. Eau-de-cologne (L.T.)	4 0	
2½-oz. Eau-de-cologne (L.T.)	4 3	
4-oz. Eau-de-cologne (L.T.)	4 6	
4-oz. herb bitters	3 6	
8-oz. herb bitters	4 3	
5-oz. and 6-oz. pioneer	3 9	
4-oz. Warner's safe cure	3 9	
8-oz. Warner's safe cure	4 0	4 3
16-oz. Warner's safe cure	6 0	6 3
8-oz. Clement's tonic	4 0	4 6
16-oz. Clement's tonic	5 9	6 0
8-oz. peptonoid	5 3	5 6
14-oz. hexagon P.O.P.	5 3	5 6
Cuming Smith's formalin	5 0	5 6
5-oz. magnesia, R.T. and Co.	4 0	4 6
16-oz. Stearn's	5 9	6 0
20-oz. bath salts	6 0	6 3
16-oz. Stearn's tonic wine	5 9	5 9
Half-pint claret	4 0	4 6

Miscellaneous.

	Per gross.
	s. d.
1-oz. light essence	3 0
2-oz. light essence	3 0
1-oz. sauce finished	3 0
1-oz. Lundberg	3 0
2-oz. Lundberg	3 0
2-oz. Lichtener's heavy round	3 6
3-oz. and 4-oz. Lichtener's heavy round	4 0
Up to 3-oz. rat poison	3 6
2½-oz. Bollington	3 6
2½-oz. Dixon's O.T.	3 6
1½-oz. Creme-de-Menthe	3 6
2½-oz. Creme-de-Menthe	3 9

SCHEDULE OF PIECEWORK RATES—continued.

Miscellaneous—continued.			Wide and Semi-Wide Mouth Ware—continued.		
	Per gross.	s. d.		Per gross per man.	Per gross per man.
				Two man Machine.	One man Machine.
				s. d.	s. d.
18-oz. essence	5	9	Fowler's No. 27, 2½ lb.	—	1 10½
Health feeders (one neck)	5	3	Fowler's No. 31, 31 oz.	—	2 3
1-oz. oval scent	3	0	Fowler's No. 36, 42 oz.	—	3 0
1¼-oz. oval scent	3	3	Fowler's No. 40, 3 lb.	—	3 0
4-oz. Blogg perfume	4	3	Battery jar	—	1 7
4-oz. fire extinguishers	3	9			
6-oz. Saunders' polish	4	6	<i>Narrow Mouth Ware.</i>		
2-oz. Astings osol	3	3		Per gross per man.	Per gross per man.
2-oz. vermol	3	6		Two man Machine.	One man Machine.
10-oz. Mitchell's square olive oil	5	0		s. d.	s. d.
4-oz. tapered bath salts, 8-oz. weight	4	0	10-oz. oval magnesia	1 4½	1 3
2-oz. tap. lavender	3	3	9-oz. coffee essence	1 6	1 4
4-oz. tap. lavender	3	9	6-oz. Worcestershire sauce	1 3	1 2
6-oz. tap. lavender	4	3	10-oz. Worcestershire sauce	1 4	1 3
2-oz. international laboratories, flat	3	3	20-oz. Worcestershire sauce	2 0	1 7
2½-oz. O.T. squash	3	9	Pint round sauce C.S. not exceeding 15 oz. in weight	1 3½	1 3
1½-oz. Dearborne perfume	3	6	20-oz. tomato sauce	1 9	1 5
3½-oz. Dearborne perfume	4	0	26-oz. tomato sauce	2 0	1 7
Up to 2-oz. Eau-de-cologne, two flat sides	3	0	Up to ¼-pint screw sauce	1 2	1 1
Over 2-oz. to 4-oz. Eau-de-cologne, two flat sides	3	6	6-oz. lithia, spa or soda, not exceeding 12 oz. in weight	1 4	1 1
5-oz. Winchesters	3	9	10-oz. lithia, spa or soda	1 5½	1 3
4-oz. and 5-oz. Zarona lotion	4	0	12-oz. lithia, spa or soda	1 7	1 4
8-oz. oval magnesia, 9-oz. weight	4	6	Brooke's lemon squash	2 0	1 7
3½-oz. benzoin, Blogg	4	3	24-oz. Marchant's Crown Seal	2 0	1 7
3½-oz. benzoin, Blogg	4	3	Imperial oval quarts	2 0	1 9
3½-oz. blacking	3	6	Imperial oval pints	1 9	1 5
4-oz. wombat	3	9	Half-pint milk	—	1 3
5-oz. peroxide	3	7½	Pint milk	—	1 6
9-oz. peroxide	4	9	Quart milks (40 oz.)	—	3 0
17-oz. peroxide	6	7½	Quart beer, brandy, and whisky	2 0	2 0
6-oz. anchovy sauce	4	0	Pint beer, brandy, and whisky	1 9	1 9
			Quart hock and long vinegar	2 0	1 8
			Pint hock and long vinegar	1 9	1 6
			Pint schnapps	1 9	1 5
			Quart schnapps	2 0	1 8
			Johnny Walker's quarts	2 0	1 7
			Johnny Walker's pints	1 9	1 5
			Ainslie's quart whisky	2 3	1 9
			Ainslie's pint whisky	1 10	1 5
			20-oz. Crown cork	1 9	1 6
			Greathead's mixture	1 7	1 5
			10-oz. phenyles	1 7	1 4
			5-oz. phenyles	1 4½	1 2½
			10-oz. sarto dump	1 4½	1 3
			10-oz. ginger beer, stone shape	1 7½	1 4
			Square quart sarsaparilla	2 0	1 8
			Schwepes', 20 oz.	1 9	1 6
			Schwepes', 13½-oz. raspberry	1 7	1 4
			5-oz. coffee essence	1 3½	1 2½
			5-oz. olive, salads, and castor oils	1 4½	1 3
			Up to 1-oz. dispensing panels and rounds	1 0	0 10
			Over 1-oz. and up to 2-oz. panels and rounds	1 1	0 11
			Over 2-oz. and up to 4-oz. panels and rounds	1 2	1 0
			6-oz. and 8-oz. panels and rounds	1 4	1 3
			10-oz. and 12-oz. panels and rounds	1 6½	1 5
			16-oz. panels and rounds	1 9	1 7
			20-oz. panels and rounds	1 11	1 8
			Eucal. oils	1 1	0 11
			Scott's 6-oz. emulsion	—	1 3
			Scott's 16-oz. emulsion	—	1 7
			Lane's 7-oz. emulsion	—	1 3
			Lane's 14-oz. emulsion	—	1 7
			6-oz. flasks	—	1 3
			10-oz. to 13½-oz. flasks	—	1 6
			80-oz. Winchester	—	3 6
			100-oz. Winchester	—	4 6

MACHINE LIST.

Wide and Semi-Wide Mouth Ware

	Per gross per man.	Per gross per man.
	Two man Machine.	One man Machine.
	s. d.	s. d.
Up to 6-oz. weight (R. and S.)	1 1	0 10
Over 6-oz. up to 14-oz. weight (R. and S.)	1 2	1 0
1-lb. jar not exceeding 14-oz. in weight (R. and S.)	1 2	1 0
1½-lb. jar not exceeding 16-oz. in weight (R. and S.)	1 3	1 1½
1¼-lb. Gowing's jam jar	1 5	1 3
2-lb. jar not exceeding 20-oz. in weight (R. and S.)	1 5	1 3
1-lb. pie fruit	1 4	1 3
1½-lb. pie fruit	1 6	1 4
2-lb. pie fruit	2 0	1 9
Mason pints	1 2	0 11
Mason quarts	1 3	1 1
Mason ½ gallons	2 2	1 10
Signal Spotswood and Zetland quarts	1 7	1 4
Signal Spotswood and Zetland ¼ gallons	2 9	1 10
16-oz. and 18-oz. round pickle	1 5	1 3½
15-oz. concave pickle	1 5	1 3½
18-oz. Lancashire pickle	1 6	1 5
Square pickles	1 5½	1 4
8-oz. kepplers	1 6	1 4
16-oz. kepplers	1 11	1 8
12-oz. condiment or ohutney	1 5	1 3
Pint chutney	1 5	1 3
10-oz. gloy	1 4	1 2
16-oz. Mellin's food	1 5	1 3½
4-lb. rock jars	—	4 0
6-lb. rock jars	—	6 0
8-lb. rock jars	—	8 0
1-lb. prune jar	1 2	1 0
Fowler's No. 20 1½ lb.	—	1 7

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

J. V. WILLOX, Secretary.

Melbourne, 18th March, 1947.





VICTORIA

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MONDAY, JUNE 2.

[1947

Factories and Shops Acts.

DETERMINATION OF THE NURSERYMEN'S 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 by a nurseryman in the business or occupation of a nurseryman," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 3rd December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Note.—Rates in the columns lettered "A" hereunder are payable until the beginning of the first pay period to commence in February, 1947, thereafter the rates in columns lettered "B" shall be payable.

Apprentices or Improvers.				Juvenile workers, i.e., persons under 17 years of age (not being apprentices or improvers) employed in running messages, waiting on workmen, cleaning up, or handling seedlings.		Other Employees.				
Wages.	Per Week of 44 Hours.				Wages.	Per Week of 44 Hours.		Wages.	Per Week of 44 Hours.	
	Males.		Females.			"A."	"B."		"A."	"B."
	"A."	"B."	"A."	"B."							"A."	"B."
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.		s. d.	s. d.
15 years of age or under ..	17 3	17 6	17 3	17 6	1st year	17 3	17 6	Propagators in charge of one or more employees working under glass ..	123 0	124 0
16 years of age ..	22 9	23 0	21 6	21 9	2nd year	21 0	21 3	General nursery hands, i.e., persons engaged at budding, grafting, planting, or potting ..	112 6	113 6
17 years of age ..	32 9	33 0	28 0	28 3	3rd year	24 3	24 6	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding ..	65 6	66 3
18 years of age ..	42 3	42 9	36 9	37 0				Nursery labourers ..	106 0	107 0
19 years of age ..	55 6	56 0	45 0	45 6						
20 years of age ..	70 3	71 0	50 6	51 0						
<p>PROPORTION. Apprentices.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>Improvers.</p> <p>One improver to every three or fraction of three workers receiving not less than 10s. per week of 44 hours.</p>										

TERMS OF ENGAGEMENT.

3. Employees who work less than 44 hours in any week may be paid *pro rata* according to the number of hours worked.

TIME OF BEGINNING AND ENDING WORK.

4. For all persons other than those engaged at watering—

Time of beginning work, not earlier than—	Time of Ending work, not later than—
8 a.m.	12 noon on Saturday (or the day on which the half-holiday is locally observed),
8 a.m.	5 p.m. on the other working days of the week.

Or Alternatively—

7.30 a.m.	11.30 a.m. on Saturday (or the day on which the half-holiday is locally observed).
7.30 a.m.	4.30 p.m. on the other working days of the week.

OVERTIME.

5. The following rates shall be paid for overtime :—

Persons engaged at watering—

For all work done in any week in excess of the maximum number of hours fixed as a week's work—Time and a half.

All others—

For all work done outside the times of beginning and ending work	} Time and a half.
For all work done in any week within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work	

SPECIAL RATES.

6. Time and a half shall be the special rate for all work done on Sunday, New Year's Day, 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, the special rate shall only be payable for work done on the day so substituted.

PAYMENT FOR HOLIDAYS.

7. All employees shall be entitled to the following holidays without deduction of pay :—Christmas Day, New Year's Day, Good Friday, and Anzac Day.

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. Subject to satisfactory evidence being furnished to the employer, an employee in continuous employment shall be entitled, without deduction of pay, to absent himself on account of sickness arising out of his employment one day for each three months' service but not exceeding four days in any year commencing from the 13th October, 1939.

RIGHT TO INTERVIEW EMPLOYEES.

10. During the meal interval, and not more than once a month, a duly accredited official of the Australian Workers Union, authorized in writing by the President and Secretary of the Victorian Branch of such organization, shall have the right to interview any person covered by this Determination at his or her place of employment on legitimate union business.

PIECEWORK.

11. That the lowest piecework prices shall be—

Washing, 2" to 4" pots	1s. 8d. per 24 dozen pots.
Washing, 4½" to 5" pots	1s. 8d. per 20 dozen pots.

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates for males 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 13. Provided that the wages of apprentices, improvers, and juvenile workers, 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.

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.

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 14.

(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.

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

J. V. WILLOX, Secretary.

Melbourne, 20th March, 1947.



VICTORIA GOVERNMENT GAZETTE.

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[1947

Factories and Shops Acts.

DETERMINATION OF THE GARDEN EMPLOYEES BOARD.

NOTES.—(1) This Determination applies to the Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder; such portions of the city of Sandringham as are not within the said district; and the cities of Ballarat, Bendigo, Geelong, Mordialloc, and Warrnambool.

(2) By Order in Council dated the 18th February, 1941, the Entertainment Employees (non-performers' Board was deprived of the power to determine the lowest prices or rates which may be paid to persons employed in the maintenance of grounds used in the business of conducting for private gain outdoor entertainments, outdoor shows, outdoor sports meetings, or outdoor amusements of any kind, and such power was conferred exclusively on the Garden Employees Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 18th February, 1941, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the jurisdiction of any Board heretofore appointed) employed—

- (1) As gardeners or gardeners' labourers—
 - (a) by a master gardener other than a market gardener;
 - (b) in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools;
 - (c) in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse;
 - (d) in the laying-out, cultivation, or keeping in order of a garden, lawn, fairway, or green in connexion with any golf links or putting green;
 - (e) in the laying-out, cultivation, or keeping in order of a bowling green or tennis court or of a garden connected therewith";
- (2) At work connected with or incidental to—
 - (a) the construction or maintenance of private paths and drives or of ornamental features such as rockeries, &c.;
 - (b) the construction or maintenance or keeping in order of brick dust or porous tennis courts;
 - (c) the construction, formation, maintenance, or keeping in order of grounds or enclosures used in the business of conducting for gain outdoor entertainments, outdoor shows, outdoor sports meetings, or outdoor amusements of any kind";

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.

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

Apprentices or Improvers.	Wages per Week of 44 Hours.		Juvenile Workers, i.e., Persons (other than Apprentices or Improvers) Employed on Golf Links in the Filling of Divot Holes or Weeding Fairways or Greens.	Wages per Week of 44 Hours.	
	A.	B.		A.	B.
	s. d.	s. d.		s. d.	s. d.
15 years of age or under	27 3	27 6	15 years of age and under	27 3	27 6
16 years of age	30 6	30 9	16 years of age	30 6	30 9
17 years of age	34 3	34 6	17 years of age	34 3	34 6
18 years of age	48 0	48 6			
19 years of age	57 9	58 3			
20 years of age	68 9	69 6			

PROPORTION (WITHIN ANY PLACE).

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

One improver to every three or fraction of three workers receiving not less than the minimum wage.

Other Employees.	Wages per Hour.		Wages per Week.		Hours per Week.	
	A.	B.	A.	B.		
	s.	d.	s.	d.	s.	d.
(a) Persons employed as gardeners or gardeners' labourers by a master gardener—						
Foremen gardeners in charge of two or more employees ..	3	0 ⁵ / ₁₁	3	0 ⁸ / ₁₁	133	8
Gardeners† ..	2	8 ²¹ / ₂₂	2	9 ⁶ / ₂₂	120	10
Gardeners' labourers ..	2	7 ⁹ / ₄₄	2	7 ²¹ / ₄₄	114	5
					134	8
					121	10
					115	5
(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—						
(1) Employed on Jobbing Work—						
Gardeners† ..	2	8 ²¹ / ₂₂	2	9 ⁶ / ₂₂	120	10
Gardeners' labourers ..	2	5 ⁵ / ₁₁	2	5 ⁵ / ₁₁	108	0
(2) All others—						
Foremen gardeners in charge of two or more employees ..	2	11 ⁵ / ₁₁	2	11 ⁸ / ₁₁	130	0
Gardeners† ..	2	7 ⁵ / ₁₁	2	7 ⁶ / ₁₁	115	4
Gardeners' labourers ..	2	5 ⁵ / ₁₁	2	5 ⁵ / ₁₁	108	0
(c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—						
Foremen gardeners in charge of two or more employees ..	2	11 ⁵ / ₁₁	2	11 ⁸ / ₁₁	130	0
Gardeners† ..	2	7 ⁵ / ₁₁	2	7 ⁶ / ₁₁	115	4
Gardeners' labourers ..	2	5 ⁵ / ₁₁	2	5 ⁵ / ₁₁	108	0
(d) Persons employed in the laying-out, cultivation, or keeping in order of (1) a garden, lawn, fairway, or green, in connexion with a golf links or putting green (2) a tennis court or of a garden connected therewith ..	2	6 ⁹ / ₁₁	2	6 ⁸ / ₁₁	111	8
Provided that any adult employee on racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week						
An adult employee on golf links who in the absence of the curator for two or more days is placed in charge of two or more employees shall be paid 1s per day or portion of a day extra.						
(e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a bowling green, or of a garden connected therewith—						
Greenkeeper solely responsible for preparation of greens ..	2	10 ¹ / ₂₂	2	10 ¹ / ₂₂	..	..
Greenkeeper working under supervision of green director ..	2	7 ⁵ / ₁₁	2	7 ⁶ / ₁₁	..	..
Greenkeeper's assistant ..	2	5 ⁵ / ₁₁	2	5 ⁵ / ₁₁	..	..
(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—						
Foremen ..	3	0 ⁵ / ₁₁	3	0 ⁸ / ₁₁	133	8
All others ..	2	8 ²¹ / ₂₂	2	9 ⁶ / ₂₂	120	10
(g) Persons employed in the construction or maintenance or keeping in order of brick dust or porous tennis courts—						
On construction work ..	2	8 ²¹ / ₂₂	2	9 ⁶ / ₂₂	120	10
On maintenance work ..	2	5 ⁵ / ₁₁	2	5 ⁵ / ₁₁	108	0
(h) Persons not otherwise provided for employed in the construction, formation, maintenance, or keeping in order of grounds or enclosures used in the business of conducting for gain outdoor entertainments, outdoor shows, outdoor sports meetings, or outdoor amusements of any kind—						
(i) On racecourses and other sporting enclosures ..	2	6 ⁸ / ₁₁	2	6 ⁸ / ₁₁	111	8
(ii) At any other place—						
On construction work ..	2	8 ²¹ / ₂₂	2	9 ⁶ / ₂₂	120	10
On maintenance work ..	2	5 ⁵ / ₁₁	2	5 ⁵ / ₁₁	108	0

* Except in the case of an apprentice, improver, or juvenile worker the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See Clause 17—Definitions.

PROVISIONS APPLICABLE TO PERSONS OTHER THAN GREENKEEPERS OR GREENKEEPERS' ASSISTANTS EMPLOYED IN CONNECTION WITH BOWLING GREENS.

TIMES OF BEGINNING AND ENDING WORK.

3. For all persons other than those engaged solely at watering—

Racecourses—

Time of beginning, not earlier than—

7.30 a.m. .. 12 noon on Saturday (or the day on which the half-holiday is locally observed).

7.30 a.m. .. 6 p.m. on the other working days of the week.

Time of ending Work, not later than—

Golf links—

8 a.m. .. 12 noon on Saturday (or the day on which the half holiday is locally observed).

8 a.m. .. 6 p.m. on the other working days of the week.

Any other place—

7.30 a.m. .. 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday, or Saturday.

OVERTIME.

4. The following rates shall be paid for overtime—

Persons engaged solely at watering—

(a) On golf courses .. For all work in excess of 8 hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, and 4 hours on Saturday ..

(b) Any other place.. For all work done in excess of the maximum number of hours fixed as a week's work ..

Time and a half for the first two hours and thereafter double time.

All others—

For all work outside the times of beginning and ending work ..
For all work done in any week within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work ..

EXTRA RATE.

5. For all time worked between the hours of 5 p.m. and 7 a.m., an employee engaged at watering shall be paid 1s. extra for each period so worked.

SPECIAL RATES.

6. For all work done on Sundays and the under-mentioned holidays by persons other than those provided for in Clause 7, rates shall be:—

Sundays	} Persons employed on golf courses (other than those employed at watering or wiping greens)	Double time.
		All others .. .. .	Time and a half.
New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day	} All persons	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.

HOLIDAYS.

7. Except as provided in Clause 18 hereunder, all persons shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

Provided that if an employee works on any one of such days he shall receive, in addition to his ordinary pay, one and a half day's holiday on full pay or one and a half day's pay in lieu thereof.

PAYMENT OF WAGES.

8. Except by agreement to the contrary between employer and employee, payment of wages shall be made not later than 4 p.m. on Thursday in each week.

TERMINATION OF EMPLOYMENT.

9. Except as provided in Clause 18 hereunder, seven days' notice of termination of employment shall be given by either employer or employee.

ANNUAL HOLIDAYS.

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) If the absence from duty of an employee be reasonable because of his own illness, and he produces 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 four days during any one year of employment or a proportionately less time during any shorter period of the employment.

(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 16 days which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

The provisions of this clause shall apply in respect to all persons other than those specified in Clause 18 hereunder, or those who have not been in the employment for three months.

TIME BOOK OR RECORD.

12. Except as provided in Clause 18 hereunder, every employee shall indelibly record daily his correct time of work in a book which shall be furnished by the employer. Such time-book shall be produced for inspection during reasonable hours to the Secretary of the Australian Workers' Union or any official thereof duly authorized in writing by the President or Secretary of the local branch or sub-branch of the Union.

RIGHT TO INTERVIEW EMPLOYEES.

13. Not more than once a fortnight, a duly accredited official of the Australian Workers' Union, authorized in writing by the President or Secretary of the Victorian Branch of such organization, shall have the right to interview any person covered by this Determination at his place of employment on legitimate business, and shall be permitted to inspect the conditions relating to the persons employed thereat.

GUM BOOTS AND OVERALLS.

14. (a) Employees engaged at watering on golf courses or racecourses shall be provided with gum boots by the employer free of cost.

(b) Employees engaged in spraying or in the distributing of fertilizer on golf courses or racecourses shall be provided with overalls by the employer free of cost.

FIRST-AID OUTFIT.

15. The employer shall provide a first-aid outfit consisting of bandages, antiseptics, and sticking plaster at all places where four or more persons are employed.

BICYCLE ALLOWANCE.

16. Where an employee is instructed by the employer or his representative to use his own bicycle in the course of his duties, and does so use his own bicycle, he shall be paid 1s. per week in addition to his ordinary wage.

DEFINITIONS.

17. For the purposes of this Determination a gardener shall be defined as a person engaged in the pruning of roses or fruit trees; or in the trimming of a hedge with hedge clippers or shears; or in designing or supervising the laying out of a garden, or in budding, propagating, planting, or potting.

Jobbing Work shall mean work which is performed by a person who goes from job to job in the ordinary course of his employment during the week.

EXCEPTIONS.

18. The provisions of Clauses 7, 9, 11, and 12 of this Determination shall not apply in respect of the following employees:—

- (a) Gardeners or gardeners' labourers employed by a master gardener;
- (b) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, &c.;
- (c) Construction workers as prescribed;
- (d) All persons who are usually employed for less than the number of hours fixed as a week's work.

PROVISIONS APPLICABLE TO GREENKEEPERS OR GREENKEEPERS' ASSISTANTS EMPLOYED IN CONNEXION WITH BOWLING GREENS.

HOURS.

19. The hours of work shall be 176 for each period of four (4) weeks.

OVERTIME.

20. All time worked in excess of 176 hours in each period of four weeks shall be paid for at the rate of time and a third.

SPECIAL RATES.

21. The special rate payable for all work done on Sunday, Christmas Day, Anzac Day, and the weekly holiday as provided hereunder shall be as follows:—

For watering Time and a half.
For all other work Double time.

EXTRA RATE.

22. For all time worked between the hours of 5 p.m. and 7 a.m., an employee engaged at watering shall be paid 1s. extra for each period so worked.

HOLIDAYS.

23. The following holidays shall be granted without deduction of pay:—Christmas Day, Anzac Day, and Thursday afternoon in each week or such other half day in lieu thereof as may be agreed upon by the employer and the employee.

ANNUAL LEAVE.

24. Employees shall receive three weeks' annual leave on full pay for each twelve months' service. In the event of termination of employment during any such period then the employee shall be given one and a half day's holiday for each month of service or be paid in lieu thereof.

SICK LEAVE.

25. (a) If the absence from duty of an employee be reasonable because of his own illness, and he produces 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 four days during any one year of employment or a proportionately less time during any shorter period of the employment. Provided that his sub-clause shall not apply to any employee who has not been in the employment for three months.

(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 sixteen days which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

PAYMENT OF WAGES.

26. Except by agreement to the contrary between employer and employee, payment of wages shall be made not later than 4 p.m. on Thursday in each week.

TIME BOOK.

27. Every employee shall indelibly record daily his correct times of work in a book which shall be furnished by the employer. Such time book shall be produced for inspection during reasonable hours to the Secretary of the Australian Workers' Union or any official thereof duly authorized in writing by the President or Secretary of the local branch or sub-branch of the Union.

GUM BOOTS AND OVERALLS.

28. (a) Employees engaged at watering shall be provided with gum boots by the employer free of cost.

(b) Employees engaged in spraying or in the distribution of fertilizer shall be provided with overalls by the employer free of cost.

FIRST-AID OUTFIT.

29. The employer shall provide a first-aid outfit consisting of bandages, antiseptics, and sticking plaster at all places where four or more persons are employed.

TERMINATION OF EMPLOYMENT.

30. Seven days' notice of termination of employment shall be given by either employer or employee.

PERIODICAL ADJUSTMENT OF WAGES.

31. The wages 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 32. Provided that the wages of apprentices, improvers, and juvenile workers 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.
Within the area to which this Determination applies	£ s. d. 5 1 0	s. d. 6 0	£ s. d. 5 7 0	Melbourne

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 May, 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 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.

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

J. V. WILLOX, Secretary.

Melbourne, 24th March, 1947.

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[1947

Factories and Shops Acts.

DETERMINATION OF THE HAM AND BACON CURERS 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 either inside or outside a factory or work-room in the process, trade, or business of a ham and bacon curer," 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.

IMPROVERS.

2.

Wages.

	Weekly Rate.	Constant Loading.	War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
First year	29 6	2 0	1 0	32 6
Second year	41 0	2 6	1 0	44 6
Third year	52 0	4 0	2 0	58 0
Fourth year	75 0	4 6	2 3	81 9
Fifth year and until reaching the age of 21 years	89 6	6 0	3 0	98 6

Proportion (in any place)—The number of improvers employed in any one ham and bacon establishment shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in a factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

OTHER EMPLOYEES.

3.

Wages.

	Adjustable Weekly Rate.	Non-Adjustable.		Total Weekly Wage.
		Constant Loading.	War Loading.	
	<i>£ s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
<i>(a) Other than Small Goods Section—</i>				
Leading hands in the slaughtering and curing departments ..	6 16 0	6 0	3 0	7 5 0
General assistants in the slaughtering department, cutter-up, rollers, bacon trimmers, and leading hands in the lard and tallow department	6 3 6	6 0	3 0	6 12 6
First assistant in the curing department	6 3 6	6 0	3 0	6 12 6
Other assistants in the curing department	5 18 6	6 0	3 0	6 7 6
Employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers ..	5 14 0	6 0	3 0	6 3 0
Yardmen { For 48 hours per week	5 17 6	6 0	3 0	6 6 6
{ For 44 hours per week	5 11 6	6 0	3 0	6 0 6
All others	5 8 6	6 0	3 0	5 17 6
<i>(b) Small Goods Section—</i>				
Small goods men (i.e., men employed principally on mixing machines)	6 9 0	6 0	3 0	6 18 0
Filler-men	5 19 6	6 0	3 0	6 8 6
Small goods makers, other than small goods men as above mentioned, small goods sellers from cart who collect cash, boners, salters, scalders and cookers	6 3 6	6 0	3 0	6 12 6
Packing room hands	5 13 6	6 0	3 0	6 2 6
Linkers and table hands	5 12 6	6 0	3 0	6 1 6
Yardmen { For 48 hours per week	5 17 6	6 0	3 0	6 6 6
{ For 44 hours per week	5 11 6	6 0	3 0	6 0 6
All others	5 6 0	6 0	3 0	5 15 0

HOURS OF LABOUR.

4. The ordinary hours of work shall not exceed 44 per week to be worked in 5 days, Monday to Friday inclusive, between the hours of 7.30 a.m. to 5.30 p.m. on Monday to Friday inclusive, or if the employer and Union so agree in 5½ days, Monday to Saturday inclusive, where the hours shall be mutually arranged between the parties.

MEAL INTERVALS.

5. (a) Employees shall be granted one hour for lunch on a full working day between noon and 2 p.m. or, if employees are working on shift work, between the fourth and fifth hour of work.

(b) Meal intervals, where allowed, shall not be counted as part of the daily or weekly hours worked.

OVERTIME.

6. All time worked—

(a) in excess of 44 hours per week; or

(b) before the fixed starting time or after the fixed finishing time shall be paid at overtime rate, viz., time and a half for the first four hours and double time thereafter.

ANNUAL LEAVE.

Period of Leave.

7. (a) Except as hereinafter provided a period of fourteen consecutive days leave with payment of ordinary wages as prescribed shall be allowed annually to an employee by his employer after a period of twelve months' continuous service (less the period of annual leave) with such employer.

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.

Public Holidays Excluded.

(c) (i) Such period of annual leave shall not include public holidays observed on working days but shall include all other non-working days.

(ii) If any public holiday falls within an employee's period of annual leave and is observed on the day which in the case of that employee would have been an ordinary working day, there shall be added to that period one day, being an ordinary working day for each such holiday observed as aforesaid.

(iii) Where an employee without reasonable excuse proof whereof shall lie upon him is absent from his employment on the working day prior to the commencement of his annual leave or fails to resume work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave the employee shall not be entitled to payment for the public holidays which fall within his period of annual leave.

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.

Notice of Leave to be given.

(e) At least seven days' notice shall be given to an employee as to when he is to commence his leave and if such notice be withdrawn by an employer, the employee if he postpones his leave, shall be compensated by the employer for any reasonable out of pocket loss occasioned thereby but in case of dispute the amount shall be settled by the Wages Board.

Time when Leave to be granted.

(f) Any leave to which an employee may become entitled hereunder shall be granted by the employer within three calendar months of the same becoming due.

Provided that if because of the conditions operating in any particular industry or of circumstances over which he has no control an employer considers it impossible for him to grant leave to an employee within the said period he may by agreement with the Secretary for Labour postpone such leave until a later date and in default of agreement he may submit the matter to the Wages Board which shall have power to postpone such leave until such later date as it sees fit.

Provided that in very exceptional circumstances payment may be made for the whole or any part of the leave as has been prescribed provided that consent of the Secretary for Labour has been obtained. In the event of such consent not being granted the employer may submit the matter to the Wages Board.

Where an employee has become entitled to annual leave hereunder, but leaves or is dismissed for any cause before such leave is granted to him, he shall be paid two weeks' wages in lieu of such leave.

Leave to be given and taken.

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

Payment of Wages.

(h) 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 due to him for the period for which he is entitled to leave. For the purposes of this sub-clause and sub-clause (j) hereof the wages shall be at the amount prescribed in this Determination for the occupation at 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, but in the event of an employee being engaged during a period of four weeks prior to such commencement or termination on two or more occupations entitling him to different rates of pay, the wages to be paid to such employee hereunder shall be the amount of his average weekly wages for ordinary working time over such period of four weeks.

Leave in Advance.

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

(ii) Where leave has been taken by an employee pursuant to sub-clause (i) (i) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the services 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 in clause 9 of this Determination. Provided that in cases where such leave is granted at the request of the employee the employer may when making payment under sub-clause (h) hereof, withhold from the employee a sum equal to one-twelfth for each completed month of the qualifying period not served by the employee at the time of going on such leave and retain such sum until the expiration of such qualifying period.

Proportionate Payment.

(j) Proportionate payment shall be made in respect of each completed month of continuous service in any qualifying twelve monthly period when an employee lawfully leaves his employment or his employment is terminated by his employer through no fault of the employee.

Calculation of Continuous Service.

(k) (i) Continuity of service shall be deemed to be continuous notwithstanding—

- (a) any interruption or termination of the employment by the employer if such interruption or termination has been made with the intention of avoiding obligations hereunder in respect of annual leave;
- (b) any absence from work of not more than fourteen days in the twelve months on account of sickness or accident (proof whereof shall be on the employee);
- (c) any absence on account of leave granted imposed or agreed to by the employer;
- (d) any absence due to reasonable cause (including absences on account of sickness or accident of more than fourteen days) proof whereof shall be on the employee;
- (e) any absence in respect of which an employee suffers loss of pay for any public holiday falling within the employee's period of annual leave in pursuance of the terms of sub-clause (d) hereof.

Provided that 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 if practicable inform the employer in writing within 24 hours after 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.

(ii) In calculating a period of twelve months continuous service—

- (a) (1) any annual leave taken therein;
- (2) any absences of the kind mentioned in (a) and (b) of paragraph (i) above,

shall be counted as part of such period.

(b) in respect of absences of the kind mentioned in (c) and (d) of paragraph (i) above the employee shall serve such additional period as part of his qualifications for annual leave as will equal the period of such absences.

(c) (1) where an employee is absent from work for any cause whatsoever the employer shall if so required by the employee notify the employee within fourteen days of the receipt of such request whether the employer regards such absence as breaking either conditionally or unconditionally the continuity of service of such employee. If the employee does not make such request within seven days of his return to work after any such absence such absence shall be deemed to have broken such continuity. If the employer does not give such notice within the said fourteen days such absence shall not be deemed to be such a break.

The employee shall make such request in writing and shall deliver same to the employer's office at the shop or factory where he is employed or if there be no such office to the manager of such factory or shop or in his absence to the employee's foreman.

The employer shall give the notification to the employee by having same delivered to such employee personally in writing.

(2) where an employee has been absent from his employment, and the employer has notified him that such absence is regarded as a break in the continuity of service, the employee may within fourteen days of such notification from the employer, appeal to the Wages Board against such notification of the employer.

Calculation of Month.

(l) 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 at the end of such subsequent month.

Successor or Assignee or Transmittree.

(m) Where the employer is a successor or assignee or transmittree 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 transmittree 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.

Annual Close Down.

(n) Where an employer closes down his plant, or a section or sections thereof, for the purpose 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 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 reopened 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 (k) 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 (j) of this clause, subject to adjustment for any proportionate leave which may have been allowed as aforesaid.

Disputes.

(o) Any dispute as to the rights of an employee to or with respect to annual leave shall be dealt with by the Wages Board.

MEAL ALLOWANCE.

8. Employees required to work overtime for more than two hours on any one day without having been notified on the preceding day that they would be required so to work shall be paid the amount of 2s. tea money in addition to any overtime payment to which they may be entitled.

HOLIDAYS.

9. (a) The following days, or the days observed in lieu thereof, except for the unavoidable delivery of small goods, shall be holidays and shall be paid for as though worked:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Christmas Day, Boxing Day, and Union Picnic Day.

(b) For work done in the delivery of small goods on these days time and a half shall be paid up to 9.50 a.m. and on Good Friday up till 11.30 a.m.

(c) In Melbourne, Melbourne Cup Day shall be observed as a holiday instead of King's Birthday.

(d) On any such holidays except Christmas Day, Anzac Day and Union Picnic Day, employees if required shall work for not more than two hours, but on Good Friday for not more than four hours at time and a half rates. On Christmas Day essential work only shall be worked.

(e) If an employee is dismissed within fourteen days before any of the holidays abovementioned and is re-engaged within fourteen days after any of the holidays abovementioned he shall be deemed to have been dismissed for the purpose of evading payment for such holidays and any payment so evaded shall be due and payable to the employee.

(f) For any work done on holidays except as provided in sub-clause (e) hereof double time shall be paid.

SUNDAY WORK.

10. All work performed on Sundays except attention to horses or other live stock shall be paid for at double rates with a minimum payment for four hours. For attention to horses or other live stock on Sundays ordinary rates shall be paid.

MORNING BREAK.

11. All employees shall be granted an interval off duty for fifteen minutes in the morning between 9.30 a.m. and 10.30 a.m., such interval to be without loss of pay to the employee.

PAYMENT OF WAGES.

12. (a) Wages due under this Determination to a weekly employee shall be paid in cash on Thursday in each week.

(b) Employers may, if they so desire, keep two days' pay in hand.

(c) Where the services of an employee are dispensed with all wages owing to him shall be paid to him on the day of his dismissal.

(d) Wages due under this Determination to a casual employee shall be paid immediately upon the termination of work on each day on which he is engaged.

(e) By agreement with their employees, country bacon factories may pay wages fortnightly on Friday nights.

TIME BOOKS.

13. (a) Each employer at each place at which he carries on business under this Determination shall provide a time book or time sheet, in which each day's starting and finishing times, and the times allowed for meals and each day's hours of work of each employee shall be entered (including overtime if any), and the wages received each week: such entries shall at least once a week, be vouched for by the signature of the employer or his representative or manager.

(b) The time book or time sheet shall conform to the following specimen:—

Attendance, Time and Wages Book.

Date.	Employee's Name.	Starting Time.	Finishing Time.	Time Allowed for Meals.	Ordinary Hours Worked.	Overtime Hours Worked.	Time Worked During Meal Hours.	Payment Ordinary Time.	Payment Overtime.	Tea Money &c.	Payments.
											£ s. d.

I, the abovenamed employee a ^{member} ~~non-member~~ of the Australasian Meat Industry Employees Union, employed as a hereby certify that this is a true record of the time worked and the amount paid to me for week ending 19

The employee must strike out the words not required and initial same.

(Employee's Signature)

Vouched for as correct by the Employer.

Signature.

Less wages tax (if any)
Total payment

Tax Stamps, &c.

(c) The time book or time sheet shall, on demand, be produced by the employer for inspection at the place where it is kept at any time between 10 a.m. and 4 p.m. Monday to Thursday inclusive and between 10 a.m. and 1 p.m. on Friday to an official of the Australasian Meat Industry Employees Union who has been authorized in writing, to inspect the same by the General Secretary or the Secretary of a State Branch of the said Union; or to an official of the Meat and Allied Trades Federation of Australia who has been authorized, in writing, to inspect the same by the General Secretary or the Secretary of a State branch of the said Federation.

(d) An inspection shall not be demanded unless the Secretary of the Union or Federation or the district secretary or organizer of any division of the Union or Federation suspects that a breach of this Determination is being or has been committed.

(e) Only one demand for such inspection shall be made in any one fortnight at the same establishment and no inspection shall be demanded on a Saturday:

Provided that one further demand may be made within a fortnight of a previous demand if the secretary, district secretary or organizer certifies in writing that the reason for such further demand is that he suspects that a breach of this Determination is being or has been committed and that such certificate is produced to and a copy thereof handed to the employer or his responsible officer at the time of demanding such further inspection.

(f) The official making an inspection shall be entitled to take a copy of entries in the time book or time sheet relating to the suspected breach of the Determination.

RIGHT OF ENTRY.

14. A duly accredited representative of the Australasian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate union business on the following conditions:—

- (a) that he produces his authority to the manager or such other person as may be appointed by the employer;
- (b) that he interviews employees only at the place where they are taking their meal;
- (c) that not more than one representative visits the premises at any one time;
- (d) that not more than one representative visits the same premises more than once in a week; and
- (e) that if any employer alleges that a representative is unduly interfering with his business 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 representatives shall have the right to bring such refusal to the Wages Board.

ENGAGEMENT.

15. (a) Except in casual employment, all employment shall be by the week. An employee, to become entitled to payment on a weekly basis, shall 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.

(b) Employment other than casual shall 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 an employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day on which an 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.

(c) An employee not attending for duty shall lose his pay for the actual time of such non-attendance unless he produces or forwards to his employer, within 24 hours of the commencement of such absence, evidence satisfactory to the employer that his non-attendance is due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence:

Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both, for more than six days in each year. An employer may by agreement with any employee grant such employee a clear week's holiday on full pay in lieu of payment for absence through sickness.

For the purposes of this clause each year shall commence on the 1st day of July.

LEAVE TO ATTEND UNION BUSINESS.

16. Leave of absence from work to attend any Union business shall be allowed by the employer to any employee member of the Union concerned, provided fair and reasonable notice is given to the employer. Provided also that such leave shall be restricted to one employee at a time in the employment of any one employer and such employee shall not be entitled to payment for the time he is so absent from his employment.

MISCELLANEOUS PROVISIONS.

- 17. (a) The employer shall provide boiling water for the use of employees at meal times.
- (b) First aid appliances and requisites shall be provided free of cost by employers for the use of employees meeting with injuries while on duty.
- (c) The employer shall provide for his employees reasonable facilities for the taking of meals and changing of clothes.
- (d) Any dispute arising under this clause shall be determined finally by the Wages Board.

POSTING DETERMINATION.

18. A copy of this Determination shall be posted up by the employer in a conspicuous place accessible to all employees.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates for adults 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 20.

BASIC WAGE.

Place.	Needs Basic Wage Adjustable.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 0	Five towns, Victoria

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 May, 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 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 .6 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 19th March, 1947.

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

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[1947

Factories and Shops Acts.

DETERMINATION OF THE MUSICIANS 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 employed as a player of any musical instrument" 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.

Note.—The rates provided in columns lettered "A" are payable until the beginning of the first pay period in February, 1947; thereafter the rates provided in columns lettered "B" shall be payable.

(A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES.

Weekly Employees.

(A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

	"A."	"B."
	£ s. d.	£ s. d.
(A2) Leaders—		
(i) Week's work	10 9 0	10 10 0
(ii) Each performance not included in week's work	1 2 6 extra	1 2 6 extra
(A3) Principals—		
(i) Week's work	8 9 0	8 10 0
(ii) Each performance not included in week's work	0 18 0 extra	0 18 0 extra
(A4) Other performers—		
(i) Week's work	7 9 0	7 10 0
(ii) Each performance not included in week's work	0 15 9 extra	0 15 9 extra

Casual Employees.

(A5) Leaders—each performance	1 12 0	1 12 0
(A6) Principals—each performance	1 5 8	1 5 8
(A7) Other performers—each performance	1 2 6	1 2 6

(B) GENERAL THEATRICAL ENTERTAINMENTS, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, AND OTHER ENTERTAINMENTS SIMILAR TO ANY OF THESE NOT ELSEWHERE PROVIDED FOR BY THIS DETERMINATION.

Weekly Employees.

- (B1) For the purpose of this sub-clause (B)—
- (i) A week's work of six performances shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.
- (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

	"A."	"B."
	£ s. d.	£ s. d.
(B2) Week's work of six performances	6 3 6	6 4 6
(B3) Week's work of twelve performances	9 3 6	9 4 6
(B4) Each performance not included in week's work	0 13 6 extra	0 13 6 extra
(B5) Pianist employed additionally for voice trials or similar work 4s. 6d. extra per hour of such work with a minimum payment as for one hour.		

Casual Employees.

	"A."	"B."
	£ s. d.	£ s. d.
(B6) Each performance by any one (other than a pianist playing alone)	0 19 10	0 19 10
(B7) Each performance by pianist playing alone	1 2 6	1 2 6
(B8) Pianist employed only for voice trials and similar work 5s. 5d. per hour with minimum as for one and a half hours.		

(c) **PICTURE SHOWS.**

Weekly Employees.

- (c1) For the purpose of this sub-clause (c)—
- (i) A week's work of six performances shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.
 - (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

	"A."	"B."
	£ s. d.	£ s. d.
(c2) Week's work of six performances	6 0 0	6 1 0
(c3) Week's work of twelve performances	9 0 0	9 1 0
(c4) Each performance not included in a week's work	0 14 0 extra	0 14 0 extra
(c5) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work with a minimum payment as for one hour.		

Intermittent Weekly Employees.

	"A."	"B."
	£ s. d.	£ s. d.
(c6) One performance per week	1 5 0	1 5 6
(c7) Two performances per week	2 7 0	2 7 0
(c8) Three performances per week	3 4 0	3 4 6
(c9) Four performances per week	4 2 0	4 3 0
(c10) Five performances per week	5 5 0	5 6 0
(c11) Each extra performance over five	0 15 0 extra	0 15 0 extra
(c12) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work, with a minimum payment as for one hour.		

Casual Employees.

	"A."	"B."
	£ s. d.	£ s. d.
(c13) Each performance	1 2 6	1 2 6
(c14) Pianist employed only for voice trials or similar work 6s. 6d. per hour, with a minimum payment as for one and a half hours.		

(D) **STAGE BAND.**

Weekly Employees.

- (D1) For the purpose of this sub-clause (D), a week's work shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on a Sunday.

	"A."	"B."
	£ s. d.	£ s. d.
(D2) Week's work	4 6 6	4 7 6
(D3) Each performance not included in week's work	0 12 0* extra	0 12 0* extra

Casual Employees.

	"A."	"B."
	£ s. d.	£ s. d.
(D4) Each performance	0 19 0*	0 19 0*

(E) **BROADCASTING AND RELAYING.**

Weekly Employees.

- (E1) For the purposes of this sub-clause (E), a week's work of 18 or 36 hours shall be deemed to consist of work done in and according to the following manner and conditions, that is to say:—

- (i) In the case of the week's work of 18 hours, 3 hours, and in the case of the week's work of 36 hours, 6 hours is to be the day's work.
- (ii) The work is to be done on each of six days, all within seven consecutive days and none on a Sunday.
- (iii) It is to be done between 12 noon and 12 midnight.
- (iv) The employee is to be off duty for at least one hour between 1 p.m. and 3 p.m., and one hour between 5 p.m. and 7 p.m.
- (v) Each day's work is to be done in separate periods of either 1½ or 3 consecutive hours, chosen at the employer's option.
- (vi) During the second hour of each period of three consecutive hours, the employee is to be allowed an interval of at least ten minutes, which is to be deemed to be time worked.
- (vii) If not more than one-third in all of any one of the said periods of 1½ or 3 hours is used in performances, the employer is to have the right to use one-third of such period for rehearsals.

	"A."	"B."
	£ s. d.	£ s. d.
(E2) Week's work of 18 hours	6 8 6	6 9 6
(E3) Week's work of 36 hours	10 8 6	10 9 6
(E4) Each performance not included in a week's work and not exceeding three hours	0 15 0 extra	0 15 0 extra
(E5) Pianist not member of orchestra employed for accompaniments and occasional solos—		
(i) For 36 hours in a week not including Sunday	7 5 0	7 6 0
(ii) For each hour over 36 in the week	0 6 0 extra	0 6 0 extra

Casual Employees.

	"A."	"B."
	£ s. d.	£ s. d.
(E6) Per hour, with a minimum payment as for three hours—		
(i) Pianist playing alone	0 9 0	0 9 0
(ii) Others	0 8 0	0 8 0

Relaying.

- (E7) If the whole or part of any musical performance of employees engaged otherwise than exclusively for broadcasting is broadcast, each of the said employees shall be paid, in addition to his prescribed rate, 5s.* for each such performance.

* If employed for any performance or rehearsal under sub-clause (A) or (B) 10 per cent. to be deducted.

† If employed for any performance or rehearsal under sub-clause (A) or (B) 5s. to be deducted.

(F) CIRCUSES.

(f1) Musicians employed in circuses shall be paid at the rate of (a) £7 12s. and (b) £7 13s. per week of six performances, which sum is to include all travelling allowances other than fares. Each additional performance shall be paid for at the rate of 15s. per performance. A casual employee shall be paid at the rate of £1 3s. 6d. per performance.

(f2) The bandmaster shall be paid at the said rates each increased by one-sixth.

(G) BRASS OR REED BANDS.

Casual Employees.

	"A."	"B."
	£ s. d.	£ s. d.
(g1) Each performance not to exceed three hours	0 16 6*	0 16 6*

(H) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

Weekly Employees.

	"A."	"B."
	£ s. d.	£ s. d.
(h1) For six performances, each not exceeding one hour and being one performance a day	3 1 0	3 1 6
(h2) For twelve performances, being two performances per day, each not exceeding one hour (but such performances on the same day may be grouped as one performance not exceeding two hours)	3 19 0	4 0 0
(h3) For eighteen performances, being three performances per day, each not exceeding one hour (but such performances may be grouped as one performance not exceeding one hour, and one performance not exceeding two hours, or one performance not exceeding three hours)	5 14 6	5 15 6
(h4) For six performances, each not exceeding one and a half hours and being one performance per day	3 1 0	3 1 6
(h5) For twelve performances, being two performances per day, each not exceeding one and one-half hours (but such performances may be grouped as one performance not exceeding three hours)	5 10 0	5 11 0
(h6) For eighteen performances, being three performances a day, each not exceeding one and one-half hours and one not exceeding three hours	7 10 0	7 11 0
(h7) An employee who has an engagement under (h3) or (h6) may during the period of that engagement be engaged at the following rate—For six performances after 7.30 p.m., each not exceeding one and one-half hours, and being one performance per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	2 9 0	2 9 0
(h8) An employee who has an engagement under (h2) and (h3) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	3 1 0	3 1 6
(h9) An employee who has an engagement under (h1) and (h4) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours and being one performance per night if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	3 8 0	3 8 6
(h10) For six performances, each not exceeding three hours	5 17 0	5 18 0
(h11) To employees working after 7.30 p.m. and not between the hours of 11 a.m. and 7 p.m.; for six consecutive performances between 7.30 p.m. and 11.30 p.m., not exceeding three consecutive hours	6 3 0	6 4 0
(h12) For an extra performance under (h1) to (h3) not exceeding one hour	0 10 0 extra	0 10 0 extra
(h13) For an extra performance under (h4) to (h6) not exceeding one and one-half hours	0 10 0 extra	0 10 0 extra
(h14) For extra performances under (h10) not exceeding three hours	0 12 6 extra	0 12 6 extra
(h15) The performances for which each of the foregoing rates for weekly employees are prescribed in this sub-clause (h) are performances all held within seven consecutive days and none on a Sunday.		
(h16) The performances for which the rates are prescribed in the foregoing sub-clauses (h1) to (h6) inclusive, (h10), (h12), (h13), and (h14) are performances all held between the hours of 11 a.m. and 7.30 p.m.		

Casual Employees.

(h17) An employee employed on a week day between 11 a.m. and 7.30 p.m. shall be paid 6s. 6d. an hour, with a minimum payment of 16s. 3d. for each performance.

(h18) An employee employed on a week day after 7.30 p.m. shall be paid 7s. 6d. an hour, with a minimum payment of £1 2s. 6d. for each performance.

Playing for Dancing.

(h19) If in any of the preceding cases covered by this sub-clause (h) an employee is required to play for dancing where arrangements are made for dancing by clearing the floor or any portion of same for that purpose, or when dancing is advertised or paid for, he shall be paid in addition to the appropriate rate hereinbefore prescribed a further 10 per cent.

(I) DANCES AND DANCING CLASSES.

Weekly Employees.

- (i1) For the purpose of this sub-clause (i)—
- (i) A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on a Sunday.
 - (ii) A week's work of twelve performances shall be deemed to consist of twelve performances, two on each of six calendar days, each performance not to exceed three consecutive hours, all to be given within seven consecutive days, and none on a Sunday.

	"A."	"B."
	£ s. d.	£ s. d.
(i2) Week's work of six performances done between 9 a.m. and 6 p.m.—		
(i) By any one (other than a pianist playing alone)	5 13 0	5 14 0
(ii) By pianist playing alone	6 10 0	6 11 0
(i3) Week's work of six performances done between 6 p.m. and midnight—		
(i) By any one (other than a pianist playing alone)	5 18 0	5 19 0
(ii) By pianist playing alone	6 15 0	6 16 0
(i4) Week's work of twelve performances all done between 9 a.m. and 6 p.m.—		
(i) By any one (other than a pianist playing alone)	8 13 0	8 14 0
(ii) By pianist playing alone	9 11 0	9 12 0
(i5) Week's work of twelve performances not all done between 9 a.m. and 6 p.m.—		
(i) By any one (other than a pianist playing alone)	8 18 0	8 19 0
(ii) By pianist playing alone	9 16 0	9 17 0
(i6) Each performance on a week day not included in a week's work	0 15 0 extra	0 15 0 extra
(i7) Pianist playing alone on a week-day in dancing classes—		
(i) For not more than 30 hours in a week	5 13 0	5 14 0
(ii) For each hour over 30 in a week	0 5 0 extra	0 5 0 extra

If employed for any performance or rehearsal under sub-clauses (A) or (B) 10 per cent. to be deducted.

Casual Employees.

	"A." £ s. d.	"B." £ s. d.
(18) Performing at a dance on a week day: Per hour with a minimum payment as for three hours—		
(i) Pianist playing alone	0 11 0	0 11 0
(ii) Others	0 8 0	0 8 0
(19) Performing at a dancing class on a week day: Per hour, with a minimum payment as for three hours—		
(i) Pianist playing alone	0 6 6	0 6 6
(ii) Others	0 5 6	0 5 6

(J) SKATING RINKS AND OTHER LIKE FORMS OF ENTERTAINMENT NOT ELSEWHERE PROVIDED FOR.

Weekly Employees.

(J1) For the purpose of this sub-clause (j)—

- (i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on a Sunday.
- (ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.
- (iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

	"A." £ s. d.	"B." £ s. d.
(J2) Week's work of six performances	5 9 0	5 10 0
(J3) Week's work of twelve long performances	8 9 0	8 10 0
(J4) Each performance on a week day not included in a week's work of six performances or twelve long performances, and not to exceed three consecutive hours	0 12 6 extra	0 12 6 extra
(J5) Week's work of twelve short performances in roller skating rinks, performances to be held between 2.30 p.m. and 5 p.m., and between 8 p.m. and 10.30 p.m.	6 3 0	6 4 0
(J6) Each performance on a week day in roller skating rink not included in week's work of twelve short performances, and not to exceed two consecutive hours	0 10 0 extra	0 10 0 extra

Casual Employees.

(J7) Six shillings and sixpence per hour on a week day, with minimum payment as for two hours in roller skating rink and as for three hours in other cases.

(K) PERFORMANCES FOR SUCH DANCING AND FOR OTHER PURPOSES AS ARE NOT ELSEWHERE PRESCRIBED FOR HEREIN.

Casual Employees.

	"A." £ s. d.	"B." £ s. d.
(K1) Pianist playing alone, each performance on a week day, not to exceed three hours in duration	1 13 0	1 13 0
(K2) Employee (not being pianist playing alone)—		
(i) Engaged for one performance on a week day not to exceed three consecutive hours in duration, and in this case to be given between 9 a.m. and 11 p.m.	1 4 0	1 4 0
(ii) Engaged for two such performances to be given on one day, with one hour interval between them for refreshments	1 16 6	1 16 6
(iii) Engaged for three such performances to be given between 10 a.m. and 10 p.m. on one day, with one hour interval between each two performances for meals	2 6 6	2 6 6

(L) GRAMOPHONE RECORDING.

Casual Employees.

(L1) To employees not receiving any royalty, 10s. 6d. per hour on week days, with a minimum payment as for two hours.

(M) CONDUCTOR LEADERS.

Weekly or Casual Employees.

(M1) A conductor leader shall be paid the appropriate rate for a member of the orchestra, with an addition of one-fourth of such rate.

Intermittent Weekly Employees.

(M2) A conductor leader shall be paid 5s.† extra for each performance.

(N) LEADERS.

Weekly or Casual Employees.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this clause 2 applies), the leader of such orchestra shall be paid the appropriate rate for a member of the orchestra with an addition of one-sixth of such rate.

(O) ADDITION TO PRESCRIBED RATE IF EMPLOYEE PLAYS ONE OR MORE EXTRA INSTRUMENTS.

Weekly Employees.

	"A." £ s. d.	"B." £ s. d.
(O1) If any extra instrument supplied by employee: each performance during week of employment—		
(i) If three performances or less	0 4 0† extra	0 4 0† extra
(ii) If four	0 3 6† extra	0 3 6† extra
(iii) If five	0 3 0† extra	0 3 0† extra
(iv) If six or more	0 2 6† extra	0 2 6† extra
(O2) If no extra instrument supplied by employee: For each performance	0 2 6† extra	0 2 6† extra

Casual Employees.

(O3) If any extra instrument supplied by employee: For each performance	0 5 0† extra	0 5 0† extra
(O4) If no extra instrument supplied by employee: For each performance	0 3 6† extra	0 3 6† extra

Exceptions.

(O5) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Victorian Branch of the Musicians Union of Australia by its authorized representative and the employer concerned agree are not to be considered extra.

† If employed for any performance or rehearsal under sub-clauses (A) or (B) 10 per cent. to be deducted.

(P) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE.

All Weekly or Casual Employees intended to be employed in a performance for which the rehearsal is held, including Conductor, Leader, Leaders, and Principals.

	"A." £ s. d.	"B." £ s. d.
(P1) In grand opera, and other work comprised in sub-clause (A) of this clause—		
(i) Commencing before 3 p.m. not to exceed two hours	0 9 0	0 9 0
(ii) Commencing before 3 p.m. not to exceed three hours	0 13 6	0 13 6
(iii) Commencing at or after 3 p.m. not to exceed two hours	0 11 3	0 11 3
(iv) Commencing at or after 3 p.m. not to exceed three hours	0 16 11	0 16 11
(P2) In any other work—		
(i) Commencing before 3 p.m. not to exceed two hours	0 7 6‡	0 7 6‡
(ii) Commencing before 3 p.m. not to exceed three hours	0 10 0‡	0 10 0‡
(iii) Commencing at or after 3 p.m. not to exceed two hours	0 10 0‡	0 10 0‡
(iv) Commencing at or after 3 p.m. not to exceed three hours	0 15 0‡	0 15 0‡
(P3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are extra rates to be paid in addition to the rates prescribed for the week's work.		

Other Employees.

(P4) Pianist employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—	"A." £ s. d.	"B." £ s. d.
(i) Weekly employee for 36 hours in a week, excluding Sunday	6 5 0	6 6 0
(ii) Weekly employee for each hour over 36 in the week	0 5 5 extra	0 5 5 extra
(iii) Casual employee for each hour on a week day, with a minimum payment as for three hours	0 4 6	0 4 6
(P5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—		
(i) Weekly employee for 36 hours in a week, excluding Sunday	6 0 0	6 1 0
(ii) Weekly employee for each hour over 36 in the week	0 4 6	0 4 6
(iii) Casual employee for each hour on a week day with minimum payment as for three hours	0 4 1	0 4 1

(Q) ADDITION TO PRESCRIBED RATES FOR PERFORMING OUTSIDE ORCHESTRA PIT OR WELL.

Weekly or Casual Employees.

	"A." £ s. d.	"B." £ s. d.
(Q1) Where an orchestra is required to perform on the stage in view of the audience— For each musician—per performance	0 2 6‡extra	0 2 6‡extra
(Q2) Where a musician is required to play in view of the audience either solo or as one of a duet, trio, or otherwise than in the ordinary way as part of a complete orchestra— For such musician—per performance	0 3 0‡extra	0 3 0‡extra

(R) ADDITION TO PRESCRIBED RATES WHERE EMPLOYEE SUPPLIES MUSIC.

Weekly Employees.

	"A." £ s. d.	"B." £ s. d.
(R1) Employee required to supply music	0 10 6‡extra	0 10 6‡extra

Casual Employees.

(R2) Employee so required—per performance	0 3 6‡extra	0 3 6‡extra
(R3) For any performance commencing at 11 p.m. or after and extending beyond 12 midnight employees shall, notwithstanding anything hereinbefore contained, be paid at double rates, but in respect of such performance clause 11 hereof shall not apply.		

(S) HIGHER DUTIES.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum payment as for one performance or as for three hours on each occasion on which he is so required.

(T) LOWER RATES MAY BE AGREED TO.

Where the Federal or State Executive of the Musicians Union of Australia agrees with any employer that for special reasons lower rates should be accepted by an employee, rates may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Secretary for Labour within 7 days of the making thereof.

TIME OF PAYMENT.

3. (a) In theatres and similar places all moneys payable under this Determination to a weekly or intermittent weekly employee shall be paid not later than the first interval on a Friday in each week, but where it has been customary to pay employees on Saturday, and not on Friday, such moneys shall be paid not later than the first interval on the Saturday night.

(b) If a weekly or intermittent weekly employee's engagement be terminated, all moneys due to him under this Determination shall be paid within 48 hours of the termination.

(c) All moneys due under this Determination to a casual employee shall be paid upon the completion of the work for which he is engaged.

NO DEDUCTION FOR MEALS SUPPLIED.

4. No deduction from any of the payments herein prescribed shall be made for meals supplied by an employer to an employee.

ARRANGING BAND PARTS, ETC.

5. The payments prescribed by this Determination do not include any sums to be paid to a conductor leader or leader, or any other employee for arranging band parts, or doing any orchestration.

‡ If employed for any performance or rehearsal under sub-clauses (A) or (B) 10 per cent. to be deducted.

‡ If employed for any performance or rehearsal under sub-clause (B) 10 per cent. to be deducted.

TERMINATION AND OTHER INCIDENTS OF EMPLOYMENT.

6. (a) Where an employee is not expressly engaged as a casual employee, he shall be deemed to be engaged as a weekly employee or an intermittent weekly employee (as the case may be).

(b) A casual employee may at any time enter into an agreement with his employer to become a weekly employee, but such agreement shall not affect any casual rates payable by the employer to the employee before such agreement is entered into unless it is entered into within three days of the beginning of his employment as a casual employee, in which case he shall be deemed to have been a weekly employee from such beginning.

(c) Where an employee is required by an employer to go on tour he shall be deemed to be in the employment of the employer at least from the time at which he begins to travel on the tour and to remain in such employment at least until he finishes travelling on his return from the tour, unless in the meantime the employment has been determined legally for malingering, inefficiency, neglect of duty, or misconduct.

(d) The weekly wage prescribed by this Determination shall be paid to each weekly employee or intermittent weekly employee who is ready and willing to perform the work provided for by the Determination during any week whether he is required to perform such work or not, and this provision is to apply to all engagements whether for open-air performances or otherwise.

(e) An employee to become entitled to the wage prescribed for a weekly employee or for an intermittent weekly employee is to perform such of the work provided for as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected.

(f) A weekly employee or intermittent weekly employee shall be engaged and paid as for at least one week.

(g) The employment of a weekly employee or of an intermittent weekly employee is to be terminated on either side only by a week's notice, either given in writing or plainly posted up on the call board or other place seen by the employees in the ordinary course of their employment, which notice may be given at any time during the week at or before the beginning of work on a day, to expire at the end of the sixth calendar day succeeding such day, or if the sixth day be a Sunday, of the fifth day, and the employee shall only be entitled to payment *pro rata* for the time up to the expiration of the notice.

(h) Where the period of employment of a weekly employee or of an intermittent weekly employee (as the case may be) includes in addition to one or more complete weeks, a part of a week, the weekly employee shall be paid for each whole or fraction of a calendar day included in the part of a week one-sixth of his prescribed weekly wage, and the intermittent weekly employee shall be paid as a casual employee for any work done by him during such part of a week.

(i) Where an employee is engaged as a weekly employee for any fixed number of performances per week, the engagement shall not be altered to a weekly engagement for which a less sum is prescribed, except on a week's notice to the employee.

(j) Nothing in this Determination shall affect any legal right to dismiss without notice any employee whether on tour or not for malingering, inefficiency, neglect of duty or misconduct, and in the case of such dismissal wages and other moneys or allowances due under this Determination shall be payable for the employment up to but not after the time of dismissal.

(k) Notwithstanding anything contained in this Determination, an employer may in the case of any weekly employee deduct payment of wages on any day on which an employee cannot be usefully employed because of—

(i) Any strike.

(ii) Any breakdown of machinery.

(iii) Any stoppage of work unavoidable by the employer other than a stoppage due to weather.

Provided that his sub-clause shall not affect the operation of clause 11 hereof—

(l) Except so far as circus employees are expressly referred to in this Determination their working conditions of employment shall be those now existing in respect of musicians employed in circuses.

DURATION, ETC., OF PERFORMANCES.

7. (a) Except as otherwise provided in this Determination, the duration of the performances (with intervals included), so far as covered by the rates of pay prescribed in clause 2, shall not exceed the following times respectively:—

(i) In picture shows, two and three-quarter consecutive hours.

(ii) In circus entertainments, three and one-half hours.

(iii) In general theatrical entertainments, three consecutive hours.

(iv) In skating rinks and other places included in sub-clause (j) of clause 2 and in dancing halls, three consecutive hours.

Provided that if during a performance in talking picture shows the employees are not required to perform for more than two hours in the aggregate, they may be required to work over a spread of three and one-quarter hours.

(b) Where a performance extends in duration to two and one-quarter hours without finishing, an interval of at least ten minutes shall be then allowed, unless it has been previously allowed during the performance, and in either case such interval shall be regarded as time worked.

(c) A performance shall be deemed to have started at the time notified by the employer to the employees as the starting time, or if no such time be notified to have started at the time advertised for starting the performance, but in either case if all the members of the orchestra are not present and ready to start at such time, the performance shall be deemed to start only when the orchestra actually starts playing.

(d) The provisions of this clause apply to all employees whether casual or not unless the contrary intention appears.

DURATION, ETC., OF REHEARSALS.

8. (a) The duration of rehearsals so far as covered by the rates of pay prescribed in clause 2 shall not exceed two hours where the engagement is for a rehearsal not to exceed two hours nor more than three hours in other cases.

(b) Except as otherwise provided herein the said hours shall be consecutive.

(c) If a rehearsal having been begun before 1 p.m. will not be completed by that time, and the musicians engaged therein have previously asked or do then ask that it be adjourned for some specified time not exceeding one hour for luncheon, it shall be adjourned for not less than the specified time and not longer than one hour, but the time of such adjournment shall not for any purpose be counted as time worked by the musicians, and the work done after the adjournment shall for the purpose of payment be treated as if done continuously with that done before the adjournment.

(d) If the actors engaged in a rehearsal with musicians refuse to proceed therewith without an adjournment for luncheon and such adjournment be granted, the time of such adjournment not exceeding one hour to be between noon and 2 p.m., shall not for any purpose be counted as time worked by the musicians, and the work done after the adjournment shall be treated for the purpose of payment as if done continuously with that done before the adjournment.

(e) Where a rehearsal extends in duration to two and a quarter hours without finishing, an interval of at least ten minutes shall be then allowed unless it has been previously allowed during the rehearsal not sooner than one hour after the starting time, and in either case such interval shall be regarded as time worked.

(f) A rehearsal shall be deemed to have started at the time notified by the employer as the starting time, but if all the members of the orchestra are not present and ready to start at such time, the rehearsal shall be deemed to start only when the orchestra actually starts playing.

(g) If an employer requires the orchestra engaged in a matinee performance of a production or any member or members of such orchestra to play over any part or parts of the production for the purpose of rectifying or rearranging any part of the score or performance of the production, the musicians so employed shall, if not kept more than one hour for such purpose, only be entitled to overtime payment as prescribed in clause 10 and not to payment as for a rehearsal.

- (h) The ordinary range of hours within which rehearsals are to be held shall be as follows:—
- (i) From 10 a.m. to 4 p.m. if held with the actors.
 - (ii) From 9 a.m. to 3 p.m. if held for a continuous picture show or a picture show giving two performances a day.
 - (iii) From 3 p.m. to 11 p.m. if the engagement be for a rehearsal commencing at or after 3 p.m.
 - (iv) From 10 a.m. to 3 p.m. except as otherwise provided herein.
- (i) Rehearsals beginning at 9 a.m. for continuous picture shows or picture shows giving two performances a day shall be held in the place where the musician is usually employed or in a place within half a mile thereof, and in the latter case the cost of transferring the double bass and the drums shall be borne by the employer.
- (j) The provisions of this clause apply to all employees whether casual or not unless the contrary intention appears.

ABSENCE FROM DUTY.

9. (a) Any weekly employee absent from duty shall lose pay proportionate to the time of such absence unless he produces or forwards to his employer within 24 hours of the commencement of such absence evidence satisfactory to the employer that the absence was reasonable because of either—

- (i) any illness of himself due neither to his own default nor to accident arising otherwise than out of and in the course of his employment;
- (ii) any bodily injury to himself caused by accident arising out of and in the course of his employment.

(b) The deduction of pay for absence from a night performance or from a performance, period of work, or rehearsal made part of the week's work for which a rate for the week is prescribed shall be proportionate to that rate and the deduction for absence from a performance or a rehearsal not part of a week's work, shall be proportionate to the rate prescribed for that performance or rehearsal.

(c) This clause shall not affect any right of the employer to determine the employment in accordance with clause 6 of this Determination.

OVERTIME PAY AND ALLOWANCES.†

10. (a) Except as otherwise provided in this Determination, any time worked over or outside the prescribed time limit or range of any performance, period of work, rehearsal, or other work or after a break in working time prescribed to be worked consecutively or continuously shall be paid for at the rate of 1s. 3d. for each fifteen minutes or portion thereof, up to midnight and 2s. 6d. for each fifteen minutes or portion thereof after midnight.

Provided that in the case of rehearsals commencing before 3 p.m. not to exceed two hours, the payment for any time up to one hour worked over the said two hours shall be at the rate of 1s. instead of the said 1s. 3d.

(b) When the time limit of any performance, period of work, or rehearsal is exceeded by less than five minutes, such excess shall not be counted as overtime worked, but if it is exceeded by five minutes or more sub-clause (a) shall apply in respect of the whole of such excess.

(c) No overtime shall be payable in respect of the first night of a production which is within sub-clause (b) of clause 2, and which continues to be produced at the same theatre for at least six nights, but an alteration in items of a production shall not be regarded as making the first performance of such alteration a first night within this sub-clause.

(d) All time to be paid for under this clause or as overtime under any other part of this Determination shall be computed weekly in the aggregate.

(e) Where a casual employee within sub-clause (k) of clause 2 is employed for a performance exceeding four hours, such employee shall, unless meals are provided be paid not less than 3s. 6d. for refreshment expenses in addition to the other payments prescribed by this Determination.

(f) If any employee mentioned in sub-clause (h) of clause 2 is detained at the place of employment by the employer or his representative after 11.30 p.m. and if so detained until too late to travel by the last tram, train, or vehicle to his or her home, the employer shall provide proper conveyance for the employee so detained, if a female to her home, or if a male to his home if such home is more than a mile from the place of employment.

(g) The provisions of this clause apply to all employees whether casual or not unless the contrary intention appears.

SUNDAYS AND PUBLIC HOLIDAYS.†

11. (a) For any work done on a Sunday payment shall be made at least as follows:—

(i) To weekly and intermittent weekly employees in addition to their prescribed pay for the rest of the week—

(a) For performing otherwise than at a rehearsal, 12s. per hour, with a minimum payment as for two and three quarter hours in picture theatres and three hours elsewhere.

Provided that this provision for a minimum payment does not apply to work continued from Saturday over midnight into Sunday and that work continued from Sunday over midnight into Monday shall for the purpose of this sub-clause be deemed all to be done on the Sunday.

(b) For each rehearsal double the appropriate rates prescribed for work on ordinary days.

(ii) To casual employees double the appropriate rates prescribed for work on ordinary days.

(b) For any work done on Good Friday, Christmas Day, and Labour Day, payment shall be made at least as follows:—

(i) To weekly employees in addition to their appropriate rates prescribed elsewhere herein, if the work be included in the week's work or be covered by the prescribed weekly rate one-sixth of the appropriate weekly rate prescribed in clause 2, and if the work be any performance not so included double the ordinary rate prescribed in clause 2 for a performance not so included.

(ii) To intermittent weekly employees in addition to their appropriate rates prescribed elsewhere herein a further payment ascertained by dividing the appropriate rate prescribed in clause 2 by the number of the performances such rate covers.

(iii) To casual employees double the appropriate rates prescribed for work on ordinary days.

(c) For any work done on other holidays payment shall be made at least as follows:—

(i) To weekly employees in addition to their appropriate rates prescribed elsewhere herein, if the work be included in the week's work or be covered by the prescribed weekly rate, one-twelfth of the appropriate weekly rate prescribed in clause 2 and if the work be any performance not so included one and a half times the ordinary rate prescribed in clause 2 for a performance not so included.

(ii) To intermittent weekly employees in addition to their appropriate rates prescribed elsewhere herein a further payment ascertained by dividing the appropriate rate prescribed in clause 2 by twice the number of the performances such rate covers.

(iii) To casual employees one and one-half times the appropriate rates prescribed for work on ordinary days.

The said other holidays are the days observed as New Year's Day, Australia Day, Easter Monday, Anzac Day, King's Birthday, Boxing Day, and all other days regarded and observed as holidays throughout the State; but where any of the holidays named are observed on different days in different parts of the State, employees shall only be entitled to extra payment from the one employer for work on one of such days in each year.

(c) Where any of the days specified as holidays in sub-clause (b) or (c) of this clause falls on a Sunday and in consequence a holiday is generally observed on an ordinary week day which would not otherwise be kept as a holiday, work done on such ordinary week day shall be deemed to be done on one of the days to which the said sub-clause (c) applies and shall be paid for accordingly.

† If work is in connexion with any performance or rehearsal under sub-clauses (A) or (B) 10 per cent. to be deducted.

(d) Where a weekly employee is employed as such in one or more performances or periods of work on one of the aforesaid holidays at least one performance or period of three hours' work (as the case may be) shall be deemed to be a performance or period included in his week's work, and therefore not an additional or extra performance for which a lower rate is prescribed.

Provided that—

- (i) If a night performance or period of three hours occur, it shall be deemed to be the one so included.
- (ii) If the week's work consist of twelve performances or twelve periods of three hours or the equivalent thereof, two performances or two such periods, inclusive of the night performance or period of work (if any), shall if occurring on the holiday be deemed to be so included.
- (iii) Except as aforesaid none of the said performances shall be deemed to be so included unless the employer so chooses.

(e) In the case of weekly employees (not including intermittent weekly employees) if by reason of any of the aforesaid holidays being a holiday no work is done thereon the prescribed weekly wage shall nevertheless be paid, and such holiday shall be treated for the purpose of sub-clause (A) of clause 2 as if one of the seven performances provided for in that sub-clause had occurred thereon, and for the purpose of the rest of the said clause 2 where 6, 12, 18, or 24 performances are provided for shall be treated as if one-sixth respectively of the number of performances so provided for had occurred thereon, and where no number of performances is provided for shall be treated as if one-sixth of the ordinary amount of work provided for as covered by the weekly wage had been done thereon.

(f) If an employee is required by his employer to travel on a Sunday he shall, unless he is paid in pursuance of this clause for working on the said Sunday, be paid 7s. 6d. therefor.

TRAVELLING.

12. (a) For all work by an employee to be done outside a 30-mile radius of the city or town where the engagement with him is made, he shall be provided with first class return boat or train accommodation.

(b) Employees when travelling by train at night shall be provided with sleeping accommodation, or if such sleeping accommodation is not provided, shall be paid the sum which is charged to the public by the Railway Department for such sleeping accommodation.

(c) In addition to the rates of pay prescribed by this Determination employees shall be allowed 10s. for each day, including Sunday, such allowance to start upon the first day upon which the employee commences travelling and to continue until the day upon which he ceases travelling:

Provided that—

- (i) Where the part spent in travelling of the commencing day and the part so spent of the ceasing day are together not more than 24 hours, 10s. shall be paid for the whole combination of such parts; where they are more than 24, but not more than 36 hours, 15s. shall be paid; and where they are more than 36 hours 20s. shall be paid.
- (ii) Where the employee commences and returns from a trip on the same day, 10s. shall be paid in respect of that day.

If travelling is in connexion with any work comprised in sub-clauses (A) or (B) of clause 2, 10 per cent. to be deducted.

(cc) (1) Where an employer engages beforehand with an employee to employ him throughout a continuous period of at least thirteen weeks in one city or town only, and not with a view to the employee working on tour either there or elsewhere, the employee shall be entitled to the allowance under sub-clause (c) hereof for only fourteen days in respect of his stay after his arrival in the said city or town.

(2) Where an employee not engaged with a view to his working on tour has been continuously employed by an employer in one city or town for at least twelve continuous months, this clause 12 shall not apply to him in respect of his return to the place of engagement.

(d) The employer shall transport or pay the reasonable cost of transporting the double bass or drums when they are to be used for the purpose of the employment.

(e) Where an employee is engaged otherwise than as a weekly or intermittent weekly employee, and the ordinary fare for return transit from the post office of the city or town where he is engaged to the place of employment is more than 6d., the employer shall pay the reasonable cost of such return transit.

(f) Where a suggestion is made by or for an employer or proposed employer to a person that the latter will be employed by the former in a certain place if he presents himself there, and such person does so present himself and is employed there, such employee shall receive from the employer all provisions, allowances and payments which would be due under this clause 12 to an employee who is situated in the place where such person is when the suggestion is made and who is definitely engaged by the employer to go from that place and work in the place where such person so presents himself and is employed.

SUPPLY OF UNIFORMS.

13. Where an employee is required to wear special uniform other than evening dress, such uniform shall be supplied by the employer and must be clean and in good condition, and the cost of renovation and similar costs must be paid by the employer.

ACCOMMODATION.

- 14. (a) The employer shall provide reasonable accommodation, including lavatories, for employees.
- (b) There shall be a proper entrance to and exit from the orchestra.

TIME-BOOKS TO BE KEPT, ETC.

15. (a) The employer shall keep a time-book or time-sheet, properly posted in ink, showing the names of and times worked by, each employee, and the wages paid to each employee from week to week.

(b) The time-book or time-sheet, with all the entries therein shall, on demand be produced by the employer for inspection at the place where it is kept, at any time between the hours of 10 a.m. and 1 p.m. during any day except pay day, to an official of the Musicians Union of Australia, who has been authorized in writing to inspect the same by the general secretary or secretary of the State branch of the said Union.

(c) One clear day's notice shall be given to the employer of any intended inspection.

(d) No authority to inspect shall be given by the said Union unless the general secretary or State branch secretary has good reason to suspect that a breach of the Determination has been committed by the employer, whose time-book or time-sheet is to be inspected.

SUB-CONTRACT, ETC.

16. (a) If work of any of the kinds covered by this Determination is done by an employee or arranged to be so done in the interest in any way of an employer, this Determination shall apply to such work, employee or employer, notwithstanding that the employer causes or permits such work to be done for, or through or by means of a contractor or other person, and the employer and employee shall have the same rights and obligations to each other as if they were in respect of such work directly employer and employee.

DEFINITIONS.

- 17. "Weekly employee" means an employee engaged by the week.
- "Intermittent weekly employee" means an employee engaged for performances on all the nights being less than six in the week on which the theatre or place of amusement is regularly opened, and for performances on other stated days or nights in each week as may be agreed upon between the employer and the employee.
- "Casual employee" means an employee engaged otherwise than by the week or than as an intermittent weekly employee.
- "Orchestra" means an orchestra of three or more players.
- "Conductor Leader" means the member of an orchestra who plays and directs the orchestra.
- "Leader" is the first or principal violin in an orchestra where there is a conductor.
- "Principal." For the purpose of section (A) of clause 2 of this Determination shall mean and include the first of a group of instrumentalists playing one class of instrument or the player of an instrument of which only one is used in the orchestra.

PERIODICAL ADJUSTMENT OF WAGES.

18. Such of the wages rates set out in clause 2 as were based on original amounts set out in the table as shown in clause 19, and a basic wage of 91s. 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.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	5 1 0	6 0	5 7 0	Sydney, Melbourne, Brisbane, Adelaide, Hobart (weighted average)

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 May, 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 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.

TABLE.
ORIGINAL INDEX NUMBER DIVISION, 1130-1141 (NEEDS BASIC WAGE 91s.).

Scale of Rates and of Additions or Deductions.					
Original Amounts.					
Column 1.	Column 2.	Column 3.	Column 4.	Column 5.	Column 6.
£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
4 11 0 and over	3 9 6 3 12 6 and 3 15 0	2 16 0 and 2 19 0	2 13 6	2 0 0 and 2 3 0	1 1 6
By adding or subtracting the amount of the increase or decrease in the needs basic wage	By adding or subtracting $\frac{1}{4}$ of the amount of variation resultant in column 1	By adding or subtracting $\frac{1}{4}$ of the amount of the variation resultant in column 1	By adding or subtracting $\frac{1}{2}$ of the amount of the variation resultant in column 1	By adding or subtracting $\frac{1}{4}$ of the amount of the variation resultant in column 1	By adding or subtracting $\frac{1}{2}$ of the amount of the variation resultant in column 1

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

Melbourne, 7th March, 1947.

