



VICTORIA GOVERNMENT GAZETTE.

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WEDNESDAY, JUNE 11.

[1947

Factories and Shops Acts.

DETERMINATION OF THE GAS WORKS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria in the following manner:—

- (a) Clauses 1 to 34 inclusive apply to the cities of Ballarat, Bendigo, and Warrnambool, the area within a radius of 20 miles of the G.P.O., Melbourne, 10 miles of the G.P.O., Geelong, and the borough of Castlemaine.
 (b) Clause 1 and clauses 35 to 46 inclusive apply to the whole of the State outside, and excepting those places enumerated in the preceding paragraph.
 (c) Clauses 47 to 49 inclusive apply to the whole of the State.

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 or in connection with making coal gas for trade or sale but not including any person or persons or classes of persons subject to the Determination of any Wages Board heretofore appointed," has made the following Determination, namely:—

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

2. (a). Within the Localities Set Out in Note (a).

| Improvers. | | | | | | | | | | Wages per Week of 44 Hours. |
|------------------------------------|----|----|----|----|----|----|----|----|----|-----------------------------|
| | | | | | | | | | | £ s. d. |
| Under 15 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | 0 15 6 |
| 15 years and under 16 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | 0 19 0 |
| 16 " " " 17 " " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 1 3 0 |
| 17 " " " 18 " " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 1 11 0 |
| 18 " " " 19 " " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 2 2 6 |
| 19 " " " 20 " " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 2 13 6 |
| 20 " " " 21 " " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 3 9 6 |

For shift work an extra rate of 3s. 6d. per week shall be paid, but no improver under eighteen years of age shall be employed upon night shift.

(b).

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.

| Adults. | Wages per Week of 44 Hours. | | | |
|--|---|---------------|---|---------------|
| | Within a Radius of 20 Miles of the G.P.O., Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool. | | Within the Cities of Ballarat and Bendigo and the Borough of Castlemaine. | |
| | "A." | "B." | "A." | "B." |
| Patching and scurfing retorts and cleaning flues—man continuously employed as such | £ s. d. 6 6 0 | £ s. d. 6 7 0 | £ s. d. 6 3 0 | £ s. d. 6 4 0 |
| Stoker in charge of gas or steam engine, or other works plant | 6 6 0 | 6 7 0 | 6 3 0 | 6 4 0 |
| Stoker, vertical retort | 6 3 0 | 6 4 0 | 6 0 0 | 6 1 0 |
| Stoking machine driver | 6 3 0 | 6 4 0 | 6 0 0 | 6 1 0 |
| Stoker, horizontal retort (machine) | 6 0 0 | 6 1 0 | 5 17 0 | 5 18 0 |
| Stoker, hand charging | 5 18 0 | 5 19 0 | 5 15 0 | 5 16 0 |
| Retort (vertical) operator | 6 3 0 | 6 4 0 | 6 0 0 | 6 1 0 |
| Operator vertical retort | 6 3 0 | 6 4 0 | 6 0 0 | 6 1 0 |
| Fireman retort house | 6 3 0 | 6 4 0 | 6 0 0 | 6 1 0 |
| Machine and stage man | 6 0 0 | 6 1 0 | 5 17 0 | 5 18 0 |
| Hydraulic and tar main attendant | 5 19 0 | 5 20 0 | 5 16 0 | 5 17 0 |
| Augerer and pipe jumper | 5 18 0 | 5 19 0 | 5 15 0 | 5 16 0 |
| Coke and coal conveyor attendant (day worker) | 5 13 0 | 5 14 0 | 5 10 0 | 5 11 0 |
| Greaser and oiler (in retort house) | 5 11 0 | 5 12 0 | 5 8 0 | 5 9 0 |
| Elevator and coal crusher attendant | 5 10 0 | 5 11 0 | 5 7 0 | 5 8 0 |
| Coke and coal conveyor attendant (shift worker) | 5 10 0 | 5 11 0 | 5 7 0 | 5 8 0 |
| Oxide breaker—man attending and operating | 5 10 0 | 5 11 0 | 5 7 0 | 5 8 0 |
| Purifier—man opening up, or emptying, or filling | 5 10 0 | 5 11 0 | 5 7 0 | 5 8 0 |
| All others | 5 2 0 | 5 3 0 | 4 19 0 | 5 0 0 |

GENERAL EXTRA RATE FOR SHIFT WORK.

3. (1) For work done on shift at any time by an employee in operations customarily done on shift he shall be paid 1s. extra per shift.

(2) For work done on shift at any time by an employee in other operations he shall be paid 1s. 3d. extra per shift.

EXTRA RATE FOR LEADING HANDS.

4. "Leading hand" herein means one who has in any degree control, supervision, or direction of any other employee of the same grade.

Leading hands shall be paid, in addition to their prescribed weekly wage, the amount assigned to them in the following table:—

Table.

| | Per Day or Shift. | |
|--|-------------------|----|
| | s. | d. |
| Leading stoker | 2 | 0 |
| Leading vertical retort house operator | 2 | 0 |
| Any other leading hand | 1 | 6 |

Provided that this clause shall not apply to a leading stoker and/or leading vertical retort house operator when in charge of gas or steam engines or other works plant, but any such employee as aforesaid shall be paid the margin prescribed for the class of stoking performed, plus the appropriate leading hand rate.

RATE FOR OTHER THAN WEEKLY EMPLOYEES.

5. Any employee, other than one engaged on piecework, who is not employed for at least one full week shall for each day upon which he is required to attend for work be paid for the time worked at the relevant rate per week, plus 10 per cent.

PIECEWORK RATES.

6. In cases where piecework rates are now being paid for coal discharging the existing rates shall continue.

WORKING HOURS.

7. (1) Except as otherwise hereinafter provided the ordinary working hours of daymen shall not exceed 44 per week, comprising (unless otherwise agreed by the employer and his employees) eight hours each for the first five week days, to be worked between 7.30 a.m. and 5 p.m., and four hours on Saturday, to be worked between 7.30 a.m. and 12 noon. Provided that the employer shall have the option of arranging for the working of the said 44 hours during such first five week days and increasing the length of the day's work accordingly.

(2) Except as otherwise hereinafter provided the ordinary working hours of shiftmen shall not exceed an average of 44 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 concerned may choose, but so as to make an aggregate shift time on duty not exceeding 48 hours in any one week, nor 176 hours in any period of four weeks, unless the excess time of duty is caused by arrangement between the employer and his employees.

(3) Unless otherwise agreed between the employer and his employees all shift work shall be so arranged as to allow each man, by rotation or otherwise, one clear day off in each week which week for this purpose shall be deemed to commence from the starting of the morning shift on Monday in each week unless otherwise agreed between the employer and his employees.

(4) For employees whose present ordinary working hours are less than 44 per week, the ordinary working hours and arrangement thereof shall continue as at present.

OVERTIME RATES FOR DAYMEN.

8. (1) *Over Prescribed Number of Ordinary Hours.*—Unless otherwise provided elsewhere herein, for any time worked by daymen on any one day in excess of the number of ordinary working hours prescribed for that day, payment shall be made at time and a half for the first two hours and at double time thereafter.

(2) *Outside Prescribed Time Limits.*—Unless otherwise provided elsewhere herein, for time worked at any time other than between 7.30 a.m. and 5 p.m. on Monday to Friday (both inclusive), or 7.30 a.m. and noon on Saturday, or if other time limits be agreed upon between the employer and his employees, at any other time than between such agreed limits, payment shall be made at time and a half for the first two hours and at double time thereafter.

(3) *Work after Recall.*—A dayman who after his ordinary day's work has departed from the place where he works and has reached his home or other stopping place without having been given notice that he would be required to do further work on that day, if recalled to do such work, shall be paid at the rate of double time for such work, with a minimum payment as for three hours at ordinary rates, but this sub-clause shall not apply to shift work.

(4) *Overtime Rates not Cumulative.*—If more than one of the foregoing provisions applies to the time worked, payment shall be obligatory under only one of such provisions and if one of such provisions prescribes a higher rate, only under that provision.

(5) *Shift Work as Prescribed in Clause 9.*—Overtime rates for shift work and shiftmen shall be as prescribed in clause 9 and this clause shall not apply to them.

SPECIAL EXTRA RATES FOR SHIFT WORK.

9. (1) *Shiftmen's Ordinary Hours.*—If an employee is required by the employer to do shift work exceeding in length eight hours in any period of 24 hours, or 48 hours in any period of seven days, or an aggregate of 176 hours in any period of four weeks, he shall be paid for the excess time of working at time and a half for the first two hours and double time thereafter, unless the excess is worked as a result of an arrangement made between the employer and his employees, in which case he shall be paid for the excess time at ordinary rate. Provided that a shift worker who works two shifts in immediate succession shall be paid at the rate of double time for the second shift or part thereof, unless such second shift is worked by arrangement between the employees themselves, in which case the excess time shall be paid for at ordinary rates.

(2) *Daymen Put on Shift Work after doing Day's Work.*—Except in the case of arrangement between the employees themselves any dayman who after completing his ordinary day's work is put on to shift work shall be paid for all time worked on shift at time and a half, the payment to be in addition to payment for his ordinary work, and shall be entitled to absent himself from his ordinary work on the following day without incurring any deduction from his week's wages therefor. Provided that this sub-clause shall not apply to a dayman employed on the afternoon shift.

(3) *Daymen Put on to Shift Work before Finishing Ordinary Day's Work.*—Except in the case of arrangement between the employees themselves any dayman put on to shift work after doing portion only of his ordinary day's work, shall be paid the prescribed rate for the time actually worked on day work, and at the prescribed rate for the shift work from the time he commences the shift work until such time as he has worked in day work and shift work combined eight hours, Monday to Friday inclusive, or four hours, Saturday (where he works six days per week), or 8 hours 48 minutes, Monday to Friday inclusive (where he works five days per week), and for ensuing time at time and a half for the first two hours, and then at double time.

(4) *"Clash" Day Work.*—If an employee solely because of the "clashing" of shifts on the roster is on the day of the clash employed otherwise than on his ordinary shift he shall nevertheless be paid for his work on that day not less than at the prescribed rate for his ordinary shift.

(5) *Work on "Day Off."*—For all work on his day off in the week a shift man shall be paid at double time if the day be a Sunday or a holiday not observed on a Sunday, and at time and a half if it be another day, but if at the request of another employee he works as a substitute on the day for the other employee, he shall be paid at the rate at which the latter would have been paid.

(6) *Work on Sunday.*—For all shift work on a Sunday, not being his day off, a shiftman shall be paid at time and a half, but if his shift work during the weekly pay period which includes the Sunday does not exceed two shifts he shall be paid at double time for the work on the Sunday.

(7) *Relieving on Sunday.*—If an employee is required to relieve a shiftman on a Sunday, the relieving employee shall be paid at the rate of time and a half, but if on a Sunday the usual number in any gang is increased, the extra man or men required shall be paid at double time.

(8) *Mixed Shift and other Work on Sunday.*—If an employee is brought in on a Sunday for work, other than relieving a shiftman, and commences duty which entitles him to double time, and is, thereafter, required to do shift work, he shall be paid at double time for the whole of the work done by him on that day.

(9) *Work on a Holiday.*—For all work on a holiday, other than one observed on a Sunday, a shiftman shall be paid at double time.

SUNDAYS.

10. (1) Any employee may be required to work on any Sunday.

(2) For any work done on a Sunday the employee—other than a shiftman—shall be paid at double time, with a minimum payment as for two hours at such rate.

(3) For work done by a shiftman on a Sunday payment shall be made as prescribed in clause 9.

(4) Any weekly employee who in the ordinary course of his work is required to work on Sundays, shall be entitled to one clear day off in each calendar week, and if required to work on his day off, shall for all such work be paid at double time, if the day be a Sunday or a holiday, and at time and a half if it be another day, but if at the request of another employee he works on the day as a substitute for the other employee he shall be paid at the rate at which the latter would have been paid.

MIXED FUNCTIONS.

11. (1) Except as otherwise provided herein or by mutual arrangement between the employees themselves, an employee required to do more than one class of work in the course of a day shall for the whole of that day be paid as if he had throughout his work on that day done that one of those classes of work for which the highest rate is prescribed.

(2) A dayman called upon for shift work after his ordinary work shall be paid as provided in clause 9 hereof, and is excepted from this clause.

(3) Subject to the foregoing an employer may require an employee to do any class of work not outside the scope of the employee's engagement.

HOLIDAYS.

12. (1) The days on which the following days are observed as holidays in the district in which the employer's works are situated shall for the purposes of this Determination be holidays:—

New Year's Day; Australia Day; Good Friday; Easter Monday; Anzac Day; King's Birthday; Eight Hours Day; Christmas Day; Boxing Day—

and also within 20 miles of the General Post Office, Melbourne, Melbourne Cup Day, and also elsewhere than within such 20 miles, one day to be agreed upon by the employer and employees concerned.

Provided that in cases where days or parts of days are substituted for any of the holidays above prescribed, the arrangements at present in existence shall continue.

(2) Any employee may be required by the employer to work on any holiday.

(3) Notwithstanding that an employee engaged by the week is not required to work on a holiday no deduction shall be made from his wages therefor, except in the following cases for which the employer may make a deduction proportionate to the time that the employee in the ordinary course would have worked on the holiday if it had been an ordinary working day:—

(a) if without leave from the employer he absent himself on the working day next prior to or on that next after a holiday and does not work on the holiday; and

(b) where the employee is absent without leave on the working days next prior to and next after a holiday and does not work on the holiday: provided that if a holiday falls during accident leave, the employee shall have an additional day added to such leave for the holiday.

(4) If a holiday other than one observed on a Sunday falls on the weekly clear day off of an employee, as prescribed by clauses 7, 9, or 10 (4) of this Determination, the employee shall be paid his ordinary wages for the time worked during the week in which the holiday occurs, plus the ordinary rate for the time he would have worked if the holiday were not his day off, but shall not be so paid if the employee without leave from the employer absents himself from work on the working day next before or on that next after the holiday.

(5) When any dayman is required to work on a holiday he shall, besides his ordinary weekly or daily wage (as the case may be) be paid for all time worked on the holiday at ordinary rate with a minimum payment as for four hours.

(6) For work done by a shiftman on a holiday he shall be paid as provided in clause 9 hereof.

PICNIC DAY.

13. There shall be granted to employees in the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, an annual picnic day to be observed on such day as the parties mutually agree, but failing such agreement on a Saturday the date of which in each case shall in each year be decided by the Wages Board. Such picnic day shall be deemed to be a holiday for the purposes of this Determination.

ANNUAL LEAVE.

14. Employees shall be granted annual leave as follows:—

Day workers after one year and with up to five years' service—14 days.

Day workers with more than five years' service—21 days.

Shift workers after one year of service—21 days.

Provided—

(1) that if any of the prescribed holidays so falls in the week as in the ordinary course to entitle an employee to be paid in respect of that holiday although he does not work thereon, and that holiday happens to fall within that employee's period of annual leave the number of days in that period shall be reckoned in addition to the holiday;

(2) that the number of days in that period of annual leave shall be reckoned in addition to any days off of the employee in excess of one for each consecutive seven days during that period; and

(3) that in calculating the amount to be paid to the employee in respect of each week of leave, in addition to any amount payable to him otherwise than because of the rate for shift work prescribed by clause 3 of this Determination, he shall be allowed to him for every fifty shifts worked by him during the twelve months preceding the leave and not previously allowed to him in such a calculation.

(4) That the amount to be paid to any employee in respect of his annual leave shall be the amount which would have been paid to him if he had been normally engaged upon his usual employment at that time.

DIRT MONEY AND OTHER EXTRA PAYMENTS.

15. (1) "Dirty work" herein means work which the foreman and workman concerned agree is of an unusually dirty or offensive nature.

(2) The following employees shall be paid dirt money at the rate of one penny per hour for the time they are engaged upon the following work:—

(a) Yardman removing dust from the top of retort benches, hydraulic, and foul mains and bridge pipes.

(b) Men cleaning and removing the residue from the interior of water, liquor or oil storage tanks.

(3) Daymen working in fiery bunkers shall be paid at the rate of time and a half labourer's rate for the time when so engaged, where such payment is considered by the management to be warranted: Provided that existing conditions shall continue.

(4) Men employed between the lifts of gasholders shall be paid an additional rate of 1½d. per hour for the time when so engaged, but for such work shall not be entitled to payment of height money under Clause 16 of this Determination.

(5) Yardmen employed cleaning out washers, automatic C.W.G. plant shall be paid 1s. 6d. for each washer completely cleaned in addition to their ordinary rate of pay for the time occupied on such work.

HEIGHT MONEY.

16. (1) Except as hereinafter provided any man employed at the heights set out in the following table measured vertically from the place where he is supported to the nearest surface situated directly below him, such as the ground, or a staging, platform or flooring at least 6 feet wide, shall be paid the additional rate corresponding to such height as shown in the table, irrespective of the time for which he is so employed during the day:—

| Height. | Additional rate per Day. |
|---|--------------------------------|
| s. d. | |
| Not less than 20 feet and not more than 40 feet | 0 6 |
| 40 feet and not more than 100 feet | 1 0 |
| 100 feet and over | 1 6 |

(2) Except as hereinafter provided, any man employed on the crown of a gasholder shall be paid the additional rate shown hereunder, irrespective of the time for which he is so employed during the day, when the rim of the crown is at the height specified, above the surface of the ground:—

| Height. | Additional rate per Day. |
|--|--------------------------------|
| s. d. | |
| Not less than 40 feet and not more than 100 feet | 0 6 |
| 100 feet and over | 0 9 |

This sub-clause shall also apply to men employed at the same height on any structure which has its edge as well guarded as the rim of a gasholder crown.

(3) When a man is employed during any day at more than one of the heights specified in this clause he shall be entitled to payment of one additional rate only for the day, namely, the rate payable for the maximum distance at which he is employed during the day.

(4) In selecting men to work at a height the employer shall choose those who in the opinion of the management are best qualified to perform the work.

RATE FOR WET PLACES.

17. Any employee working in a place which the foreman or ganger concerned decides is a wet place shall be paid an additional 8d. for the day irrespective of the time during which he works in that place during the day.

Provided that this clause shall not apply if the employer supplies him with top boots or other covering reasonably sufficient to exclude the wet.

MEAL TIMES AND ALLOWANCES.

18. (1) Except as otherwise provided elsewhere herein a meal break of at least 45 minutes (if a six-day week be worked) or at least 42 minutes (if a five-day week be worked) shall be allowed to employees other than shiftmen.

(2) Such meal break shall begin at 12 noon or at such other regular time as may be agreed upon by the employer and employees concerned, but in special circumstances of emergency only, the employer may require it to begin at some definite time not earlier than 11.30 a.m. not later than 12.15 p.m.

(3) Any employee required to work throughout more than five hours without a suitable interval for a meal, shall, for all time worked in excess of the five hours before being allowed such interval, be allowed an extra payment at double time.

(4) If an employee is required to continue or resume work during the prescribed meal break he shall for the time of continuance or resumption until the full meal break is given be entitled to an extra payment at time and a half.

(5) If the prescribed meal break of an employee is curtailed he shall for the time of curtailment be entitled to an extra payment at time and a half.

(6) Subject to observance of sub-clause (3) hereof, an employee may notwithstanding sub-clauses (4) and (5) hereof, be required to work at ordinary rates during the prescribed meal break for the purpose of making good break downs of plant or upon routine maintenance of plant (including oiling and greasing) which can only be done whilst such plant is idle.

(7) A dayman required to work overtime beyond 12.30 p.m., on Saturday, or 5.30 p.m. on any other day, or to work on the afternoon shift without having been notified on the previous day that he would be so required, shall be paid 2s. meal allowance.

If after having been so notified he provides himself with a meal and is not required to work such overtime or afternoon shift, he shall be paid 2s. meal allowance.

SICK LEAVE.

19. An employee after having completed three weeks' continuous service immediately preceding the day upon which he reasonably absents himself from work because of disability due to his own ill health, and who within 48 hours after the commencement of the absence produces evidence satisfactory to the employer of such disability by medical certificate or otherwise shall without incurring any deduction of pay be entitled to leave of absence during such disability for a period or periods not exceeding in the aggregate ten days in each year, beginning with the 1st day of December, 1937, and 14 days after six months' continuous service: Provided that where an employee has been in the continuous service of the employer for more than ten years and absents himself from work because of disability during any subsequent year, but has not been so absent in the year immediately prior thereto for a full period of 14 days in all such employee shall be entitled to leave of absence during such subsequent year for a period or periods in addition to the period or periods of 14 days equal to the unused portion of 14 days in the immediately preceding year, but this total absence in any year with pay shall not exceed 21 days.

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

ACCIDENT LEAVE.

20. (1) An employee after having completed three weeks' continuous service immediately preceding the day upon which he reasonably absents himself from work because of disability due to bodily injury arising out of or in the course of his employment, and who within 48 hours after the commencement of the absence produces evidence satisfactory to the employer of such disability by medical certificate or otherwise shall without incurring any deduction of pay be entitled to leave of absence during such disability for a period or periods not exceeding in the aggregate two weeks in each year beginning with the 1st day of December, 1937.

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

(2) If weekly payments are payable by the employer to the employee under a Workers Compensation Act or other like Act in respect of the injury to the employee, payments made in pursuance of this clause may be treated by the employer as a discharge as far as their amount goes of his liability to pay the weekly payments under such Act.

EMPLOYMENT CONDITIONS OF PIECEWORKERS.

21. Existing conditions relating to working hours, waiting time, holidays, and leave for pieceworkers employed on coal discharging shall continue.

CONDITIONS OF ENGAGEMENT.

22. (a) Except as otherwise hereinafter provided, all employees shall be engaged by the week, the employment to be terminable only by a week's notice on either side, which notice may be given at any time during any week.
- (b) Provided that for misconduct or neglect of duty by an employee, his employment may be determined forthwith without notice, in which case he shall be entitled only to an amount for wages proportionate to the amount of work done before such determination such amount for wages to be paid forthwith.
- (c) From the commencement of an employee's service during a time not exceeding two weeks, the employer may engage him by the day, subject to payment of the rate of wage prescribed for other than weekly employees.
- (d) Subject to any express limitation in the terms of his engagement and to his right to determine his employment by a week's notice, an employee to become entitled to the benefits of this Determination must do such kinds of work at such times as the employer may require him to do for the time being, but the employer shall in respect of such work observe any applicable provisions of this Determination as to special or extra rates.
- (e) If an employee absents himself from duty or does not attend for duty, the employer, subject to the provisions for sick leave and accident leave hereinafter contained, may deduct from the employee's wages an amount proportionate to the length of the employee's absence or non-attendance.

PAYMENT OF WAGES.

23. Subject to wages being paid weekly existing conditions relating to times and places of payment of wages shall continue.

TOOLS.

24. Existing conditions as to the supply of sufficient and efficient tools in working order shall continue.

STANDARD OF WORK.

25. (1) The employer shall not, while existing conditions exist, increase the standard of work beyond the present limit in existing retort houses.
- (2) The standard of work for men working in saturators in sulphate houses, while existing conditions exist, shall not be increased.
- (3) Stokers hand charring shall be allowed a minimum of half an hour's rest period between each stoking time.

PURIFIER LIDS.

26. After the purifier box lids are lifted two hours shall elapse before men are sent into the purifiers to work.

CONDITION OF WORKING PLACES.

27. (1) Retort houses shall, as far as is practicable, be made and kept rainproof by the employer.
- (2) The employer shall keep cellars and other work places well lighted, and so far as is practicable, shall keep them properly drained and free from water.
- (3) The employer shall, as far as is practicable, repair and keep in repair the floor of the retort house, coal store, and coke stage.

OILSKINS.

28. To any employee required to work in the rain adequate oilskins, if reasonably necessary in the circumstances, shall be supplied by the employer.

CLOGS AND APRONS.

29. The employer shall, when necessary, provide and replace clogs for the use of men working on the top of retort benches, pitch pan men, and scurfers and patchers.

GAS MASKS.

30. The employer shall supply suitable gas masks to employees in cases where considered necessary by the management.

FIRST AID.

31. The employer shall provide all requisite first aid appliances at the works.

ACCOMMODATION.

32. (1) The employer shall at the works provide for employees adequate mess rooms and boiling water, washing and changing rooms, with hot and cold showers, and lock-up cupboards.
- (2) The employer shall at the works provide for employees suitable sanitary conveniences, and cause them to be cleansed every day, except on Sundays and holidays, and to be left uncleaned in no case for more than one day.

EMPLOYMENT, PROMOTION, AND SENIORITY.

33. (1) In making promotion or in the shortening of hands efficiency shall be the first consideration, and in the case of men of equal efficiency, the employer shall give preference to the one with the higher seniority as shown by the seniority list. Provided that for the purposes of seniority each works or department shall be regarded separately.

"Efficiency" herein means special qualifications and aptitude, including suitability in age for the discharge of the duties of the position to be filled together with merit and good and diligent conduct.

- (2) Seniority lists shall be compiled by the employer showing in respect of each department the name of every employee of the employer covered by this Determination, the date of entering the department, and the date of entering the service of the employer.

- (3) The lists shall be compiled to show employees in the order of their entering the department, but in the case of an employee who returns to a department after leaving it at his own request, such date shall be the date of re-entering the department.

- (4) The date of entering the service of the employer shall be the date of entry continuous with the present employment, but an employee discharged by the employer and re-employed within four weeks shall retain his seniority.

- (5) At each works or department a copy of the list affecting such works or department shall be kept, and shall be open to the inspection of any official named by the union, at any reasonable time.

- (6) The employer, if and when reasonably so required, shall supply copies of such lists of the employees of such employer to the secretary of the union.

THE UNION.

34. (1) When the consent of the officer in charge has been obtained or has been unreasonably refused, any official named by the union shall be allowed, at any time or times, to enter any of the employer's works to make any necessary enquiries in regard to complaints submitted by employees.

- (2) Any employee named by the union shall be allowed at any time or times approved by the employer, and at any of the employer's works, to collect union dues.

- (3) Any employee named by the union shall be allowed by the employer reasonable leave of absence from duty, without pay, to attend to union business, when the absence does not interfere with the employer's operations.

Notices relating to the union and a copy of this Determination may be posted by any employee authorized by the union upon the notice board in the mess room, and on any other place provided by the employer for the purpose.

Each employer shall keep a copy of this Determination, posted in an accessible place in the works, and shall permit shop and union formal notices to be posted alongside.

35.

Within the Localities Set Out in Note (b).

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.

| (a) Improvers.* | Wages per Week of 44 Hours. | | (b) Other Employees. | Wages per Week of 44 Hours. | |
|---------------------------------------|-----------------------------|---------|----------------------|-----------------------------|---------|
| | "A." | "B." | | "A." | "B." |
| | £ s. d. | £ s. d. | | £ s. d. | £ s. d. |
| Under 15 years of age | 0 16 6 | 0 16 6 | Stokers | 5 13 0 | 5 19 6 |
| 15 years and under 16 years of age .. | 1 0 6 | 1 0 6 | All others | 5 3 0 | 5 4 0 |
| 16 " " " 17 " " " .. | 1 4 6 | 1 4 6 | | | |
| 17 " " " 18 " " " .. | 1 13 6 | 1 13 6 | | | |
| 18 " " " 19 " " " .. | 2 5 6 | 2 5 6 | | | |
| 19 " " " 20 " " " .. | 2 17 6 | 2 17 6 | | | |
| 20 " " " 21 " " " .. | 3 14 6 | 3 14 6 | | | |

* The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business, or occupation is so unskilled that no person shall be taken as an apprentice.

TIMES OF BEGINNING AND ENDING WORK.

36. The times of beginning and ending work of persons other than stokers shall be between the hours of :—

7.30 a.m. and 5 p.m. on the first five week days.

7.30 a.m. and 12 noon on Saturday.

HOURS OF WORK.

37. (a) The ordinary working hours of stokers shall not, without payment for overtime, exceed eight per day, and shall be completed within ten hours of the time fixed for commencing work.

(b) The ordinary working hours of persons other than stokers, without payment for overtime, shall not exceed 44 per week, comprising eight hours each day for the first five week days and four hours on Saturday.

Provided that the employer shall have the option of arranging for the working of the said 44 hours during such first five week days, and increasing the length of the day's work accordingly.

OVERTIME.

38. That the following rates shall be paid as overtime :—

To Stokers—

- (i) for any time in excess of eight hours in any one day
- (ii) for any time (excluding that provided for under (i)) in excess of 176 hours in a period of four weeks

To other workers—

- (iii) for any time in excess of eight hours in any one day
- (iv) for any time (excluding that provided for under (iii)) in excess of 44 hours in any week

Time and a half for the first two hours of such work, and double time thereafter.

ALLOWANCE FOR STOKERS.

39. In addition to the overtime rates, set out in clause 38, stokers who work between the hours of 6 p.m. and 6 a.m. shall be paid 38/44 of 1d. for each hour so worked.

TIME WAGES.

40. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid :—

- (a) In any week in which two or more public holidays occur At the ordinary wages rate with an addition of fifty per centum.
- (b) In any other week At the ordinary wages rate with an addition of thirty-three and one-third per centum.

SUNDAYS AND HOLIDAYS.

41. (a) The following days shall be holidays :—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day. Any days which are prescribed by the laws of the State to be observed in lieu of the holidays above-mentioned will be treated as the days to which this clause applies.

(b) All employees, other than stokers, shall be free from duty on holidays without loss of pay for the day, but any employee may be required for duty on any Sunday or holiday, and if so required, shall be entitled to double rate for the day. The rates for stokers for Sundays and holidays shall be time and a half for Sundays, and double time for holidays.

CONDITIONS APPLICABLE TO STOKERS.

42. (a) All work shall be so arranged as to allow each stoker by rotation or otherwise one clear day off in each week. A week shall be deemed to commence from the starting time on Monday in each week.

(b) For all duty on his day off in the week, not being a Sunday or a holiday, the minimum ordinary rate prescribed for a stoker shall be increased by one half, but in the case of a Sunday or a holiday shall be doubled.

(c) For all time on a Sunday (not being his day off) the minimum ordinary rate for a stoker shall be increased by one half.

(d) For all duty on holidays the minimum ordinary rate prescribed for a stoker shall be doubled.

PAYMENT OF WAGES.

43. Payment of wages due up to 6 a.m. on the preceding Monday shall be made on Thursday of each week, or in accordance with the practice existing at the time of the making of this Determination, provided that such wage shall be paid not later than Friday of each week.

ANNUAL LEAVE.

44. Every employee who serves an employer continuously for one year shall be allowed by the employer leave of absence in that year or in the following year for a continuous period of one week of seven days.

ABSENCE THROUGH SICKNESS OR ACCIDENT.

45. (a) Any employee not attending for duty will lose his pay for the time of such non-attendance, unless he produces or forwards, within twenty-four (24) hours of the commencement of such absence, a medical certificate or other evidence satisfactory to the management that his non-attendance was due to personal accident arising out of and in the course of his employment, or to personal ill health, necessitating such absence.

(b) In the case of personal accident or personal illness, necessitating such absence referred to in (a), the pay for the week in which such accident or illness occurs, shall be calculated on his pay at ordinary rates for the six working days up to and including the day such accident or illness occurs. Provided, however, that if such accident or illness necessitates absence beyond the week in which same occurs, the employer will for such period of absence, not exceeding in all ten days, pay the employee in the manner hereinbefore provided. The maximum amount of pay for days not worked owing to such accident or illness necessitating absence as aforesaid shall be a total of ten days' full pay in any year. For the purpose of this clause, a year shall be calculated as follows:—From 1st August in each year to 31st July next following.

TIME BOOK OR OTHER RECORD.

46. That every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

Within the Localities set Out in Note (c).

DEFINITIONS.

47. In this Determination, unless the contrary intention clearly appears:—

"Ordinary time" means a rate of wage per hour equal in amount to the prescribed weekly wage divided by the prescribed number of ordinary hours of work.

"Time and a half" means one and a half the amount of ordinary time.

"Double time" means double the amount of ordinary time.

"Shift work" means work which is continuous, except that the employee is allowed to have his meal time included in his period of work.

"Shiftman" means an employee engaged upon shift work.

"Dayman" means an employee other than a shiftman.

"The union," wherever referred to in this Determination, means The Federated Gas Employees Industrial Union—Victorian Section.

PERIODICAL ADJUSTMENT OF WAGES.

48. The wages rates set out in clauses 2 (b) and 35 (b) are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically adjusted as prescribed by Clause 49.

Basic Wage.

| Place. | Needs Basic Wage (Adjustable). | Loading Constant. | Basic Wage. | Index Number Set Assigned. |
|---|--------------------------------|-------------------|-------------|----------------------------|
| | £ s. d. | s. d. | £ s. d. | |
| Victoria— | | | | |
| Within 20 miles of G.P.O., Melbourne | 5 1 0 | 6 0 | 5 7 0 | Melbourne |
| Within 10 miles of G.P.O., Geelong, or at Warrnambool—Same as contemporaneous basic wage for Melbourne. | | | | |
| Elsewhere in Victoria—3s. less than the contemporaneous basic wage for Melbourne. | | | | |

ADJUSTMENT OF BASIC WAGE.

49. (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 48.

(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, 14th March, 1947.

[illegible][illegible]

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100. 101. 102. 103. 104. 105. 106. 107. 108. 109. 110. 111. 112. 113. 114. 115. 116. 117. 118. 119. 120. 121. 122. 123. 124. 125. 126. 127. 128. 129. 130. 131. 132. 133. 134. 135. 136. 137. 138. 139. 140. 141. 142. 143. 144. 145. 146. 147. 148. 149. 150. 151. 152. 153. 154. 155. 156. 157. 158. 159. 160. 161. 162. 163. 164. 165. 166. 167. 168. 169. 170. 171. 172. 173. 174. 175. 176. 177. 178. 179. 180. 181. 182. 183. 184. 185. 186. 187. 188. 189. 190. 191. 192. 193. 194. 195. 196. 197. 198. 199. 200. 201. 202. 203. 204. 205. 206. 207. 208. 209. 210. 211. 212. 213. 214. 215. 216. 217. 218. 219. 220. 221. 222. 223. 224. 225. 226. 227. 228. 229. 230. 231. 232. 233. 234. 235. 236. 237. 238. 239. 240. 241. 242. 243. 244. 245. 246. 247. 248. 249. 250. 251. 252. 253. 254. 255. 256. 257. 258. 259. 260. 261. 262. 263. 264. 265. 266. 267. 268. 269. 270. 271. 272. 273. 274. 275. 276. 277. 278. 279. 280. 281. 282. 283. 284. 285. 286. 287. 288. 289. 290. 291. 292. 293. 294. 295. 296. 297. 298. 299. 300. 301. 302. 303. 304. 305. 306. 307. 308. 309. 310. 311. 312. 313. 314. 315. 316. 317. 318. 319. 320. 321. 322. 323. 324. 325. 326. 327. 328. 329. 330. 331. 332. 333. 334. 335. 336. 337. 338. 339. 340. 341. 342. 343. 344. 345. 346. 347. 348. 349. 350. 351. 352. 353. 354. 355. 356. 357. 358. 359. 360. 361. 362. 363. 364. 365. 366. 367. 368. 369. 370. 371. 372. 373. 374. 375. 376. 377. 378. 379. 380. 381. 382. 383. 384. 385. 386. 387. 388. 389. 390. 391. 392. 393. 394. 395. 396. 397. 398. 399. 400. 401. 402. 403. 404. 405. 406. 407. 408. 409. 410. 411. 412. 413. 414. 415. 416. 417. 418. 419. 420. 421. 422. 423. 424. 425. 426. 427. 428. 429. 430. 431. 432. 433. 434. 435. 436. 437. 438. 439. 440. 441. 442. 443. 444. 445. 446. 447. 448. 449. 450. 451. 452. 453. 454. 455. 456. 457. 458. 459. 460. 461. 462. 463. 464. 465. 466. 467. 468. 469. 470. 471. 472. 473. 474. 475. 476. 477. 478. 479. 480. 481. 482. 483. 484. 485. 486. 487. 488. 489. 490. 491. 492. 493. 494. 495. 496. 497. 498. 499. 500. 501. 502. 503. 504. 505. 506. 507. 508. 509. 510. 511. 512. 513. 514. 515. 516. 517. 518. 519. 520. 521. 522. 523. 524. 525. 526. 527. 528. 529. 530. 531. 532. 533. 534. 535. 536. 537. 538. 539. 540. 541. 542. 543. 544. 545. 546. 547. 548. 549. 550. 551. 552. 553. 554. 555. 556. 557. 558. 559. 560. 561. 562. 563. 564. 565. 566. 567. 568. 569. 570. 571. 572. 573. 574. 575. 576. 577. 578. 579. 580. 581. 582. 583. 584. 585. 586. 587. 588. 589. 590. 591. 592. 593. 594. 595. 596. 597. 598. 599. 600. 601. 602. 603. 604. 605. 606. 607. 608. 609. 610. 611. 612. 613. 614. 615. 616. 617. 618. 619. 620. 621. 622. 623. 624. 625. 626. 627. 628. 629. 630. 631. 632. 633. 634. 635. 636. 637. 638. 639. 640. 641. 642. 643. 644. 645. 646. 647. 648. 649. 650. 651. 652. 653. 654. 655. 656. 657. 658. 659. 660. 661. 662. 663. 664. 665. 666. 667. 668. 669. 670. 671. 672. 673. 674. 675. 676. 677. 678. 679. 680. 681. 682. 683. 684. 685. 686. 687. 688. 689. 690. 691. 692. 693. 694. 695. 696. 697. 698. 699. 700. 701. 702. 703. 704. 705. 706. 707. 708. 709. 710. 711. 712. 713. 714. 715. 716. 717. 718. 719. 720. 721. 722. 723. 724. 725. 726. 727. 728. 729. 730. 731. 732. 733. 734. 735. 736. 737. 738. 739. 740. 741. 742. 743. 744. 745. 746. 747. 748. 749. 750. 751. 752. 753. 754. 755. 756. 757. 758. 759. 760. 761. 762. 763. 764. 765. 766. 767. 768. 769. 770. 771. 772. 773. 774. 775. 776. 777. 778. 779. 780. 781. 782. 783. 784. 785. 786. 787. 788. 789. 790. 791. 792. 793. 794. 795. 796. 797. 798. 799. 800. 801. 802. 803. 804. 805. 806. 807. 808. 809. 810. 811. 812. 813. 814. 815. 816. 817. 818. 819. 820. 821. 822. 823. 824. 825. 826. 827. 828. 829. 830. 831. 832. 833. 834. 835. 836. 837. 838. 839. 840. 84

1. *Chlorophyll a* and *Chlorophyll b* were determined by the method of Arar and Collins (1971).

the 1990s, the number of people in the world who are illiterate has increased from 1.2 billion to 1.5 billion. The number of illiterate people in the world is expected to increase to 1.7 billion by the year 2015. The number of illiterate people in the world is expected to increase to 1.7 billion by the year 2015. The number of illiterate people in the world is expected to increase to 1.7 billion by the year 2015.

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1. *Journal of the American Medical Association*, 1997; 278: 1039-1044.

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VICTORIA GOVERNMENT GAZETTE.

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No. 275]

WEDNESDAY, JUNE 11.

[1947

Factories and Shops Acts.

DETERMINATION OF THE CORDAGE 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 maker of rope, twine, cordage, halters, coir mats or coir matting," has made the following Determination, namely:—

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

JUNIORS.

2. (a) The minimum rates of wages to be paid to junior employees shall be as follows:—

(i) Until the beginning of the first pay period to commence in February, 1947.

| Age. | Adjustable Portion of Wage. | Loading (Constant). | Additional Loadings. | Total Wage. |
|-------------------------------------|--------------------------------|------------------------|-------------------------|-------------|
| | Per week. | Per week. | Per week. | Per week. |
| Males— | £ s. d. | s. d. | s. d. | £ s. d. |
| Under 16 years | 1 11 6 | 1 6 | 1 3 | 1 14 3 |
| 16 years and under 17 years | 2 0 6 | 2 0 | 2 6 | 2 5 0 |
| 17 years and under 18 years | 2 9 6 | 2 6 | 3 9 | 2 15 9 |
| 18 years and under 19 years | 2 18 9 | 3 0 | 5 0 | 3 6 9 |
| 19 years and under 20 years | 3 7 9 | 3 6 | 6 3 | 3 17 6 |
| 20 years and under 21 years | 3 17 0 | 4 0 | 7 6 | 4 8 6 |
| Females— | | | | |
| Under 16 years | 1 10 0 | 1 6 | 1 3 | 1 12 9 |
| 16 years and under 17 years | 1 13 6 | 1 6 | 2 6 | 1 17 6 |
| 17 years and under 18 years | 1 17 0 | 2 0 | 3 9 | 2 2 9 |
| 18 years and under 19 years | 2 1 0 | 2 0 | 5 0 | 2 8 0 |
| 19 years and under 20 years | 2 5 9 | 2 6 | 6 3 | 2 14 6 |
| 20 years and under 21 years | 2 10 9 | 2 6 | 7 6 | 3 0 9 |

Provided that after a junior employee has had two years experience in the industry he or she shall be paid, in addition to the above rates, the margins prescribed for adults in clause 28 of this Determination.

(ii) Thereafter—

| Age. | Adjustable Portion of Wage. | Loading (Constant). | Additional Loadings. | Total Wage. |
|-------------------------------------|--------------------------------|------------------------|-------------------------|-------------|
| | Per week. | Per week. | Per week. | Per week. |
| Males— | £ s. d. | s. d. | s. d. | £ s. d. |
| Under 16 years | 1 11 9 | 1 6 | 1 3 | 1 14 6 |
| 16 years and under 17 years | 2 0 9 | 2 0 | 2 6 | 2 5 3 |
| 17 years and under 18 years | 2 9 9 | 2 6 | 3 9 | 2 16 0 |
| 18 years and under 19 years | 2 19 3 | 3 0 | 5 0 | 3 7 3 |
| 19 years and under 20 years | 3 8 0 | 3 6 | 6 3 | 3 17 9 |
| 20 years and under 21 years | 3 17 3 | 4 0 | 7 6 | 4 8 9 |
| Females— | | | | |
| Under 16 years | 1 10 0 | 1 6 | 1 3 | 1 12 9 |
| 16 years and under 17 years | 1 13 9 | 1 6 | 2 6 | 1 17 9 |
| 17 years and under 18 years | 1 17 3 | 2 0 | 3 9 | 2 3 0 |
| 18 years and under 19 years | 2 1 3 | 2 0 | 5 0 | 2 8 3 |
| 19 years and under 20 years | 2 5 9 | 2 6 | 6 3 | 2 14 6 |
| 20 years and under 21 years | 2 11 0 | 2 6 | 7 6 | 3 1 0 |

Provided that after a junior employee has had two years experience in the industry he or she shall be paid, in addition to the above rates, the margins prescribed for adults in clause 28 of this Determination.

PROPORTION OF JUNIOR EMPLOYEES.

The proportion of junior employees, male and female, to adult male and female employees shall not exceed one junior to one employee receiving full adult male or female rates in the factory.

OTHER EMPLOYEES.

(b)

NOTE.—Rates in 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. |
| <i>Males.</i> | | |
| First rope layer on heavy type 12 strand machine | 6 17 0 | 6 18 0 |
| Rope layer on heavy type 9 strand machine | 6 12 0 | 6 13 0 |
| Foreman in charge of spinning and preparing departments | 6 13 0 | 6 14 0 |
| Other rope layers in walk with travellers | 6 8 0 | 6 9 0 |
| Rope splicer on driving ropes and springs | 6 7 0 | 6 8 0 |
| Storeman in charge | 6 5 0 | 6 6 0 |
| Packer working press (hand or power) pressing over 28 lb. in weight | 6 3 0 | 6 4 0 |
| Rope house machinist making 2 inch up to and including 4 inch | 6 3 0 | 6 4 0 |
| Rope house machinist making over 4 inch | 6 6 0 | 6 7 0 |
| Power reeler or finisher in connexion with heavy type 12 strand machine | 6 3 0 | 6 4 0 |
| Feeder of first spreader | 6 1 0 | 6 2 0 |
| Traveller driver on heavy type 12 strand machine | 6 1 0 | 6 2 0 |
| Damp mixer or batcher | 6 0 0 | 6 1 0 |
| Feeder of softeners or batchers | 6 0 0 | 6 1 0 |
| Rope and binder twine packer | 6 0 0 | 6 1 0 |
| Winder and warper in tarring department | 6 1 0 | 6 2 0 |
| Winding oiling and tarring yarn | 6 1 0 | 6 2 0 |
| Oil and/or belt repairer | 6 1 0 | 6 2 0 |
| Maker of rope fenders | 6 0 0 | 6 1 0 |
| Maker of pig nets | 5 18 0 | 5 19 0 |
| Maker of camouflage nets | 6 0 0 | 6 1 0 |
| Power reeler or finisher in walk | 6 0 0 | 6 1 0 |
| Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference) | 5 18 0 | 5 19 0 |
| Layer of lines or cords in walk | 6 4 0 | 6 5 0 |
| Twister or layer of yarn in walk | 6 0 0 | 6 1 0 |
| Opening Manilla hemp | 5 18 0 | 5 19 0 |
| Scutcher | 5 18 0 | 5 19 0 |
| Lumping, loading or unloading hemp, flax or twine in store or factory | 5 18 0 | 5 19 0 |
| Feeder of tow breaker card | 6 1 0 | 6 2 0 |
| Lumping hemp flax or binder twine on wharf | 6 0 0 | 6 1 0 |
| Packing and balling shop twine | 6 0 0 | 6 1 0 |
| Mat finisher | 6 0 0 | 6 1 0 |
| Maker of fishing lines | 5 18 0 | 5 19 0 |
| Hand reelers | 6 0 0 | 6 1 0 |
| Matting weavers | 6 5 0 | 6 6 0 |
| Drivers of motor waggons with capacity not exceeding 25 cwt. | 6 10 0 | 6 11 0 |
| Drivers of motor waggons with capacity exceeding 25 cwt. and not exceeding 3 tons | 6 13 0 | 6 14 0 |
| Drivers of motor waggons with capacity exceeding 3 tons | 5 18 0 | 5 19 0 |
| All other machine operators or employees feeding or taking from machines | 5 15 0 | 5 16 0 |
| All others | | |
| <i>Females.</i> | | |
| Balling binder twine | 3 10 3 | 3 10 9 |
| Balling lashing | 3 10 3 | 3 10 9 |
| Bagging binder twine | 3 9 3 | 3 9 9 |
| Feeding breaker card with clock | 3 10 3 | 3 10 9 |
| Feeding spreaders | 3 9 3 | 3 9 9 |
| Feeding finisher cards (hemp) | 3 9 3 | 3 9 9 |
| Spinning | 3 10 3 | 3 10 9 |
| Wet spinning | 3 11 3 | 3 11 9 |
| All other machine operators or employees feeding or taking from machines | 3 9 3 | 3 9 9 |
| All others | 3 6 3 | 3 6 9 |

LIMITATION OF FEMALE WORK.

3. Only the following classes of work may be performed by females:—

Hard Fibre Departments.

Opening hemp.
Delivery end of first spreader.
Feeding and delivery of all subsequent spreaders and drawing frames.
Balling binder twine.
Spooling binder twine.
Balling lashing.
Bagging binder twine.
Bag making.
Sweeping.
Hessian and calico bag maker.
Mending hessian bags.

A female under 21 years of age shall not be employed on the abovenamed machines or work unless at adult female rates.

Tow Department.

Delivery end breaker card.
Feeding and delivery other cards drawing frames.
Sweeping.

A female under 17 years of age shall not be employed in this department.

Soft Fibre Department.

Spreaders.
Breaker cards.
Finisher cards.
Drawing frames.
Roving frames.
Spinning frames.
Winding frames.
Twisting and laying machine.
Balling shop twine.
Reeling and spooling shop twine.
Weighing and parcelling shop twine.
Pressing and parcelling bagging twine.
Reeling.
Plaiting and braiding.
Covering cordage with canvas and paper.
Sweeping.
Making cores for spooling machine.
Lappers.
Doffing, piecing, and spinning.

Cordage Department.

Hanking and parcelling plough reins and sash lines.
Making nets from small rope twine and cords.
Opening, plaiting, and finishing halters.
Making shanks for halters.
Hanking, making up and parcelling fish and other lines.

Mat Department.

Mat makers on looms.
Mat makers on frames.
Making bordered mats.
Carders.
Plaiters.
Winders (including cop winders).

CONTRACT OF EMPLOYMENT.

4. (a) Except as provided in clause 5 of this Determination, employment shall be by the week. Any employee not specifically engaged as a casual hand shall be deemed to be employed by the week.

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

CASUAL EMPLOYMENT.

5. Casual employees may be employed by the hour provided they are paid ten per centum more than the equivalent of the weekly rates prescribed for work of the class performed by them.

MIXED FUNCTIONS.

6. When an employee works for any part of a day on work for which a higher rate is prescribed by this Determination than that prescribed for the work which he or she usually performs he or she shall be paid for the whole day at such higher rate.

PART-TIME EMPLOYMENT.

7. Females may be employed as part-time employees in any branch of the rope and cordage industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be employed for not less than 20 hours in any week.
- (b) They shall not be employed both on time work and piece work or both on time work and task work in any week.
- (c) If time workers, they shall be paid for each hour worked at the rate at least of 1/44th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piece work rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (d) The payment or deduction of payment in lieu of notice of termination of employment shall be two-fifths of the pay of the preceding week of the employee concerned.
- (e) No employee employed or working as a full-time employee in any branch of the rope and cordage industry on or after the date of coming into operation of this Determination shall be employed or work as a part-time employee unless a permit in writing is obtained from the Wages Board permitting such employee to be employed or to work as a part-time employee.
- (f) The provisions of this Determination as regards annual leave sick leave and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave sick leave and in respect of holidays only at the wages rate actually being received by them at such time.
- (g) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

HOURS OF DAY WORK.

8. The hours for day work shall be 44 per week. Ordinary time shall be worked between the hours of 7.30 a.m. and 6 p.m. Monday to Friday both inclusive with one break for a meal between noon and 1 p.m. or as may be arranged between the employer and his employees and on Saturday between 7.30 a.m. and noon: Provided however that in any case where shift work is being worked and a shift commences not later than 4 p.m. then the ordinary time for day work may be between the hours of 6.30 a.m. and 4 p.m. on Monday to Friday both inclusive and 6.30 a.m. and noon on Saturday.

NIGHT SHIFT HOURS AND CONDITIONS.

9. (a) The hours of work on night shift shall be 44 per week. Employees on night shift shall be paid ten per centum in addition to the wages prescribed for their ordinary hours of employment.

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

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

(d) A junior employee under the age of 18 years shall not be required to work on night shift.

(e) A female employee shall not be employed on night shift.

(f) The employment on night shift of workers who are not eligible for transfer to day work may be terminated by one week's notice on either side.

(g) By mutual agreement between an employer and his employees and with the consent of the Union a short shift may be worked without payment of the night shift rates provided in this clause. Provided that in the event of the Union refusing such permission the matter may be referred to the Wages Board.

OVERTIME AND SUNDAY RATES AND CONDITIONS.

10. The provisions of sub-clauses (a), (b), and (c) of this clause shall be subject to the proviso appearing at the end of this clause.

- (a) Subject to clause 8 of this Determination hours of work shall be fixed by each employer for day work. For work performed outside the fixed hours, overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.
- (b) For work done outside the recognized hours of duty in any establishment on night shift, overtime shall be paid after 44 hours have been worked at the rate of time and a half for the first 4 hours and double time thereafter.
- (c) For all time of duty on Sunday, all employees shall be paid at the rate of double time for time actually worked with a minimum of 4 hours.
- (d) An employee required to work overtime for more than 2 hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 2s., or if work extends into a second meal hour 4s. for the two meals, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.
- (e) If an employee pursuant to notice has provided a meal or meals and is not required to work overtime, he shall be paid for each meal so provided at the rate provided in sub-clause (d) hereof.
- (f) For work done during meal hours and thereafter until a meal hour break is allowed employees shall be paid at the rate of time and a half. An employee shall not work for more than 6 consecutive hours without a break for a meal. By mutual agreement the meal break may be altered to a time other than the usual meal hour.
- (g) An employee called upon to oil, repair and/or clean machinery during his or her ordinary meal hours shall be granted equivalent time off immediately preceding such ordinary meal hour, otherwise the said employee shall be paid at the rate of time and a half until such meal hour is granted.
- (h) Provided that the provisions of sub-clauses (a), (b), and (c) hereof prescribing payment at the rate of time and a half or double time (as the case may be) shall not apply until an employee has performed his or her 44 hours for the week and overtime work shall be deemed not to have commenced (for the purposes of rendering an employee entitled to the payment of a rate of time and a half or double time) unless such employee performs or has performed in the pay period in which such work occurs at least 44 hours of work at ordinary rates of payment. Absence during ordinary time during a week on account of personal sickness shall be deemed to be working time (whether payment be made therefor under clause 14 of this Determination or not) for the purpose of the foregoing proviso; unless, upon being required by the employer within seven days of his or her returning to work to make a statutory declaration that such absence was occasioned by personal sickness which rendered him or her unable to perform his or her work, the employee fails or refuses to do so.

Any dispute arising in connexion with the application of the foregoing proviso shall be determined by the Wages Board.

REST PERIOD.

11. A rest period of ten minutes shall be given to all female employees between the hours of 9.30 a.m. and 11.30 a.m. Employees shall assist in avoiding stoppage of machinery by taking their rest periods as directed from time to time.

HOLIDAYS.

12. (a) All employees shall be entitled to the holidays hereinafter mentioned or any day observed in lieu thereof without deduction of pay:—

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

(b) In Melbourne, Melbourne Cup Day shall be observed as a holiday in lieu of King's Birthday.

(c) Employees working on any of these days shall be paid double ordinary rates for time actually worked with a minimum of 4 hours.

(d) Where 75 per centum of employees in any factory in a ballot conducted under the auspices of the Union express a desire not to work on a holiday other than those prescribed by sub-clause (a) hereof or on some special day the employer may close his factory and employees shall not be entitled to payment for such holiday.

(e) Where an employee is absent from his or her employment on the working day, or part of the working day, before or after a holiday without reasonable excuse, or without the employer's consent, the employee shall not be entitled to payment for such holiday.

ANNUAL LEAVE.

Period of Leave.

13. (a) Except as hereinafter provided a period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave).

Annual Leave Exclusive of Public Holidays.

(b) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the public holidays as defined in clause 12 (a) of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to that period one day for each such holiday falling as aforesaid. Where a holiday falls as aforesaid and the employee falls without reasonable cause proof whereof shall be upon him to attend for work on the day immediately prior to the commencement of leave at his ordinary starting time on the working day immediately following the last day of the period of his annual leave, he shall not be entitled to be paid for any such holiday.

Calculation of Continuous Service.

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

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

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not except to the extent of not more than fourteen days in a twelve-monthly period in a case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service; any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer within fourteen days of the termination of the absence notifies the employee in writing that such absences will be regarded as having broken the continuity of service.

Calculation of Service.

(d) Service as from the 1st day of January, 1946, shall be taken into consideration for the purpose of calculating annual leave.

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

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

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

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.

Leave Allowed Before Due Date.

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

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

Payment for Period of Leave.

(i) Each employee before going on leave shall be paid two weeks' wages at his ordinary rate of wage.

Proportionate Leave on Dismissal.

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

Annual Close Down.

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

SICK LEAVE.

14. (a) An employee shall be entitled to payment for non-attendance on the ground of personal ill-health for a period or periods totalling not more than 44 hours of working time in any one year.

(b) Sick leave shall be cumulative for a period of three years. Where an employee has not taken sick leave in accordance with sub-clause (a) hereof he or she shall be entitled to accumulate such sick leave for a period up to but not exceeding that allowed for three years' service.

(c) An employee may leave work at any time on account of sickness, and shall not be prejudiced in his or her employment by so doing, provided satisfactory evidence of his or her inability to work is given to the employer. This sub-clause is subject to the provisions of the Determination relating to weekly hiring and sick pay.

(d) An employee absent from employment under this clause shall notify the management within the first twenty-four consecutive hours of such absence of the nature of his or her illness. Unless such notice is given or some satisfactory explanation made the employee shall forfeit the right to payment.

(e) For employees who were employed at the date of the coming into operation of this Determination, service for the purposes of this clause shall date from the 1st day of July, 1942, but no employee shall be entitled to sick leave under this clause until he or she has been in the service of the employer for at least three months.

TOOLS OF TRADE.

15. The employer shall provide all tools of trade excepting knives.

ROPE SPLICERS.

16. All splicers shall be paid expenses when working away from home. All time shall start from the time that rope splicers leave the factory.

HEAVY WEIGHTS.

17. (a) An employee shall not be required to pull, drag or push more than 8 cwt. on a level surface, except in trucks, the floor or surface to be kept in good order and repair.

(b) A female employee under 18 years of age shall not be obliged to lift or carry a greater weight than 25 lb.

FEMALE WORKERS' COMFORT.

18. (a) Where practicable, seats shall be provided for all female employees who are on duty.

(b) A rest room with proper seating accommodation and a couch shall be provided for female employees who may be temporarily indisposed during working hours.

DINING ROOM ACCOMMODATION.

19. Proper dining room accommodation with sufficient supply of boiling water at meal hours shall be provided by the employer for the use of employees.

WASHING AND SANITARY CONVENIENCES.

20. Employers shall provide proper and sufficient washing and sanitary conveniences for all employees in places convenient to their work.

LOCKERS.

21. An employer shall provide a suitable locker or suitable hanging facilities for the clothes of each employee in a workshop.

FIRST AID OUTFIT.

22. In each factory the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first aid outfit provided that such outfit shall at all times be under the direct control of the employer.

TIME AND WAGES BOOK.

23. (a) Each employer shall keep a record or time book at his factory or any office convenient thereto, in which shall be entered the name of each employee working for him, his occupation, the time of starting and finishing work each day, and the amount of overtime worked and the wages and overtime paid to each employee.

(b) Such record or time book shall, on demand, be produced by the employer for inspection to an official of the Union, duly authorized in writing by the president or secretary of the local branch or sub-branch of the Union at the place where the records or time books are kept between the hours of 10 a.m. and noon on any one day between the 1st to the 27th inclusive of each calendar month except on pay day or the day before.

No authority to inspect shall be given by the Union unless the president and secretary have good reason to suspect that a breach of this Determination has been committed by the employer whose time sheets are to be inspected.

(c) Provided that an employer may at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time worked by each employee, in which case the employee shall at the end of each week acknowledge the wages and overtime received on some card or check used in connexion with such clock.

PAYMENT OF WAGES.

24. (a) All wages due shall be paid not later than Friday in each week.

(b) An employer shall not be allowed to keep more than two days' pay in hand. Such pay shall be forfeited by any employee who leaves his employment except by his employer's consent without giving notice as prescribed in clause 4 of this Determination.

(c) If an employee leaves or is dismissed he shall be paid his wages on leaving or being dismissed, provided that necessary money is available at the factory office.

(d) All wages shall be paid during ordinary working hours.

UNION DELEGATE.

25. The secretary or branch secretary of the Union or any official thereunto authorized by the Union shall not be prevented by any employer from visiting and conversing with employees at meal time or before or after the hours of work in a place mutually agreed upon by the employer or his works manager and the Union secretary or other authorized official.

UNION BUSINESS.

26. Members of the Union may leave their work to attend to the business of the Union after at least one day's notice has been given to the employer but without being paid while absent.

CONTRACTORS.

27. (a) No employer shall permit any work of a class to which this Determination is applicable to be carried on by any contractor with such employer or by any other person on behalf of such employer except in accordance with the terms and conditions of this Determination so far as the employees of such contractor or other person are concerned as if such contractor or other person were himself covered by this Determination.

(b) No employer shall enter into any contract for the carrying on of any work of a class to which this Determination is applicable unless the contract contains a clause binding the contractor to pay the rates and observe the conditions prescribed by this Determination to and towards the employees of such contractor in respect of the work contracted for.

(c) This clause shall not apply to any contract entered into before the beginning of the first pay period to commence after 25th day of October, 1942.

PERIODICAL ADJUSTMENT OF WAGES.

28. (a) *Adult Males.*—The wages rates for adult 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 determines that such rates shall be automatically adjusted as prescribed by clause 30.

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 |

(b) *Adult Females.*—The minimum rates of wages to be paid to adult female employees shall be comprised of the total of an amount equal to 54 per centum of the total basic wage from time to time payable to adult male employees (such amount to be calculated to the nearest threepence, half or less than half of threepence to be disregarded) together with an amount of 3s. per week and a further amount (being an industry loading) of 6s. per week and in addition thereto, according to the class of work performed by such employees the amount of the margin assigned in clause 29 of this Determination to employees performing work of that class.

(c) *Juniors.*—The adjustable portion of wage set out in the table of rates hereof is stated with reference to a needs basic wage of £4 13s. 6d. per week (the average of the needs basic wage for Sydney and Melbourne) and such portion shall be adjusted proportionately to the increases and decreases from time to time of the average of the needs basic wage for Sydney and Melbourne calculated to the nearest threepence, half or less than half of threepence to be disregarded.

| Age. | Adjustable Portion of Wage. | Loading (Constant). | Additional Loadings. | Total Wage. |
|-------------------------------------|-----------------------------|---------------------|----------------------|-------------|
| | Per week. | Per week. | Per week. | Per week. |
| | £ s. d. | s. d. | s. d. | £ s. d. |
| Males— | | | | |
| Under 16 years | 1 9 3 | 1 6 | 1 3 | 1 12 0 |
| 16 years and under 17 years | 1 17 6 | 2 0 | 2 6 | 2 2 0 |
| 17 years and under 18 years | 2 5 9 | 2 6 | 3 9 | 2 12 0 |
| 18 years and under 19 years | 2 14 6 | 3 0 | 5 0 | 3 2 6 |
| 19 years and under 20 years | 3 2 9 | 3 6 | 6 3 | 3 12 6 |
| 20 years and under 21 years | 3 11 3 | 4 0 | 7 6 | 4 2 9 |
| Females— | | | | |
| Under 16 years | 1 7 9 | 1 6 | 1 3 | 1 10 6 |
| 16 years and under 17 years | 1 11 0 | 1 6 | 2 6 | 1 15 0 |
| 17 years and under 18 years | 1 14 3 | 2 0 | 3 9 | 2 0 0 |
| 18 years and under 19 years | 1 18 0 | 2 0 | 5 0 | 2 5 0 |
| 19 years and under 20 years | 2 2 3 | 2 6 | 6 3 | 2 11 0 |
| 20 years and under 21 years | 2 7 0 | 2 6 | 7 6 | 2 17 0 |

MARGINS.

29. *Adult Males*.—The minimum rates of wages to be paid to adult male employees shall be comprised of the total basic wage as indicated in clause 28, together with an amount of 3s. per week and a further amount (being an industry loading) of 6s. per week and in addition thereto, according to the class of work performed by such employees the amount of the margin assigned to employees performing work of that class.

| Classifications. | Margins Per Week. |
|---|-------------------|
| | s. d. |
| Males— | |
| First rope layer on heavy type 12 strand machine | 22 0 |
| Rope layer on heavy type 9 strand machine | 17 0 |
| Foreman in charge of spinning and preparing departments | 18 0 |
| Other rope layers in walk with travellers | 13 0 |
| Rope splicer on driving ropes and springs | 12 0 |
| Storeman in charge | 10 0 |
| Packer working press (hand or power) pressing over 28 lb. in weight | 8 0 |
| Rope house machinist making 2 inch up to and including 4 inch | 8 0 |
| Rope house machinist making over 4 inch | 11 0 |
| Power reeler or finisher in connexion with heavy type 12 strand machine | 8 0 |
| Feeder of first spreader | 6 0 |
| Traveller driver on heavy type 12 strand machine | 6 0 |
| Damp mixer or batcher | 5 0 |
| Feeder of softeners or batchers | 5 0 |
| Rope and binder twine packer | 5 0 |
| Winder and warper in tarring department | 6 0 |
| Winding oiling and tarring yarn | 6 0 |
| Oilier and/or belt repairer | 6 0 |
| Maker of rope fenders | 6 0 |
| Maker of pig nets | 5 0 |
| Maker of camouflaged nets | 3 0 |
| Power reeler or finisher in walk | 5 0 |
| Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference) | 3 0 |
| Layers of lines or cords in walk | 9 0 |
| Twister or layer of yarn in walk | 5 0 |
| Opening Manila hemp | 3 0 |
| Scutcher | 3 0 |
| Lumping, loading or unloading hemp, flax or twine in store or factory | 3 0 |
| Feeder of tow breaker card | 3 0 |
| Lumping hemp flax or binder twine on wharf | 6 0 |
| Packing and balling shop twine | 5 0 |
| Mat finisher | 5 0 |
| Maker of fishing lines | 3 0 |
| Hand reelers | 5 0 |
| Matting weavers | 10 0 |
| Drivers of motor waggons with capacity not exceeding 25 cwt. | 15 0 |
| Drivers of motor waggons with capacity exceeding 25 cwt. and not exceeding 3 tons | 18 0 |
| Drivers of motor waggons with capacity exceeding 3 tons | 3 0 |
| All other machine operators or employees feeding or taking from machines | Nil |
| All others | Nil |
| Females— | |
| Balling binder twine | 4 0 |
| Balling lashing | 4 0 |
| Bagging binder twine | 3 0 |
| Feeding breaker card with clock | 4 0 |
| Feeding spreaders | 3 0 |
| Feeding finisher cards (hemp) | 4 0 |
| Spinning | 5 0 |
| Wet spinning | 3 0 |
| All other machine operators or employees feeding or taking from machines | Nil |
| All others | Nil |

ADJUSTMENT OF BASIC WAGE.

30. (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 28.

(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 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, 18th March, 1947.

