VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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No. 439] **THURSDAY, NOVEMBER 20.** **[1947**

MINISTERS OF THE CROWN.

HIS Excellency the Governor of the State of Victoria, in the Commonwealth of Australia, has this day accepted the resignations by—

The Honourable JOHN CAIN, M.L.A., as Premier and Treasurer (without salary);

The Honourable FRANCIS FIELD, as Minister of Public Instruction;

The Honourable WILLIAM SLATER, as Chief Secretary, Attorney-General (without salary), and Solicitor-General (without salary);

The Honourable WILLIAM GEORGE MCKENZIE, as Minister of Agriculture, Minister of Mines (without salary), and a Vice-President of the Board of Land and Works;

The Honourable WILLIAM PETER BARRY, M.L.A., as Minister of Health, Minister of Housing (without salary), and Minister of Forests (without salary);

The Honourable CLIVE PHILLIP STONEHAM, M.L.A., as Minister of Transport, Minister of State Development and Decentralization (without salary), and a Vice-President of the Board of Land and Works;

The Honourable LESLIE WILLIAM GALVIN, M.L.A., as President of the Board of Land and Works, Commissioner of Crown Lands and Survey, and Minister of Water Supply (without salary);

The Honourable PERCY JAMES CLAREY, M.L.C., as Minister of Labour, and Minister of Employment (without salary);

The Honourable PATRICK JOHN KENNELLY, M.L.C., as Commissioner of Public Works and Minister in Charge of Electrical Undertakings (without salary);

The Honourable THOMAS HAYES, M.L.A., as a Minister without portfolio, and a Vice-President of the Board of Land and Works;

The Honourable ARCHIBALD MCDONALD FRASER, M.L.C., as a Minister without portfolio; and

The Honourable PATRICK LESLIE COLEMAN, M.L.C., as a Minister without portfolio.

And His Excellency has been pleased to appoint—

The Honourable THOMAS TUKE HOLLWAY, M.L.A., to be Premier and Treasurer (without salary);

The Honourable JOHN GLADSTONE BLACK MCDONALD, M.L.A., to be President of the Board of Land and Works, Commissioner of Crown Lands and Survey, Minister of Water Supply (without salary), and Minister of Soldier Settlement (without salary);

Colonel the Honourable WILFRED SELWYN KENT HUGHES, M.V.O., O.B.E., M.C., E.D., M.L.A., to be Minister of Transport and Minister of Public Instruction (without salary), and a Vice-President of the Board of Land and Works;

KEITH DODGSHUN, Esquire, M.L.A., to be Chief Secretary;

The Honourable TREVOR DONALD OLDHAM, M.L.A., to be Attorney-General and Solicitor-General (without salary);

The Honourable ALBERT ARTHUR DUNSTAN, M.L.A., to be Minister of Health;

Lieutenant-Colonel ALEXANDER HENRY DENNETT, M.L.A., to be Minister of Agriculture, Minister of Forests (without salary), and a Vice-President of the Board of Land and Works;

The Honourable JAMES ARTHUR KENNEDY, M.L.C., to be Commissioner of Public Works, and a Vice-President of the Board of Land and Works;

The Honourable JOHN HERMAN LIENHOP, M.L.C., to be Minister in Charge of Electrical Undertakings and Minister of Mines (without salary);

The Honourable HERBERT JOHN THORNHILL HYLAND, M.L.A., to be Minister of Labour (without salary), and Minister in Charge of State Development (without salary);

The Honourable ARTHUR GEORGE WARNER, M.L.C., to be Minister in Charge of Materials (without salary), and Minister in Charge of Housing (without salary); and

The Honourable PERCY THOMAS BYRNES, M.L.C., to be Minister without portfolio.

By His Excellency's Command,

C. W. KINSMAN,
Official Secretary.

Governor's Office,
Melbourne, the 20th November, 1947.

No. 439.—12169/47.

EXECUTIVE COUNCILLORS.

HIS Excellency the Governor of the State of Victoria having been pleased to appoint—

KEITH DODGSHUN, Esq., M.L.A.,
Lieutenant-Colonel ALEXANDER HENRY DENNETT, M.L.A.,
The Honourable ARTHUR GEORGE WARNER, M.L.C., and
The Honourable PERCY THOMAS BYRNES, M.L.C.,

to be Members of the Executive Council: It is hereby notified that each of the above-named gentlemen has this day taken the necessary oath and his seat at the Council Table accordingly.

At the Executive Council Chamber,
Melbourne, 20th November, 1947.

C. W. KINSMAN,
Clerk of the Executive Council.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 440] THURSDAY, NOVEMBER 20. [1947.

FIXING THE TIME FOR HOLDING THE FIRST SESSION OF THE THIRTY-SEVENTH PARLIAMENT OF VICTORIA.

PROCLAMATION

By His Excellency the Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

I, THE Governor of the State of Victoria, in the Commonwealth of Australia, do by this my Proclamation fix Tuesday, the second day of December, 1947, as the time for the commencement and holding of the First Session of the Thirty-seventh Parliament of Victoria, for the despatch of business, at the hour of Eleven o'clock in the forenoon, in the Parliament Houses, situate in Spring-street, in the City of Melbourne: And the Honorable the Members of the Legislative Council and the Members of the Legislative Assembly are hereby required to give their attendance at the said time and place accordingly.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this twentieth day of November, in the year of our Lord One thousand nine hundred and forty-seven, and in the eleventh year of the reign of His Majesty King George VI.

(L.S.) WINSTON DUGAN.

By His Excellency's Command,

T. T. HOLLWAY,
Premier.

GOD SAVE THE KING!

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

No. 440.—12069/47.

VICTORIA

GOVERNMENT GAZETTE.

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No. 441] MONDAY, NOVEMBER 24. [1947

Factories and Shops Acts.

DETERMINATION OF THE BRUSHMAKERS 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 brushmaker" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 11th September, 1947, the last previous Determination of this Board, shall be revoked and replaced by this Determination.

2. WAGES.

(a) APPRENTICES OR IMPROVERS.

Experience.	Wages per week of 44 hours. Males.	Females.
	s. d.	s. d.
1st year	24 6	28 6
2nd year	32 9	37 9
3rd year	47 0	53 0
4th year	minimum wage or earnings on piecework	67 0
5th year		
6th year		
	and thereafter the minimum wage or full piecework prices.	and thereafter the minimum wage or full piecework prices.

PROPORTION.
(Within any factory or place.)

APPRENTICES.

One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.

IMPROVERS.

Males.

One male improver to one or two Two to three .. .. Three to five .. .. Four to nine .. .. Six to twelve .. .. Seven to fifteen .. .. Nine to eighteen	Male workers receiving not less than 133s. per week of 44 hours or earning full piecework prices.

Females.

One female improver to one or two Two to three .. .. Three to five .. .. Four to nine .. .. Six to twelve .. .. Seven to fifteen .. .. Nine to eighteen	Female workers receiving not less than 77s. 6d. per week of 44 hours or earning full piecework prices.

(b) OTHER EMPLOYEES.

	Wages per week of 44 hours. s. d.
Males.	
Persons employed at—	
Paint brush making	139 3
Hair pan work	133 0
Bass pan work	133 0
Hair dressing and mixing	133 0
Making twisted brushes	133 0
Making wire brushes	133 0
Bass broom drawing	133 0
Finishing	133 0
Boring	133 0
Lacquering or ducoing	133 0
Trimming machine (when employed solely at such machine)	120 0
Females.	
Automatic boring and filling machinists ..	77 6
Filling machinists	77 6
Trimming machinists	77 6
Boring machinists	77 6
Bench drawing	79 6
Treadle knot-sizing machinists	77 6
Persons employed at lacquering or ducoing ..	77 6

FEMALE TO BE PAID ADULT MALE RATE.

3. Females (adults or juniors) employed on any work for which a classification is provided for adult males shall be paid the adult male rate for such work.

ORDINARY WEEK'S WORK.

4. Forty-four hours shall constitute a week's work, to be worked between 7.30 a.m. and 5.45 p.m. on Mondays to Fridays inclusive and between 7.30 a.m. and 12 noon on Saturdays if worked. Provided that the fixed starting and finishing times shall not be altered unless by seven days' notice to the employees.

OVERTIME.

5. For all work done in excess of 44 hours in any week, or outside the fixed starting and finishing times in any establishment payment shall be made as follows:—

Time workers	Time and a half.
Pieceworkers:—	
Males	1s. per hour in addition to piecework earnings.
Females	6d. per hour in addition to piecework earnings.

All time lost by an employee during ordinary working hours in any week because of holidays or of the employer's establishment being closed shall, for the purpose of calculating overtime, be deemed to have been time actually worked.

SPECIAL RATES.

6. Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

HOLIDAYS.

7. (*a*) All employees shall be entitled to the following holidays, with payment at ordinary rates therefor:—The days observed as New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

(*b*) An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed in sub-clause (*a*) of this clause.

(*c*) Where an employee is dismissed within 7 days prior to any such holiday, the re-engagement of such employee within 14 days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

ANNUAL HOLIDAYS.

8. The annual holidays for employees covered by this Determination shall be two weeks in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act* 1946—No. 5111.

SICK LEAVE.

9. (*a*) An employee who has been in the service of an employer for not less than three months shall be entitled to 44 hours of sick leave of absence with full pay during each twelve months' service provided he or she produces within 24 hours of the commencement of such absence satisfactory evidence to his or her employer that such absence was caused by personal ill-health or an accident.

(*b*) Notwithstanding the provisions of sub-clause (*a*) hereof if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 88 hours, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purpose of this sub-clause service prior to 13th June, 1946, shall be disregarded.

TERMS OF ENGAGEMENT.

10. (*a*) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(*b*) After one full week's work, such notice shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be.

(*c*) Casual employees shall be guaranteed not less than two hours engagement every start.

(*d*) A weekly employee to be entitled to the weekly wage shall be available, ready and willing, to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(*e*) **Provided that an employer may deduct payment for any day upon which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.**

MID-DAY MEAL.

11. An interval of not less than 30 minutes shall be allowed for the mid-day meal between the hours of 12 noon and 2 p.m.

TEA MONEY.

12. Employees required to work overtime in excess of one hour beyond the usual time of ceasing duty shall be paid 2s. 6d. for tea money.

RIGHT OF ENTRY OF UNION OFFICIAL.

13. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(*a*) That he produces his authority to the employer or his representative.
(*b*) That he interviews employees only at the place where they are taking their meal.
(*c*) That not more than one representative in all be in any establishment at any one time.
(*d*) That no one representative visit an establishment more than once a fortnight.
(*e*) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

PIECE-WORK PRICES.

14. That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be:

PART 1.

(1.) HAIR PAN WORK, which includes any or all of the following operations, namely:—Setting, boring (except in the case of setting wings in punched brooms) and/or finishing.

Section A. 1s. 7¾d. per 100 knots—
Brooms and banisters made of kitool, union or double-drafted fibre.

Section B. 1s. 9¾d. per 100 knots—
Ordinary, all hair and all bristle brooms up to 15 inches in length.
Ordinary, all hair and all bristle banisters.
Brooms and banisters made entirely or in part of single-drafted or rough fibre.
All brooms and banisters made of fibre in the inside and of any other material on the outside.
Flat-faced wall brooms (H.G. & Co. Pat.).
Baker's brushes (Banister Pat.).
Setting wings in punched brooms with holes bored ready for setting.

NOTES.—(a) In addition to the piecework prices set out in Part 1 of this clause a pieceworker shall be paid in the case of a male 25s. and in the case of a female 12s. 6d. for each full week worked or a pro rata amount according to the time actually worked less than a full week is worked.

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

HAIR PAN WORK—*continued.*

Section C. 2s. 0½d. per 100 knots—
- Ordinary, all hair and all bristle brooms over 15 inches to 18 inches inclusive.
- Turk's-heads fibre or fibre centre.
- Whisk or millet brooms and banisters.
- Foundry brushes.

Section D. 2s. 4d. per 100 knots—
- Ordinary, all hair and all bristle brooms over 18 inches to 24 inches inclusive.
- All hearth brushes, picture dusters, toy banisters, venetian blind dusters, vallance brushes, bedroom sweepers, and telescope hearth.
- Sanitary brushes, carpet sweepers, carpet brooms, banisters, and double banisters all over.
- Turk's-heads, Turk's-head banisters, paperhangers, sot painters, dusters, slipper hearth brushes, and jamb dusters.
- Baker's bench brushes (paperhanger pattern).
- Setting wings in punched brooms, boring included.

Section E. 2s. 8¾d. per 100 knots—
- Ordinary, all hair and all bristle brooms over 24 inches in length.
- Double-ended wall brooms, round stock (J.Z. & Co. Pat.).

Winging hair brooms 7½d. per 100 extra on pan rates.
Refrigerating brushes 6s. 9¾d. each.
Pipe spiral brushes 7¾d. per foot per row.
Stipplers 3s. 4¾d. per 100 knots.
Turk's-head banisters if marked ready for boring 11½d. per dozen less.
Dutching stocks 4d. per dozen stocks.
Pegging set work 7½d. per 100 holes extra.
Time rate for work unspecified, 2s. 5½d. per hour; odd jobs, 2¼d. under 1s. and 4½d. under 2s. 6d.

BASS PAN WORK, which includes any or all of the following operations, namely:—Setting, boring and/or finishing.

	s.	d.	
Brooms and banisters made of African bass, Giboon patent bass, bamboo bassine, Bahia, and extra fine round stalks	1	7¾	per 100 knots
Brooms and banisters made of cane and bass mixture and extra stiff bass	1	10	,, ,,
Brooms made of cane, kingia, and palmyra stalks, also caning bass brooms	2	1½	,, ,,
Refilling scavenger brooms, bass (setting only)	1	4½	,, ,,
Refilling scavenger brooms, magpie (setting only)	1	5¾	,, ,,
Refilling scavenger brooms, kingia cane or palmyra stalks (setting only)	1	7¾	,, ,,
Refilling street sweepers, bass (setting only)	1	6¼	,, ,,
Refilling street sweepers, magpie (setting only)	1	7¾	,, ,,
Refilling street sweepers, kingia cane or palmyra stalks (setting only)	1	9¾	,, ,,
Sweep's heads	0	11	each
Dutching bass stocks	0	5½	per dozen extra
Time rate for work unspecified, 2s. 5½d. per hour; odd jobs, 2¼d. under 1s. and 5½d. under 2s. 6d.			
Marking and boring street rollers	0	7½	per 100 holes
Preparing wigfall stocks	0	9½	per dozen
All materials over 8 inches	0	1	per 100 holes extra

BORING (DRAWN-WORK).

One bit work	1	1½	per 1,000 holes
Two bit work	1	5	,, ,,
Entering and boring through	1	5	,, ,,
Stretching over	0	5	,, ,,
Wings bored through with one bit to be calculated with body at	1	1½	,, ,,
Blacking dabbers	1	5	,, ,,
Porcupine cream can	1	8½	,, ,,
Billiard brushes	1	5	,, ,, all over
Round oil brushes	1	3¼	,, ,,
Porcupine stove	2	1½	,, ,,
Blackwood boards	0	3½	per 1,000 holes extra on above prices
Rock and miner brushes under 7 inches in length	0	8½	per doz. brushes
Rock and miner brushes from 7 to 9 inches in length	1	0	,, ,,
Drawn bass brooms—			
10 inches in size	1	8½	per doz. brooms
11 inches in size	1	8½	,, ,,
12 inches in size	1	10	,, ,,
13 inches in size	2	3¼	,, ,,
14 inches in size	2	3¼	,, ,,
15 and 16 inches in size	2	6½	,, ,,
Drawn wigfall bass brooms—			
12½ inches in size	2	3¼	,, ,,
13 inches in size	2	5	,, ,,
13½ inches in size	2	6½	,, ,,
14 inches in size	2	8¼	,, ,,
14½ inches in size	2	10	
All over 2 inches in thickness	0	5	per doz. brooms extra on above prices
Dry rubbers	1	6¾	per 1,000 holes
Beating or stereotype	1	3¼	each
Drawn mill work	1	8½	per 1,000 holes
Knifing single wings	0	2½	per doz. wings
Knifing double wings	0	4¼	,, double wings
Knifing all wings, such as butchers' scrubs	0	2½	,, ,, ,,
Knifing dumb-bell and sluice-box brush wings	0	5	,, ,, ,,
Roached-faced boards (such as dandruff)	0	4¼	,, boards
Roached-back boards (such as cloth)	0	5	,, ,,
Rolling boards	0	5	,, ,,
Cushioning all boards	0	8½	,, ,,
Cushioning ends of rolled boards, by knife only	0	2½	,, ,,
Cushioning ends by knife and spokeshave	0	3½	,, ,,
Rolling dry rubber stocks	0	10½	,, stocks
Knifing blackwood boards (single wing)	0	3½	,, wings, single
Knifing blackwood boards (double wing)	0	6	,, double wings
Preparing billiard stocks	4	3	per doz. stocks

NOTES.—(a) In addition to the piecework prices set out in Part 1 of this clause a pieceworker shall be paid in the case of a male 25s. and in the case of a female 12s. 6d. for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

Machine Boring.

	s.	d.	
Holes—			
6 mm. and under, single bit	0	7¼	per 1,000 holes
6 mm. and under, twin bit	0	4¼	,, ,,
Over 6 mm., single bit	1	0¾	,, ,,
Over 6 mm., twin bit	0	7¼	,, ,,

Finishing.

	s.	d.	
Scrubs—			
All flat scrubs	1	2¾	per doz. brushes net
All solid bevelled scrubs	2	5½	,, ,, ,,
Cushioning backs	0	5	,, ,, extra
Screwing with screws or sham screws	0	3¾	,, ,, ,,
Grooving of scrubs	0	3¾	,, ,, ,,
Dairy or can—			
Flat back dairy	1	6¼	per doz. brushes
Solid back dairy	2	5½	,, ,,
Porcupine	1	2¾	,, ,,
Shoe—			
All flat shoe	1	6¼	per doz. brushes net
All solid roached shoe	2	5½	,, ,, ,,
Cushioning backs	0	5	,, ,, extra
Stencil shoe, roached	2	0½	,, ,, net
Dandruff—			
All flat	1	6¼	,, ,, ,,
All roached and pinned	2	5½	,, ,, ,,
All roached and screwed	2	9	,, ,, ,,
Cushioning backs	3	0¾	,, ,, ,,
Horse body—			
Flat	3	0¾	,, ,, ,,
Solid roached, or bevelled	4	7	,, ,, ,,
Cushioned	5	6¼	,, ,, ,,
Spoke—			
Straight	3	11¾	,, ,, ,,
Taper	5	6¼	,, ,, ,,
Rock or miner	1	2¾	,, ,, ,,
Flesh—			
Flat pinned without handles	2	9	,, ,, ,,
Solid cushioned	4	3½	,, ,, ,,
Flat pinned, with handles and necks	7	7¾	,, ,, ,,
Solid cushioned and screwed, with handles and necks	9	2¼	,, ,, ,,
Flat pinned, without necks	5	6¼	,, ,, ,,
Solid cushioned and screwed, without necks	7	0½	,, ,, ,,
Stove—			
All flat stove	1	10	,, ,, ,,
Porcupine bevelled and/or cushioned	2	9	,, ,, ,,
Oval, flat and/or solid	2	9	,, ,, ,,
Concave, oval	2	9	,, ,, ,,
Winged, bent	2	9	,, ,, ,,
Scotch	2	5½	,, ,, ,,
Plate—			
Straight, 1 and 2 row	1	6¼	,, ,, ,,
Straight 3 and 4 row	2	1¾	,, ,, ,,
Straight 5 and 6 row	2	9	,, ,, ,,
Straight, all over 6 row	3	0¾	,, ,, ,,
Bent, 1 and 2 row	2	1¾	,, ,, ,,
Bent, 3 and 4 row	2	9	,, ,, ,,
Bent, 5 row	3	0¾	,, ,, ,,
Bent, 6 row	3	8	,, ,, ,,
Bent, all over 6 row	3	11¾	,, ,, ,,
Curriers'—			
Roached and screwed	2	9	,, ,, ,,
Rolled and screwed, up to ½-in. backs	3	0¾	,, ,, ,,
Rolled and screwed, over ½-in. backs	3	11¾	,, ,, ,,
Lye—			
All flat lye	2	1¾	,, ,, ,,
Solid, rolled and screwed	3	8	,, ,, ,,
Solid, and not grooved, under 9 inches in length	2	5½	,, ,, ,,
Water—			
Roached and screwed	2	9	,, ,, ,,
Cushioned and screwed	3	0¾	,, ,, ,,
Butchers' scrubs—			
Flat (grooved, ungrooved, and solid)	2	1¾	,, ,, ,,
Solid, rolled	3	0¾	,, ,, ,,
Laundry—			
Flat	1	2¾	,, ,, ,,
Solid, bevelled	2	1¾	,, ,, ,,
Pick brushes	1	6¼	,, ,, ,,
Chinese battery or blanket scrubs—			
Screwed with straight sides	2	0½	,, ,, ,,
Screwed with hollow sides	2	9	,, ,, ,,
If not screwed	0	2½	,, ,, less
Drawn bass brooms—			
10 inches in length	1	6¼	,, ,, net
11 inches, 12 inches, 13 inches in length	1	10	,, ,, ,,
14 inches, 15 inches, 16 inches in length	2	5½	,, ,, ,,
Sluice box, dumb-bell, and concave brewers	2	9	,, ,, ,,
Deck scrubs	2	5½	,, ,, ,,
Boat scrubs—			
With back sawn V shape	3	0¾	,, ,, ,,
With backs solid	3	11¾	,, ,, ,,

NOTES.—(a) In addition to the piecework prices set out in Part 1 of this clause a pieceworker shall be paid in the case of a male 25s. and in the case of a female 12s. 6s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

FINISHING—*continued.*

	s.	d.	
Billiard brushes—			
Cedar backs	7	11½	per doz. brushes net
Huon pine or blackwood backs	9	6	,, ,, ,,
Verandah scrubs	1	2¼	,, ,, ,,
Blacking dabbers (with handles prepared)	0	11	,, ,, ,,
Grease brushes	1	0¼	,, ,, ,,
Dry rubbers (including lead, handles, and stays)	1	6¼	each
Cloth—			
Roached	3	0¾	per doz. brushes net
Roached, solid, shoe pattern	2	5½	,, ,, ,,
Roached faced, flat backs, one or two veneers	2	5½	,, ,, ,,
Roached, solid shoe pattern, blackwood backs	3	0¾	,, ,, ,,
Flat-handled, without necks	5	6¼	,, ,, ,,
Flat-handled, solid, without necks	7	4¼	,, ,, ,,
Flat-handled, with necks	7	11½	,, ,, ,,
Flat-handled, solid, with necks	9	2¼	,, ,, ,,
If huon-pine or satinwood used	1	6¼	per doz. brushes extra on above prices
Hat—			
Bent and solid, cushioned back	2	5½	per doz. brushes net
Snake pattern	3	11¾	,, ,, ,,
Flat backed	1	6¼	,, ,, ,,
Curved with handles same as crumb, and with boards sawn to shape	3	11¾	,, ,, ,,
Curved, with boards not sawn to shape	4	10¾	,, ,, ,,
Hair—			
Toilet (including scurf brushes), flat	6	8¼	,, ,, ,,
Toilet (including scurf brushes), solid	8	6¾	,, ,, ,,
Military, flat	3	0¾	,, ,, ,,
Military, solid	5	6¼	,, ,, ,,
Infant, No. 1 and No. 2 in size, flat	2	5½	,, ,, ,,
Infant, No. 3 in size, flat	3	0¾	,, ,, ,,
And if solid cushioned	0	11	per doz. brushes extra on above prices
Crumb—			
Kauri boards and backs	5	9¼	per doz. brushes net
Flat, with fancy backs	6	5¼	,, ,, ,,
Cushioned, with fancy backs	7	11½	,, ,, ,,
If finished with necks	1	6¼	per doz. brushes extra on above prices
Furniture—			
Double tufted crevice	5	9¼	per doz. brushes net
Nail—			
Flat	1	0¼	,, ,, ,,
Roached	1	6¼	,, ,, ,,
Oval roached	2	1¾	,, ,, ,,
Cushioned	2	5½	,, ,, ,,
Dog—			
Oval, flat	2	9	,, ,, ,,
Squeegees—			
14 inches and under in length	2	5½	,, ,, ,,
Over 14 inches and up to 18 inches in length	2	9	,, ,, ,,
Over 18 inches in length	3	0¾	,, ,, ,,
Handling and staying	1	2¾	per doz. brushes extra
Stocks and rubbers to be prepared.			
Cloth brushes (no pins), 7/16-in. cedar, cover cushion	1	6¼	per doz. brushes net
Button flat brushes (8 pins)	1	6¼	,, ,, ,,
Shoe flat brushes (6 pins)	1	2¾	,, ,, ,,
Shoe roach brushes (no pins)	1	6¼	,, ,, ,,
Shoe flat brushes (8 pins)	1	6¼	,, ,, ,,
Shoe flat brushes (10 pins)	1	6¼	,, ,, ,,
Nugget shoe brushes (flat back)	0	11	,, ,, ,,
Nugget shoe brushes (flat back and grooved sides)	1	0¼	,, ,, ,,
Sink scrubs (preparing handles)	0	11	,, ,, ,,
Sink scrubs (cushioned)	1	2¾	,, ,, ,,
Steel wire brushes, square ends	1	6¼	,, ,, ,,
Steel wire brushes, round ends	1	11¼	,, ,, ,,
Steel wire brushes, dumb-bell (solid backed and screwed)	3	0¾	,, ,, ,,
Steel wire brushes, dumb-bell (flat backed and pinned)	2	5½	,, ,, ,,

BENCH DRAWING AND CUTTING OFF.

Schedule A.—5½d. per 100 holes.

Scrubbing brushes, laundry or stocking brushes, blanket scrubs, or Chinese battery scrubs, brewers' scrubs, dumb-bell scrubs, concave scrubs, deck scrubs, or ship paint scrubs, butchers' scrubs, can or dairy scrubs, verandah scrubs, sink scrubs, tufted scrubs, black-lead or stove brushes, oval stove brushes, porcupine stove brushes, shoe brushes, viz., bachelor shoe, compo or harness brushes, improved shoe brushes, tan boot brushes, stencil shoe brushes, clothes brushes, viz., long-handled cloth brushes, hat brushes, bent hat brushes, button brushes, plate brushes, long and short handled flesh brushes, crumb brushes, nail brushes, lye brushes, pick brushes, dandruff brushes, horse body brushes, spoke brushes, water brushes, tailors' brushes, curriers' brushes, scouring brushes, furniture brushes, boat scrubs, bristle scrubs, drawn pot scrubs, dog brushes, porcupine cream can long or short handle, grease or pudding brushes, billiard brushes, common oil, thistle oil, blacking dabbers, elbow pot scrubs, boot scraper brushes, drawn tar brushes, sand brushes, drawn hair or fibre banisters, sanitary and pan drawn, with other than stiff bass, drawn hair or fibre paperhangers

	s.	d.	
Rock brushes and all brushes drawn with stiff broom bass	0	8¼	per 100 holes
Military hair brushes, revolving hair brushes, toilet brushes, and all drawn penetrating	0	7½	,, ,,
Root drawing bristle	0	9½	,, ,,
Drawn bristle paperhangers and banisters, and iron venetian blinds	0	9½	,, ,,
Stereotype brushes	1	4½	,, ,,
Car-roof brushes	1	0¼	,, ,,

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BENCH DRAWING AND CUTTING OFF—*continued.*

	s.	d.	
Drawn bottle brush tips	1	3	per doz. tips
Drawn bottle brush shafts	2	4¾	per doz. shafts
Combing and cleaning wool, shoe, or stove brushes	0	5½	per doz. brushes extra
Billiard brushes (fixing up wings)	1	3	per doz. brushes
Seaming brushes	1	9¾	,, ,,
Round brushes, jam, hat, tomato, preparing brushes, and all other brushes of a similar design or pattern not otherwise provided for, and of any material	0	9½	per 100 holes
Dry rubbers	0	6¾	,, ,,
All wheel brushes (other than wire wheel)	0	6¾	per 100 holes
Wire wheel brushes, with soft brass wire	1	3	,, ,,
Wire wheel brushes, with stiff brass wire	1	9¾	,, ,,
Bristle ring	0	9½	,, ,,
All bone	0	5½	,, ,,
Sprigging	0	5½	per doz. brushes extra
Refill hair brushes	0	8½	per 100 holes net
Leather dog and horse body brushes	0	7½	,, ,, ,,
Hair brooms	0	5¾	,, ,, ,,

All mill work to be paid for at the time rate of 1s. 5¾d. per hour net.
Time rate for work unspecified 1s. 4½d. per hour net.

DRAWN BASS WORK.

	s.	d.	
African and Bahia	1	3	per 100 holes
Bassine	1	1¾	,, ,,
Cut off to pattern	1	7½	,, ,,
Split cane	1	11½	,, ,,

STEEL WIRE BRUSHES.

	s.	d.	
Filling only with hard or soft wire laced	0	11½	per 100 knots
Filling only with hard wire	0	7½	,, ,,
Making tube brushes on screwed shanks	3	4¾	per doz.
Tube brushes on screwed shanks, if trimmed	3	9	,,
Drawing flat steel wire brushes	1	7	per 100 knots
Drawing flat steel wire brushes, if trimmed	1	9	,, ,,
Drawing round steel wire brushes	1	2¼	,, ,,
Drawing round steel wire brushes, if trimmed	1	4¼	,, ,,
Filling with wire 2 inches in length and under	1	2	,, ,,

BRUSHES, BOTTLE AND FLUE

BOTTLE BRUSHES.

Making Hand Brushes, with or without Loop.

	s.	d.	
No. 8 gauge	2	11¾	per doz. brushes net
No. 9 gauge	2	6½	,, ,, ,,
No. 10 gauge	2	4½	,, ,, ,,
No. 11 gauge	1	11¼	,, ,, ,,
No. 12 gauge	1	11¼	,, ,, ,,

Making Machine Bottle Brushes.

3 Wires, No. 8 and No. 9	4	1	per doz. brushes net
3 Wires, No. 10, No. 11, and No. 12	3	4¾	,, ,, ,,
4 Wires, No. 8 and No. 9	4	9¼	,, ,, ,,
4 Wires, No. 10, No. 11, and No. 12	4	1	,, ,, ,,

FLUE BRUSHES.

	s.	d.	
2½ feet and under in length	2	4½	per doz. brushes net
3 feet	2	8	,, ,, ,,
3½ feet	3	0¾	,, ,, ,,
4 feet	3	5½	,, ,, ,,
4½ feet	4	1	,, ,, ,,
5 feet	4	9¼	,, ,, ,,
5½ feet	5	5¼	,, ,, ,,
6 feet	6	1½	,, ,, ,,
And for every additional wire	1	3	per doz. brushes extra
For each additional foot	1	3	,, ,, ,,
If made with tufts	1	1½	,, ,, ,,

DEMIJOHN BRUSHES.

	s.	d.	
1 gallon 2 wires, 2 feet in length	3	9	per doz. brushes net
2 gallons 2 wires, 2½ feet in length	4	5	,, ,, ,,
3 gallons 2 wires, 2¾ feet in length	4	9¼	,, ,, ,,
5 gallons 3 and 4 wires, 3 feet in length	6	1½	,, ,, ,,

TUBE BRUSHES.

	s.	d.	
Making cream separator brushes, with fan tips	2	8¾	per doz. brushes net
All bottle brushes such as phial, cruet pullthrough, milk tap	1	7	,, ,, ,,
Cover brushes	1	11¼	,, ,, ,,
Cover brushes, with turnover tops	2	4½	,, ,, ,,
Gun brushes, without shanks	1	3	,, ,, ,,

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HAIRS.

DRESSING.

	2½ Inch.	2¾ Inch.	3 Inch.	3¼ Inch.	3½ and 3¾ Inch.	4 and 4¼ Inch.	4½ and 4¾ Inch.	5 Inch and over.
Per doz. lb.	15s. 7¾d.	13s. 10¾d.	11s. 3½d.	10s. 5¼d.	8s. 8d.	7s. 10d.	6s. 11¼d.	6s. 0¾d.

	s.	d.	
Cleaning any one size* of own job	1	8¾	per doz. lb. extra
All dressing jobs where there is more than ½ inch in size to be taken off	0	5	in size per doz. lb. extra on the dressing job
All bristles or mixings usually tied up in two handfuls or under	0	3½	per doz. lb. less on above rates, if not tied up
All bristles or mixings usually tied up over two handfuls	0	2½	per doz. lb. less on above rates, if not tied up
Three or more colours	0	10¼	per doz. lb. extra
Black and white mixings	0	10¼	,, ,,

Mixing one or more sizes of a dressing job to be paid for at the rate of bottom prices.

* The size shall mean ¼ of an inch.

MIXING AND SHAKE-UP JOBS.

Fibre, Horsehair, or Kitool Material.

	2½ Inch.	2¾ Inch.	3 Inch.	3¼ Inch.	3½ and 3¾ Inch.	4 and 4¼ Inch.	4½ and 4¾ Inch.	5 Inch and over.
Per doz. lb.	13s. 10¾d.	12s. 2d.	10s. 5¼d.	8s. 8d.	7s. 10d.	6s. 11¼d.	6s. 0¾d.	5s. 2½d.

Cutting own material 5d. per dozen lb. extra on above prices.

Mixing Drafts and Fibre, if cut taper for painters' brushes, 10½d. per dozen lb. extra.

Mixing White Fibre—	s.	d.	
5-in. and over 5-in. material	5	7¾	per doz. lb.
4¾-in and 4½-in. material	6	0¾	,, ,,
4¼-in. and 4-in. material	6	11¼	,, ,,
3¾-in. and 3½-in. material	7	10	,, ,,
3¼-in material	8	8	,, ,,
3-in. material	10	5¼	,, ,,
2¾-in. material	12	2	,, ,,
2½-in. material	13	10¾	,, ,,

Mixing cocoa fibre material, dressed, up to 1½ lb. to dozen lb., 5d. per dozen lb. extra on mixing rates.

Mixing cocoa fibre material, dressed, up to 3 lb. to dozen lb., 10½d. per dozen lb. extra on mixing rates.

Mixing cocoa fibre material, dressed, over 3 lb. and not over 6 lb. to dozen lb., 1s. 8¾d. per dozen lb. extra on mixing rates.

Mixing drafts and bristles, 5d. per dozen lb. extra on sizes 3½ inch, 3¾ inch, and 4 inch.

If rough cocoa fibre be used, the rates to be double the above on mixing rates.

	s.	d.	
Sorting ordinary material	2	7¼	per doz. lb.
Sorting Lily material from Souchoy material	5	2½	,, ,,
Dressing riftings	13	10¾	,, ,,
Cutting back of material	2	7¼	,, ,,

Turning hairs, 10½d. per dozen lb. extra.

Bass and cane mixing—time rates.

CHINA MIXING.

	3 Inch.	3¼ Inch.	3½ Inch.	3¾ Inch.
Per dozen lb.	12s. 3d.	10s. 10¾d.	9s. 6¼d.	8s. 2d.

China draggings, 50 per cent. on dressing rates.

Time rate for work unspecified—2s. 5¼d. per hour.

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PART 2.

(2.)

PAINT BRUSHES.

Sash Tools.

	0	1	2	3	4	5	6	7	8	9	10	12
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
White stringbound forked	1 10	1 11¼	2 0½	2 1¾	2 2¾	2 4	2 5¼	2 9	3 0½	3 4¼	3 8	4 3¼
	0	1	2	3	4	5	6	7	8	9	10	12
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Black string-bound forked..	1 7½	1 8¾	1 10	1 11¼	2 0½	2 1¾	2 2¼	2 6½	2 10¼	3 1¾	5½	3 8
	1	2	3	4	5	6	7	8	9	10	12	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Metal ferrule sash, flat, with one pin up to No. 9 and two pins over No. 9 ..	1 6¼	1 7½	1 8¾	1 10	1 11¼	2 0½	2 2¾	2 5¼	2 9	3 0½	3 4¼	

Metal ferrule and socket sash in white to be charged size below, above rates for white string-bound sash tools.

Metal ferrule and socket sash in black to be charged size below, above rates for black string-bound sash tools.

Metal Ferrule Pressed Sash Tools.

Nos.	2	4	6	8	10	12	14	16	18	20	22	24
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	1 5	1 6¼	1 7½	1 8¾	1 10	1 11¼	2 0½	2 2¾	2 5¼	2 9	3 0½	3 8

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Ground Distemper Brushes.

	6 oz.	7 oz.	8 oz.	9 oz.	10 oz.	11 oz.	12 oz.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Two-knot copper bound	7 4	7 11¼	8 6½	9 1¾	9 9¼	10 4½	10 11¾

The above rates include soldering and clips.
Band distemper up to 10 oz., 1s. 10d. per dozen brushes extra on two-knot rates.
Band distemper over 10 oz., 2s. 5¼d. per dozen brushes extra on two-knot rates.
Three-knot copper-bound distemper to be made at the same rates as band distemper.
Washing-down brushes to be made for 1s. 2¾d. per dozen less than two-knot rates.

One-knot Ovals, Copper Bound.

10 oz.	8 oz.	6 oz.	4 oz.	3 oz.	2 oz.	1 oz.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
9 1¾	7 11¼	7 4	6 8½	6 1¼	5 6	4 10½

Above rates include soldering and clips. Without clips, 3¾d. per dozen less than above rates.

Small One-knots.

Nos.	1x	1	2	3	4	5	6
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	4 10½	4 7	4 3½	3 11½	3 8	3 4¼	3 0½

Weatherbound Brushes, Brass-bound, Nailed both sides (any colour).

3 in.	3½ in.	4 in.	4½ in.	5 in.	5½ in.	6 in.	7 in.	8 in.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
7 11¼	8 6½	9 1¾	10 4½	11 10¾	13 5	14 0½	15 10½	18 3¾

Above rates to be 2s. 5¼d. per dozen less if leather bound. If made with unstraightened bristle, 7¼d. per dozen extra.

Three-knot Copper-tied Plasterers' Brushes.

Ounces	3 oz.	4 oz.	5 oz.	6 oz.	7 oz.	8 oz.	10 oz.
Numbers	6	5	4	3x	2x	1x	Ex
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	4 0¼	4 3¼	4 10½	5 6	5 10¾	6 2½	6 8½

If made with two knots, 7¼d. per dozen less than above rates.
If made with four knots, 1s. 2¾d. per dozen extra on above rates.

Fibre Distemper Brushes, Copper Bound.

	3 oz.	4 oz.	5 oz.	6 oz.	7 oz.	8 oz.	9 oz.	10 oz.	12 oz.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
One-knot	2 1½	2 2¾	2 5¼	2 9	..	..	..	..	..
Two-knot	3 4¼	3 4¼	3 5½	3 8	3 8	3 11½	3 11½	4 7	5 2¼

If made with three knots, to be 11d. per dozen extra on two-knot rates.

Laced Stock Brushes made of Fibre.

Three-knot	Four-knot	Five-knot
s. d.	s. d.	s. d.
2 2¾	2 11½	3 9¼

GLUE BRUSHES.

Driven Glue Brushes (in Iron, Copper, or Wire Ferrules).

½ to ¾ in.	1 in.	1⅛ in.	1¼ in.	1⅜ in.	1½ in.	1⅝ in.	1¾ in.	2 in.	2¼ in.	2½ in.	2¾ in.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1 10	2 5¼	2 5¼	2 5¼	2 5¼	3 0½	3 0½	3 0½	3 8	3 8	4 3¼	4 3¼

Each ½ inch or under, over 2¾ inches in diameter, to be 7¼d. per dozen extra.

Tin Bound Glue Brushes.

¼ oz.	½ oz.	¾ oz.	1 oz.	1¼ oz.	1½ oz.	2 oz.	2½ oz.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1 10	1 10	2 5¼	2 5¼	2 5¼	3 4¼	3 4¼	3 4¼

Wire Bridled Glue Brushes.

1½ oz.	2½ oz.	3¾ oz.
s. d.	s. d.	s. d.
4 3¼	4 10½	5 6

Machine Pressed Glue Brushes.

1 in.	1¼ in.	1½ in.
s. d.	s. d.	s. d.
3 0½	3 4¼	3 8

Pegged bottoms tied with wire, wire bridled, and ferrules painted.
If brushes are pinned and not machined, 1¼ per dozen pins extra on above rates.

Long Handled Paint Brushes.

4 oz.	5 oz.	6 oz.	7 oz.	8 oz.
s. d.	s. d.	s. d.	s. d.	s. d.
4 10½	6 1¼	6 8½	7 4	8 6½

Heads only, 2s. 5¼d. per dozen less than above rates for 7 oz. and 8 oz. heads.
Heads only 1s. 10d. per dozen less than above rates for 4 oz., 5 oz., and 6 oz. heads.

TAR BRUSHES.

Short handle.	Long handle.	Heads only.
s. d.	s. d.	s. d.
2 0½	2 9	2 0½

BEVELLED OR POINTED FITCHES (ROUND OR FLAT).

⅝ in.	½ in.	⅝ in.	¾ in.	⅞ in.	1 in.	1¼ in.	1½ in.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1 7½	1 8¾	1 10	2 0½	2 2¾	2 5¼	2 9	3 0½

ANGLE LINING FITCHES.

¼ in.	½ in.	¾ in.	1 in.	1¼ in.	1½ in.	1¾ in.	2 in.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1 6¼	1 6¼	1 10	2 1½	2 6½	2 11½	3 4¼	3 8

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Shaving-Brushes.

	½ oz.	¾ oz.	⅞ oz.	1 oz.
	s. d.	s. d.	s. d.	s. d.
Forked, string-bound shaving, made with washed and bleached bristle	1 11¼	2 0½	..	2 1½
Forked, string-bound shaving, white, to be washed and bleached	2 2¾	2 4	..	2 5½
String-bound socket	1 10	1 11¼	2 1½	2 5¼
Socket, shaving (domed in mould)	2 9	2 10¼	..	3 0¼
Metal ferrule shaving, washed and bleached bristle (if not pinned, 1¾d. per dozen less)	1 6¼	1 7½	..	1 10
Forked string-bound shaving, made with black bristle	1 11¼	2 0½	..	2 1½
Socket shaving, made with black bristle	1 10	1 11¼	2 1½	2 5¼

Bull dog pattern, ¾ oz., 3s. 3d.
Bull dog pattern, washed, ⅞ oz., 3s. 6d.
If long binding, 3¾d. per dozen extra.
Fine twine, 3¾d. per dozen extra.
If binding shellacked, 1¾d. per dozen extra.

Horn or Bone Handle Shaving Brushes, Domed in Mould.

	¼ oz.	½ oz.	¾ oz.	1 oz.
Brushes made with French or similar bristle	2s. 5¼d.	3s. 0½d.	3s. 8d.	4s. 7d.
Brushes made with badger or similar soft hair	3s. 0½d.	3s. 8d.	4s. 3¼d.	5s. 2¼d.

Bristle cappings, 3¾d. per dozen extra.
Soft hair, 5d. per dozen extra.

Pot Scrubs made with Bass or Cane.

	s. d.	
String bound	1 2¾	per doz. brushes
Tin or iron ferrules	0 11	,, ,,
Tin or iron ferrules, with string binding	1 0¼	,, ,,
Driven iron	1 6¼	,, ,,
Driven iron bridled	1 10	,, ,,
Stencil pattern	1 10	,, ,,
Cutting plugs for pot scrubs	0 3¾	per doz. brushes extra

Pastry Brushes.

	s. d.	
Solid wood handles	1 6¼	per doz. brushes
Tin ferrules	1 10	,, ,,
Screw handles	1 10	,, ,,

If set with glue, 7¼d. per dozen brushes extra.

Limerhead Brushes.

	s. d.	
Fibre	8 10¼	per doz. brushes
Bristle	10 11¾	,, ,,
Bristle tin bound ends	14 7¾	,, ,,
Bristle brass band	14 7¾	,, ,,

Stencil Brushes.

	s. d.	
0, ¼ inch	1 7½	per doz. brushes
1, ⅜ inch	1 7½	,, ,,
2, ½ inch	1 7½	,, ,,
3, ⅝ inch	1 10	,, ,,
4, ¾ inch	1 10	,, ,,
5, ⅞ inch	2 1¾	,, ,,
6, 1 inch	2 1¾	,, ,,
7, 1¼ inch	2 1¾	,, ,,
8, 1½ inch	2 5¼	,, ,,
9, 1⅝ inch	2 5¼	,, ,,
10, 1¾ inch	2 9	,, ,,
12, 1⅞ inch	2 9	,, ,,
14, 1⅞ inch	3 0½	,, ,,
16, 2 inch	3 0½	,, ,,

If made with tied bottoms, 5d. per dozen brushes extra on above rates.

Marking Brushes.

String bound.	Copper bound.	Copper bound bridled.
s. d.	s. d.	s. d.
3 0½	3 8	4 3¼

Flat Varnish Brushes.

	1 in.	1½ in.	2 in.	2½ in.	3 in.	3½ in.	4 in.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
¾ inch in thickness and up	1 6¼	1 10	2 4	2 6½	3 0½	3 8	4 3¼
7/16 inch in thickness and up to ¾ inch	1 2¾	1 6¼	2 0½	2 2¾	2 9	3 4¼	3 11½
⅜ inch in thickness and under	0 11	1 2¾	1 8¾	1 11¼	2 5¼	3 0½	3 8

The above rates cover every operation other than nailing and clinching, and trimming and bevelling.

If nailed and clinched by maker, the following additions shall be made to the above rates:—

1 in.	1½ in.	2 in.	2½ in.	3 in.	3½ in.	4 in.
d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
7¼	0 9¾	1 0¼	1 2½	1 5	1 8¼	1 10½

If trimmed and bevelled by maker, the following additions shall be made to the above rates:—

1 in.	1½ in.	2 in.	2½ in.	3 in.	3½ in.	4 in.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
0 3¾	0 5½	0 7¼	0 9¼	0 11	1 0¾	1 2¾

When brushes are wedged, the wedges to be provided ready for use.

If the brushes are made with white bristle, 3¾d. per dozen brushes extra.

NOTES.—(a) In addition to the piecework prices set out in Part 2 of this clause a pieceworker shall be paid in the case of a male 26s. 3d. and in the case of a female 12s. 6d. for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

WALL AND KALSOMINE BRUSHES.

	2½ in.	3 in.	3½ in.	4 in.	4½ in.	5 in.	5½ in.	6 in.	7 in.	8 in.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Over ¾ inch in thickness	2 9	3 4¼	3 11½	4 7	5 2¼	5 6	6 1¼	6 8½	7 11¼	9 1¾
Up to ¾ inch in thickness	2 1½	2 9	3 4¼	3 11½	4 3¼	4 10½	5 2¼	5 6	6 8½	7 11¼

The above rates cover every operation other than nailing and clinching, and trimming and bevelling.

If nailed and clinched by maker, the following additions shall be made to the above rates—

2½ in.	3 in.	3½ in.	4 in.	4½ in.	5 in.	5½ in.	6 in.	7 in.	8 in.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1 2¾	1 5	1 8¼	1 10½	2 1	2 2¾	2 5¼	2 7¾	2 10¼	3 0½

If trimmed and bevelled by maker, the following additions shall be made to the above rates:—

2½ in.	3 in.	3½ in.	4 in.	4½ in.	5 in.	5½ in.	6 in.	7 in.	8 in.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d	s. d.	s. d.	s. d.	s. d.
0 9¼	0 11	1 0¾	1 2¾	1 2¾	1 2¾	1 2¾	1 2¾	1 10	1 10

When brushes are wedged, wedges to be provided ready for use.

If brushes are made with white bristle, 3¾d. per dozen brushes extra.

Time rate for work unspecified 2s. 6¼ per hour.

Whitewash, Tin Bound.

4 in.	4½ in.	5 in.	5½ in.	6 in.	6½ in.	7 in.	8 in.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1 11¼	2 1¾	2 4	2 9	3 6½	4 0¾	4 9¼	5 2¼

All bristle tin-bound whitewash brushes to be 7¼d. per dozen extra on above rates.

If leather bound, 7¼d. per dozen extra on above rates.

If leather bound and set in shellac, 1s. 2¾d. per dozen extra on above rates.

Whitewash, Tin Bound, all Fibre.

4 in.	4½ in.	5 in.	5½ in.	6 in.	6½ in.	7 in.	8 in.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1 11¼	2 1¾	2 4	2 9	3 6½	4 0¾	4 9¼	5 2¼

If capped, 7¼d. per dozen on above rates.

	s. d.
Furniture brushes, double ended	4 3¼ per doz. brushes
Boot machine, straight or tapered	3 0¾ per each brush
Bowl brushes	1 10 per doz. brushes
Gum brushes	1 10 per gross brushes

All rates in the Schedule are rates per dozen, unless otherwise specified.
All between sizes to be paid for at the rate of the size next above, unless otherwise specified.
All tools and materials used in the manufacture of brushes to be supplied by the employer.

NOTES.—(a) In addition to the piecework prices set out in Part 2 of this clause a pieceworker shall be paid in the case of a male 26s. 3d. and in the case of a female 12s. 6d. for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

(b) Pieceworkers required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full week's work.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates set out in clause 2 (*b*) are based upon the following basic wage rates and base rate for adult females, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 16.

Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be to the nearest 3d.

Provided also that the piecework prices shall at the same time be increased or decreased in the same proportion as the weekly rates for the same class of work.

Basic Wage.

Place.	Basic Wage for Adult Males.			Base Rate for Adult Females.	Index Number Set Assigned.
	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.		
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Throughout the State	5 2 0	0 6 0	5 8 0	3 17 6	Melbourne

ADJUSTMENT OF BASIC WAGE.

16. (*a*) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expressions 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 November, 1947, the amounts of the Basic Wage shall be as prescribed in clause 15.

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

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

J. V. WILLOX, Secretary.

Melbourne, 27th August, 1947.

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No. 442] MONDAY, NOVEMBER 24. [1947

Factories and Shops Acts.

DETERMINATION OF THE PASTRYCOOKS BOARD.

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

(*b*) Pastrycooking was proclaimed on 19th October, 1938, as an apprenticeship trade under the Apprenticeship Acts for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell Street, Melbourne. (Price 3d.)

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

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

2. APPRENTICES OR IMPROVERS—MALE OR FEMALE. (EXCEPT THOSE COVERED BY THE APPRENTICESHIP ACTS.)

Wages Per Week of 44 Hours.

Experience.	Commencing Age.						Overtime— For overtime rates for Apprentices and Improvers, see Clause 7.
	Under 17 Years.			17 Years and Over.			
	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Rate.	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
First Year	23 9	1 3	25 0	32 9	1 9	34 6	
Second Year ..	32 9	1 9	34 6	44 0	2 3	46 3	
Third Year ..	44 0	2 3	46 3	63 9	3 3	67 0	
Fourth Year ..	63 9	3 3	67 0	87 3	4 6	91 9	
Fifth Year ..	87 3	4 6	91 9	..	..	..	

NOTE.—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

PROPORTIONATE NUMBER.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to the first three workers receiving not less than 141s. per week of 44 hours, and thereafter one improver to every six additional such workers.

Juvenile Workers.

Wages Per Week of 44 Hours.

Persons under 21 years of age (other than apprentices or improvers) employed as follows:—

—	Persons Engaged in General Work for the Whole of their Working Time						Females Engaged Decorating Christmas and New Year Cakes		
	Males.			Females.					
	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Wage.	Adjustable Weekly Wage.	Non-adjustable *War Loading.	Total Weekly Wage.	Adjustable Weekly Wage.	Non-adjustable *War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
14 years of age ..	26 6	1 6	28 0	..	..	..	..	..	..
15 ,, ,, ..	29 6	1 6	31 0	24 9	1 6	26 3	29 6	1 9	31 3
16 ,, ,, ..	34 3	2 0	36 3	27 0	1 6	28 6	34 3	2 0	36 3
17 ,, ,, ..	40 0	2 3	42 3	34 3	2 0	36 3	40 0	2 3	42 3
18 ,, ,, ..	45 0	2 6	47 6	37 0	2 3	39 3	46 0	2 9	48 9
19 ,, ,, ..	50 6	2 9	53 3	40 9	2 6	43 3	52 6	3 0	55 6
20 ,, ,, ..	59 9	3 3.	63 0	43 9	2 6	46 3	57 6	3 6	61 0

Other Employees.

Wages Per Week of 44 Hours.

—	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings employees therein	148 0	6 0	154 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamenter, or ornamental worker under his or her charge	143 0	6 0	149 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers ..	135 0	6 0	141 0
All other males	110 0	6 0	116 0
Females engaged in general work	67 9	4 0	71 9

	Ordinary Wage Per hour.	*War Loading Per hour.	Total Wage Per hour.
	s. d.	s. d.	s. d.
Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work	3 8	0 2	3 10

*** The War Loading shall not be taken into account in the calculation of overtime and other penalty rates.**

Weekly Hours.

3. The number of hours to constitute a week's work shall be forty-four (44).

Terms of Employment.

4. Employees, other than casual employees, who work less than 44 hours in any week may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

General Work.

5. That wherever occurring in this Determination, the expression "General Work" shall only include —

Bringing fuel to oven.
Bringing in raw material.
Buttering tins.
Carrying goods to and from the oven.
Cleaning bakehouse yard or premises.
Cleaning fruit and cutting peel.
Cleaning pans, tins, tools, or other utensils.
Cracking eggs.
Creaming and filling,
Emptying tins or trays.
Labelling tins or boxes.
Packing wedding cakes, other cakes, or pastry.
Papering hoops.
Turning hand machines.
Washing of machines.
Wrapping cakes or flour.

Time of Beginning and Ending Work.

6.

	Time of Beginning.	Time of Ending.
On Monday to Saturday (inclusive)	6 a.m. ..	7 p.m.

Overtime.

7. (*a*) All time worked in excess of 44 hours per week. Time and a half for the first 6 hours and double time thereafter.

In computing such overtime all work shall be taken into account whether performed by day or by night or both combined.

(*b*) All time worked between the hours of 7 p.m. and 12 midnight on Monday, Tuesday, and Wednesday, between the hours of 7 p.m. and 10 p.m. on Thursday, and between the hour of 7 p.m. and 8 p.m. on Friday } Double time.

(*c*) *Night work.*—All time worked on:—

(i) Sunday between 12 midnight and 6 a.m. Monday;
(ii) Monday, Tuesday, Wednesday between the hours of 12 midnight and 6 a.m. on the following day;
(iii) Thursday, between the hours of 10 p.m. and 6 a.m. the following day;
(iv) Friday, between the hours of 8 p.m. and 6 a.m. the following day

} Adult employees—Ordinary rate plus 25 per cent.
Apprentices, Improvers, Juvenile workers—Ordinary rate plus 25 per cent. or 1½d. per hour, whichever is the higher.

All employees who commence work at or before 1 a.m. shall receive night work rates for time worked after 6 a.m. until completion of shift.

(*d*) Employees (other than casuals) whose services are not required on any holiday mentioned in clause 12 shall not be required to make up time lost through such holiday which shall be deemed to be of 8 hours, and employees required to work:—

(*a*) In excess of 36 hours in any week in which one holiday occurs
(*b*) In excess of 28 hours in any week in which two holidays occur

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

LIMITATION OF NIGHT WORK.

8. Subject to the provisions of Clause 16 no employee shall be required to work at night for more than ten hours in a spread of eleven hours.

SHIFTS.

9. There shall be a ten (10) hour interval between shifts.

TERMINATION OF EMPLOYMENT.

10. Employees who have worked for 28 days or longer shall give or receive one week's notice of termination of employment, or one week's wages shall be forfeited or paid in lieu thereof.

SPECIAL RATE FOR PUBLIC HOLIDAYS.

11. That double time shall be the special rate for all work (except making fermented doughs) done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovementioned holidays, the special rate shall only be payable for work done on the day so substituted.

PUBLIC HOLIDAYS.

12. All employees (except casual employees) whose services are not required shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Union Picnic Day (i.e. third Monday in February in each year), Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; or any other day substituted for the above days by Acts of Parliament or Proclamation.

SUNDAY WORK.

13. No person shall be employed on Sunday before 12 midnight with the following exceptions:—

(a) Making fermented doughs, for which double time shall be paid;

(b) One man per factory may be employed in the preparation of pie meat between the hours of 1 p.m. and 5 p.m. at double rates of pay, with a minimum payment of 10s. for this work.

TIME BOOK.

14. The correct times of beginning and ending work shall be recorded daily in a proper book or time card, or by mechanical means, to be furnished by the employer, such record shall be initialed by the employee at least once a week, and shall be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Pastrycooks Union of Australia and the Inspector of Factories.

AUTHORIZED PERSON MAY ENTER FACTORY.

15. The permanent Secretary-Treasurer of the Pastrycooks Union of Australia, Victorian Branch, shall have power to enter and inspect during working hours any part of a pastrycook's factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Pastrycooks Union shall have the right to interview employees in regard to conditions of employment at the employer's convenience.

MEAL TIME.

16. A meal break of not less than 30 minutes and not more than one hour shall be allowed after a period of four hours' and not more than five hours' continuous work. Such meal break shall not be calculated as time worked.

REST PERIODS.

17. A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

FEMALE EMPLOYEES.

18. No female of any age shall be employed prior to 6 a.m.

LAUNDERING ALLOWANCE.

19. Any employee required to wear overalls shall receive a laundering allowance of two shillings per week.

ANNUAL HOLIDAYS.

20. The annual holidays for employees covered by this Determination shall be two weeks in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act* 1946—No. 5111.

SICK LEAVE.

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

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 12 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

DETERMINATION TO BE EXHIBITED.

22. A copy of this Determination shall be posted or hung up in a place where it is easily accessible to the employees.

DEFINITION.

23. "Ovenman" shall mean an employee responsible for the baking of all kinds of cakes and pastry.

PERIODICAL ADJUSTMENT OF WAGES.

24. The wages rates set out in Clause 2 are based upon the following basic wage rates and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, this Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 25. Provided that the wages of females, apprentices, improvers and juveniles shall be adjusted proportionately to adjustments of the basic wage. Such adjustments in the case of females, apprentices, improvers and juveniles shall be computed 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 2 0	6 0	5 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(*b*) Until the beginning of the first pay period to commence in November, 1947, the amounts of the Basic Wage shall be as prescribed in clause 24.

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

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

J. V. WILLOX, Secretary.

Melbourne, 2nd September, 1947.

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No. 443] **MONDAY, NOVEMBER 24.** **[1947**

Factories and Shops Acts.

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

NOTE.—This Determination applies to the following parts of Victoria, viz.:—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person employed in a Tobacconist's shop" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 19th September, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.

Wages.	Per Week of 47 Hours. Males. s. d.	Females. s. d.
15 years of age or under	30 0	30 0
16 years of age	37 6	37 6
17 years of age	55 0	51 0
18 years of age	67 6	61 0
19 years of age	81 6	75 6
20 years of age	96 6	92 6

Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

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

Other Employees.

Wages.	Per Week of 47 Hours. Males. s. d.	Females. s. d.
Departmental Manager, i.e., the principal employee in charge of a tobacco Department in any store, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such Department ..	137 6	122 6
First assistant, 25 years of age, where two or more persons over the age of 19 years are employed	132 6	117 6
*All others	122 6	106 6

* Provided that any employee in charge of a kiosk, or stall, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such kiosk, or stall, shall be paid the rates herein provided with an addition of 10 per cent.

3. TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
8.30 a.m.	6 p.m. on Monday to Friday inclusive.
8.30 a.m.	1 p.m. on Saturday

OVERTIME.

4. Within the hours fixed in clause 3 in excess of 47 hours in any week .. .. .. } Time and a half.
Outside the hours fixed in clause 3 .. .. }

TIME WAGES.

5. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work, shall for each hour worked up to 24 hours be paid—

(*a*) in any week in which two or more public holidays occur .. At the ordinary wages rate, with an addition of fifty per centum.

(*b*) in any other week .. .. At the ordinary wages rate, with an addition of thirty-three and one-third per centum.

and thereafter the ordinary wage rate up to but not exceeding ordinary wages rates for an ordinary week's work.

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

No. 443.—9390/47.

TERMINATION OF EMPLOYMENT.

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

SPECIAL RATES.

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

MEAL INTERVAL.

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

MEAL MONEY.

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

ANNUAL HOLIDAY.

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

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

SICK LEAVE.

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

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

PAYMENT OF WAGES, ETC.

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

REST PERIODS.

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

REFERENCE.

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

POSTING DETERMINATION.

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

PERIODICAL ADJUSTMENT OF WAGES.

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

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	Per week. £ s. d.	Per week. s. d.	Per week. £ s. d.	
Within the area to which this Determination applies ..	5 2 0	6 0	5 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

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

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

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 4th September, 1947.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 444] **MONDAY, NOVEMBER 24.** **[1947**

Factories and Shops Acts.

DETERMINATION OF THE BISCUIT BOARD.

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

(*b*) On the 21st June, 1913, the powers of the Biscuit Board were extended to enable it to "determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with the trade or business of making biscuits."

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

1. That as from the beginning of the first pay period to commence on or after the 10th August, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.

WAGES PER WEEK OF 44 HOURS.

	Male Apprentices or Improvers.	Female Apprentices or Improvers.
	s. d.	s. d.
Under 16 years of age	37 0	46 3
16 years of age	39 9	46 3
17 "	54 9	51 0
18 "	62 6	59 9
19 "	73 9	65 0
20 "	83 6	70 6

Apprentices or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 5s. per week in addition to above rates.

PROPORTION (IN ANY PLACE).

Apprentices.

MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 115s. per week of 44 hours.

FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 87s. 3d. per week of 44 hours.

Improvers.

MALES.

Two male improvers to every male worker receiving not less than 115s. per week of 44 hours.

FEMALES.

Four female improvers to every female worker receiving not less than 87s. 3d. per week of 44 hours.

Other Employees.

WAGES.

	Per week of 44 hours. s.	d.
Bakers (including Wafer Bakers and Branette Bakers)	132	0
Brakesman	128	0
Machine Attendant	125	0
Men carrying and stacking flour	132	0
Mixers (including Wafer Mixers and Sugar Cream Mixers)	131	0
Oven firemen	131	0
Adult males operating "Enroba" chocolate dipping machine	123	0
Despatch hands	123	0
All other males	115	0
All other females	87	3

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.

OVERTIME.

4.

(a) Places in which the week's work is performed in 5½ days—

Time worked in excess of 8 hours on any one day, Monday to Friday (inclusive) ..	Time and a half.
Time worked in excess of 4 hours on Saturday	Time and a half.

(b) Places in which the week's work is performed in 5 days—

Time worked in excess of 8 hours 48 minutes on any one day, Monday to Friday (inclusive)	Time and a half.

(c) Any time worked in excess of 44 hours in any week .. .. Time and a half.

TEA MONEY.

5. An allowance of 1s. 6d. for tea money shall be paid to all employees when work extends for more than two hours beyond the usual time of ending work.

ALLOWANCES.

6. Employees who are required to wear, when at work, overalls, the laundering of which is not paid for by the employer, shall be paid the following allowance in addition to their ordinary weekly wage:—

Males aged 19 years and over	2s. per week extra.
Males under 19 years	1s. 6d. per week extra.
All females	2s. per week extra.

TIME BOOK OR OTHER RECORD.

7. The correct times of beginning and ending work shall be recorded daily in a book, time card, or by mechanical means to be furnished by the employer; such record to be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Biscuit Makers' Union of Australia.

MEAL TIME.

8. A meal period of not less than 30 minutes and not more than one hour shall be allowed after a period of five hours' continuous work. Such meal period shall not be calculated as time worked.

NIGHT WORK.

9.

(i) All employees working on night work between the hours of 9 p.m. and 6.30 a.m. shall receive the rate of 5s. per night additional to the usual wage rate: Provided that when the employee works for less than half of the normal shift such payment in addition to the usual wage shall be 2s. 6d.

(ii) No female of any age shall be employed between the hours of 9 p.m. and 6.30 a.m.

SHIFT WORK.

10. Each employee engaged on shift work shall have a break of 10 hours between shifts.

SUNDAY WORK.

11. For all work done on Sunday, double time shall be paid with a minimum of 10s.

PAYMENT FOR HOLIDAYS.

12. Employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Union Picnic Day, Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; or any other day substituted for the above days by Act of Parliament or Proclamation.

Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

ANNUAL HOLIDAYS.

13. The annual holidays for employees covered by this Determination shall be in accordance with the provisions, as may be amended from time to time, of the Factories and Shops (Annual Holidays) Act 1946.

SICK PAY.

14.

(a) (i) Any employee not attending for duty shall lose his or her pay for the actual time lost unless he or she produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to accident arising in the course of his or her employment or to personal ill-health, but such employee shall not be entitled to payment for non-attendance on the ground of such accident or personal ill-health for more than five days in any one year: Provided that during the first year of service with an employer he or she shall not be entitled to more than one day's sick pay for the first three months; two days' sick pay for the first six months; three days' sick pay for the first nine months. For the purposes of this clause "year" shall mean the period between the 1st day of January in each year and the next 31st day of December.

(ii) Any employee on piecework not attending for duty on the ground of personal ill-health shall be paid at the corresponding timeworker's wage for the period of ill-health in all respects as if, during such period, he or she had been a weekly timeworker employed on such days and during such hours as are usually worked by timeworkers upon any day shift, and he or she shall comply with and be subject to the conditions for timeworkers prescribed in paragraph (i) of this clause.

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

For the purpose of this sub-clause service prior to the 1st January, 1947, shall be disregarded.

REST PERIOD.

15. Female employees shall be allowed a period of ten minutes in the morning and ten minutes in the afternoon at a time to be mutually arranged between the employer and the Secretary-Treasurer of the Biscuit Maker's Union, such time to count as time worked. Reasonable facilities shall be provided by the employer for female employees to make tea during such interval if they so desire; provided that:—

(i) Such period shall not be allowed within one hour of commencing or finishing work for the day or one hour before or after a meal break; and

(ii) Employees shall conform to such arrangement as the employer may make to ensure the continuity of operations.

PIECEWORK.

16. The Board determines, under the provisions of section 150 of the *Factories and Shops Act* 1928, that any employer may fix and pay piecework prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

AUTHORIZED PERSON MAY ENTER FACTORY.

17. The permanent Secretary-Treasurer of the Biscuit Makers' Union of Australia, Victorian Branch, shall have the right to enter and inspect, during working hours, any part of a biscuit factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Biscuit Makers' Union shall have the right to interview employees in regard to conditions of employment.

PERIODICAL ADJUSTMENT OF WAGES.

18. 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 19. Provided that the wages of adult females, apprentices, and improvers, shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage Adjustable.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 2 0	6 0	5 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

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

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

J. V. WILLOX, Secretary.

Melbourne, 8th September, 1947.

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

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No. 445] **MONDAY, NOVEMBER 24.** **[1947**

Factories and Shops Acts.

DETERMINATION OF THE TENTMAKERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 13th September, 1927, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of manufacturing :—

(*a*) Articles made of canvas or a substitute for canvas such as—

Sails, tents, marquees, ships' gear, wings of aeroplanes, horse rugs, cow rugs, water bags, outside blinds (except Venetian blinds), filters, mail bags, tarpaulins ;

(*b*) Any other kind of canvas goods except those subject to the jurisdiction of any of the following Boards :—

Agricultural Implements Board,
Country Agricultural Implements Board,
Boot Board,
Carriage Board,
Leather Goods Board, and
Rubber Trade Board.

(*c*) Flags "—

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence after the 26th June, 1947, the last previous Determination of this Board, shall be revoked and replaced by this Determination.

2. WAGES (ADULTS.)

—	Wages Per Week.
	£ s. d.
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference)	7 1 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	6 15 0
All other Journeymen	7 1 0
Journeywomen	4 10 9

In addition to the above rates the following shall be paid.

(*a*) Machinists employed on machining on aeroplane hangars shall be paid 4d. per hour in addition to the rates prescribed for machinists generally under this Determination.

(*b*) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature :—1½d. per hour extra.

In case of disagreement between the foreman and employee, the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a nonworking day in which case it shall be given during the next working day), or else the said allowance shall be paid.

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

(*c*) Females working on large machines (132K, 7·5, 45K, or any similar class of machine, and Grummet) on canvas goods or like material, 3s. 6d. per week extra on above rates.

FEMALES TO BE PAID MALE RATE.

3. Where a female is employed to do the following class of work, she shall be paid the rate which is prescribed for adult males :—

(*a*) Cutting by machine any materials, and

(*b*) Cutting by hand all classes of material, provided that trimming, cutting patches of material under 12 oz. in weight and cutting any single thicknesses of materials not more than 10 oz. in weight shall be paid for at the appropriate females rates.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following—

—	Wages Per Week.
	s. d.
Five year terms—	
First year's experience	29 6
Second year's experience	32 0
Third year's experience	48 3
Fourth year's experience	80 3
Fifth year's experience	101 9
Four year terms—	
First year's experience	29 6
Second year's experience	48 3
Third year's experience	80 3
Fourth year's experience	101 9

(c) Experience in this clause means actual experience, whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

(1) Sail, tent and canvas goods maker ;

(2) Ship's gear maker.

(e) The period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of order or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

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

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty-four hours of working time per annum.

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

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

(l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

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

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

JUNIOR WORKERS—MALES.

5. (a) Junior Workers may be employed at the following rates of pay :—

Age.	Wages Per Week.
	s. d.
Under 16 years of age	29 6
16 and under 17 years of age	37 6
17 and under 18 years of age	50 9
18 and under 19 years of age	64 3
19 and under 20 years of age	80 3
20 and under 21 years of age	101 9

(b) The proportion of Junior Workers and apprentices allowed shall be :—

Male Employee receiving at least Adult Male Basic Wage.	Junior Workers including Apprentices.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause, the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

6. (a) Female Junior Workers may be employed at the following rates of pay :—

Age.	Wages Per Week.
	s. d.
Under 16 years of age	29 6
16 and under 17 years of age	37 6
17 and under 18 years of age	42 9
18 and under 19 years of age	48 3
19 and under 20 years of age	53 6
20 and under 21 years of age	66 9

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years experience in the industry covered by this Determination, shall be paid the full adult rate prescribed in clause 2.

(b) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(c) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

CASUAL WORKER.

7. To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

DEFINITIONS.

8. (a) "Federation" means the Australian Leather and Allied Trades Employees' Federation.

(b) "Double-time rates" or "Rate of double time" shall mean when applicable to ordinary hours of work on a week-day holiday or Sunday, the ordinary hour rate payable as part of the weekly wage, and in addition a rate equal to such ordinary hour rate.

(c) "Casual worker" means an employee (other than a regular employee) employed and paid by the day.

(d) "Journeyman" shall mean a male employee 21 years of age or over, other than apprentices.

(e) "Journeywoman" shall mean a female employee 21 years of age or over, or one who has worked four years or more on any work in the industry, for which a rate is prescribed in clause 2 of this Determination.

(f) "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

CONTRACT OF EMPLOYMENT.

9. (a) Employment shall be terminable on either side by a week's notice given at any time during the week or, if terminated without notice, by payment or forfeiture of a week's wages as the case may be.

(b) This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases wages shall be paid up to the time of dismissal only: Provided that the employer may deduct payment for any day on which an employee cannot be usefully employed because of any stoppage of work by an organization or group of employees or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

PART-TIME EMPLOYMENT.

10. For a period of not more than twelve months, from the date of operation of this Determination, females may be employed as part-time employees in any branch of the 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 be paid for each hour worked during the regular hours of work at the rate of at least 1/44th of the minimum weekly wage prescribed by this Determination for the class of work performed by them.

(c) 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.

(d) No female employee shall be employed as a part-time worker, unless a permit in writing is obtained from the Secretary or local Secretary of the Federation permitting such employee to be employed as a part-time employee. If he refuses consent, then the matter may be referred to the Wages Board.

(e) 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.

(f) Save as aforesaid, all the provisions of this Determination shall apply to such part-time employees.

MIXED FUNCTIONS.

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

PAYMENT FOR WORK ON SUNDAYS AND HOLIDAYS.

12. (a) All work performed on Sundays and holidays shall be paid for at the rate of not less than double time.

(b) An employee called upon to work on a Sunday or holiday shall be paid for a minimum of four hours' duty.

HOURS.

13. (a) 44 hours shall constitute a week's work.

(b) The regular hours of work shall not be earlier than 7 a.m. and not later than 6 p.m. on five days of the week.

(c) Not more than eight hours forty-eight minutes (except if paid for at overtime rates) shall be worked in any one day in each week.

MEAL TIME.

14. (a) Employees shall be allowed one meal break of not less than 30 minutes, such meal break to commence not later than 1 p.m.

(b) Meal intervals having been fixed shall not be altered except on seven days' notice to a shop steward employed in the factory and where there is no shop steward, on notice to the secretary of the local branch of the Federation.

(c) Any employee called upon to work during a meal hour shall be paid time and a half, and such time and a half shall continue until he or she has had a meal break.

(d) No employee shall be allowed to work more than five hours without a break for midday meals.

REST PERIOD.

15. A rest period of ten minutes shall be given to all employees between the hours of 9.30 a.m. and 11.30 a.m. The interval shall be counted as time off duty without deduction of pay. During such period the employees may leave their seats but not the premises.

OVERTIME.

16 (a) All time worked on any day before or after the regular working hours or in excess of 8 hours 48 minutes on any one day, or in excess of 44 hours in any one week, shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) In computing overtime each day's work shall stand alone.

(c) Any employees required to work overtime on Monday to Friday inclusive for more than two hours in any one day shall be paid 2s. 6d. meal money.

(d) Any employees required to work overtime on Monday to Friday inclusive for more than 1½ hours on any one day shall be allowed ten minutes' crib time with pay at ordinary rates before commencing such overtime, except in cases where a minimum meal break of 30 minutes is given.

(e) No junior male worker (under the age of 16 years) or any female employee shall work overtime after 9 p.m.

(f) Any employee shall have completed his normal daily hours before overtime payment commences for such day, excepting in cases where failure to do so is due to causes outside his control or where time off has been with the employer's consent.

(g) Any employee working on a Saturday morning must have completed his ordinary normal weekly hours before overtime payment commences for such day, excepting in cases where failure to do so is due to causes outside his control or where time off has been with the employer's consent.

HOLIDAYS.

17. (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 Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) In the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder, Melbourne Cup Day shall be observed as a holiday in lieu of King's Birthday.

(c) Piece-worker shall be paid for such holidays, even though not worked, at the ordinary rates payable to employees not on piece-work doing the same class of work. The rate shall be one-fifth of the appropriate weekly wage in factories working on six days per week and one-fifth in factories working five days per week.

(d) If an employee's engagement is terminated otherwise than for misconduct within two weeks of any of the holidays above-mentioned, he or she shall be paid for such holiday or holidays unless he or she commences work with another employer and is paid by such employer for such holiday or holidays.

(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, such employee shall not be entitled to payment for such holiday. The amount to be deducted shall be one-fifth of the appropriate weekly wage.

PAYMENT OF WAGES.

18. (a) Employers shall pay all moneys due at least once in each week before knock-off time, and not later than Thursday in each week, excepting in cases where the local Branch or Section of the Federation gives written permission to an employer to substitute "Friday" in lieu of "Thursday".

(b) Any employee who has worked only a portion of a week and who is dismissed by his employer or has left his employment after the giving of a week's notice shall be paid on ceasing for all time worked during that week less any deductions that the employer may be lawfully entitled to make hereunder.

(c) Each employer shall be entitled to retain in hand from each employee an amount equal to two days' wages of such employee.

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

TRAVELLING TIME.

19 Any employee sent to work at a place other than his or her ordinary place of employment shall be paid all fares and out of pocket expenses incurred in going to or from such place of employment, and shall, if the travelling is done outside ordinary hours, be paid at ordinary rates for the time spent in travelling with a maximum of eight hours per day.

SICK AND ACCIDENT PAY.

20. (a) An employee absent through illness or accident shall not be entitled in any year (whether in the employ of one employer or several, except as hereinafter provided) to leave in excess of 44 hours of working time. For this purpose a year shall commence on the 1st day of July.

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

(c) An employee before becoming entitled to sick pay shall if required to do so by the employer produce a doctor's certificate or other sufficient evidence of sickness.

(d) An employee shall not be entitled to sick leave unless he has been in the service of the employer concerned for at least four weeks immediately prior to such absence.

(e) If the full period of leave as prescribed above is not granted in any year with an employer such portion as is not granted shall be cumulative from year to year with that employer up to a period not exceeding eighty-eight hours' working time, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

(f) Service before the date of coming into force of this clause shall be counted as service for the purpose of qualifying thereunder.

ANNUAL LEAVE.

Period of Leave.

21. (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 with such employer.

Public Holidays Excluded.

(b) (i) Such period of annual leave shall not include holidays as prescribed in clause 17 observed on working days, but shall include all other non-working days.

(ii) If any holiday as prescribed in clause 17 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 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 or part of 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.

Notice of Leave to be Given.

(*c*) Wherever possible thirty days and in any event not less than 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; in the case of dispute to be settled by the Wages Board.

Time When Leave to be Granted.

(*d*) 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 one week's notice to the employee.

Leave to be Given and Taken.

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

Payment of Wages.

(*f*) Each employee before going on leave shall be paid two weeks' wages at ordinary rates for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave. Payment in case of employees employed on piece-work or bonus work or any other system of payment by results shall be at time rates.

Leave in Advance.

(*g*) (i) An employer may grant 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 the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

(ii) Where leave has been granted to an employee pursuant to sub-clause (*g*) (i) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may for each one complete month of the qualifying period of twelve months not served by the employee, deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed in clause 17 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 (*f*) hereof, withhold from the employee a sum equal to one-twelfth for each complete 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.

(*h*) 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.

(*i*) (*a*) Continuity of 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 with the intention of avoiding obligations hereunder in respect of annual leave;

(ii) 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);

(iii) any absence on account of leave granted imposed or agreed to by the employer;

(iv) 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).

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.

(*b*) In calculating a period of twelve months' continuous service—

(i) (1) any annual leave taken therein;

(2) any absences of the kind mentioned in (i) and (ii) of paragraph (*a*) above shall be counted as part of such period;

(ii) in respect of absences of the kind mentioned in (ii) and (iv) of paragraph (*a*) above, the employee shall serve such additional period as part of his qualification for annual leave as will equal the period of such absences;

(iii) (1) Where an employee is absent from work for any cause whatsoever the employer shall, if so requested 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 factory where he is employed, or if there be no such office, to the manager of such factory or in his absence to the employee's foreman.

The employer shall give the notification to the employee by having the 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.

(*j*) 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.

Successor or Assignee or Transmittee.

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

Annual Close Down.

(*l*) 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 the following provisions shall apply :—

(i) He may by giving to the employees concerned not less than one month's notice of his intention so to do, stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned, is re-opened for work.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (*h*) of this clause, subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

Disputes.

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

Operation.

(*n*) Service before the 1st January, 1946, shall be taken into consideration for the purpose of calculating annual leave but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under this clause hereby revoked. Provided, however, that, in respect of services before the 1st of January, 1946, the annual leave shall be allowed at the rate of 3⅔ hours for each completed one month of continuous service after that date at the rate of 7⅓ hours for each completed one month of continuous service.

Any broken part of a month served before the 1st of January, 1946, shall for the purpose of this clause be deemed to be service after the 1st January, 1946.

The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

OUTDOOR WORK.

22. (*a*) Except as to erecting marquees and tents, fitting and fixing of blinds, awnings, waggon covers, machinery covers, and other like operations, all work shall be performed at the shop or factory of the employer and no employer shall give out work to be performed at any other place or permit work to be performed at any other place; and no employee shall perform work for an employer at any other place.

(*b*) No employee (including an apprentice or unapprenticed junior worker) in employment shall make or assist in the production of goods for sale on his own account or for any other employer.

EMPLOYER TO FIND WORKSHOP, ETC.

23. The employer shall find workshops, light, and bench room and supply all materials used in connexion with the trade free of charge to the employees.

CERTIFICATE OF SERVICE.

24. Any junior worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

LIMITATION OF EMPLOYER'S LIABILITY.

25. An employee entitled to the benefit of this Determination may at any time within twelve months from any payment by way of wages in accordance with this Determination becoming due to him or her, but not later, sue for the same in any court of competent jurisdiction. Provided that a demand in writing has been made on the employer concerned within three months of the time when the wages or arrears of wages, as the case may be, became due.

TIME AND WAGES BOOKS, CARDS, ETC.

26. (*a*) Each employer shall keep in each factory, workshop, or place where work is carried on by him, some card or check used in connexion with a mechanical clock or a time and wages book showing the name of each employee and his or her occupation the hours worked each day and the wages and allowances paid each week.

(*b*) Where a time-book is kept it shall be correctly entered up in ink, and shall be signed each week by the employee verifying the accuracy of the hours worked and the wages and allowances paid each week.

(*c*) The time occupied by an employee in filling in any time-books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(*d*) The time and wages book shall be open for inspection to not more than two officers of the Federation duly accredited in writing by the Federation during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the Secretary of the Federation or the district secretary or organizer of any division suspects that a breach of the Determination has been or is being committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

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

DINING ACCOMMODATION.

27. (*a*) In factories where five or more employees are employed, and it is or becomes reasonably practicable so to do, a separate room or portion of the factory or workshop shall be set aside by the employer as a dining-room and therein the employer shall provide adequate table and seating accommodation.

(*b*) Hot water shall be provided free of charge, to be available to employees immediately meal time commences.

(*c*) The employer shall provide the necessary labour to keep such room clean.

(*d*) If such dining-room is not regularly used by a reasonable number of the employees, the employer shall be released from his obligations under sub-clauses (*a*) and (*b*) hereof.

(*e*) Any dispute in respect of this clause shall be referred to the Wages Board.

REST ROOM.

28. In factories where ten or more female employees are employed, a properly ventilated rest room shall be provided for the use of such female employees. It shall contain a suitable couch and seating accommodation.

FIRST-AID OUTFIT.

29. (a) The employer shall provide and continuously maintain an efficient first-aid outfit in each factory controlled by him.

(b) An efficient first-aid outfit shall be that prescribed by the Factories and Shops Acts and the Regulations thereunder, but in cases where there is no legislation on the subject, the first-aid outfit shall contain the following equipment :—

Article.	Quantities to be kept in Ambulance Chest.	
	Factories and Workshops in which not more than 30 Persons are Employed.	Factories and Workshops in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	½ dozen assorted sizes	½ dozen assorted sizes
Iodine, tincture	1 oz.	2 oz.
Castor oil	1 oz.	2 oz.
Manual, first-aid.		
Petrolatum, carbolised	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonful of powdered picric acid; 3 oz. absolute alcohol; 2 pints distilled water.		
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized and plain		
Lint, absorbent		
Plaster, adhesive		

TOOLS OF TRADE—APPRENTICES.

30. All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer to the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indentures.

SHOP STEWARDS.

31. Shop stewards in each workshop shall be allowed the necessary time during working hours to interview the employer or his representatives on matters covered by this Determination affecting the employees whom they represent.

UNION BUSINESS.

32. Officers or members of the Federation or any branch thereof may leave their work to attend to the business of the Federation after at least three days' notice has been given to the employer, but without being paid while absent.

POSTING DETERMINATION AND NOTICES.

33. (a) In each factory in which five or more employees are employed the employer shall provide a notice board in the workroom of each department and the Federation shall be permitted to post formal shop and Federation notices on such board: Provided that the notices so posted shall be signed by the President, Secretary, or shop steward of the Federation.

(b) Ever employer shall post and keep posted a copy of the Determination in a place accessible to all employees.

PIECE-WORK.

34. (a) Subject to the employee receiving at least the minimum time rate an employer may remunerate, in respect of callings in which employees worked on the 2nd October, 1939, work under a system of payment by results, any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per centum in excess of their weekly rates. Such piece-work rates shall be fixed by the Factory Board consisting of two representatives of any employer, one of his employees and one representative of the Federation. If any such Board is unable to agree on any rate or rates proposed by the employer the matter in dispute shall be referred to the Wages Board.

(b) If the employees of any factory or the Federation fail to appoint representation to any such Board or fail to attend a meeting of such Board called by the employer on a date not less than three days after the service of notice on the State Secretary of the Federation the employer may adopt piece-work rates which he deems reasonable without the authority of any Factory Board.

(c) Where an employee works part of a full week at piece-work rates and part at time rates he or she shall be paid so much as he or she is entitled to receive under such piece-work rates, plus the proportionate amount which he or she is entitled to receive under this Determination at time rates of pay.

(d) The Federation may, during the currency of this Determination, apply to the Wages Board for correction or regulation of any piece-work rate, time bonus rate, task rate or any system of payment by results now in operation or hereafter introduced into any workshop controlled by an employer subject to this Determination.

(e) Where an employer has any person working under any system of payment by results referred to in this clause, he shall reduce into writing the terms under which such person is working, and such document shall be signed by such person and the employer. Upon demand by an officer of the Federation such document shall be shown to him, and he shall be allowed to make a copy of the same should he so desire. If the Federation considers that any such document does not comply with the provisions of this clause, it may refer the question to the Wages Board for determination.

(f) As far as practicable different grades of work shall be equitably divided between employees working under any system of payment by results.

(g) Employees working on any system of payment by results shall be paid at rate and a half when called upon to work overtime outside their ordinary hours of work or beyond 8 hours 48 minutes on any one day or 44 hours in any one week.

(h) Employees working on any system of payment by results waiting on the employer's premises at the employer's request ready and willing to work shall, for each pay period, receive at least the time rate prescribed for their occupation.

(i) Journeymen on piece-work teaching learners (not in the employ of the piece-worker) on piece-work shall be paid 10 per centum of piece-work rates extra whilst so employed.

RIGHT OF ENTRY OF UNION OFFICIAL.

35. (a) A duly accredited representative of the Federation shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions :—

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

(ii) that he interviews employees only at the place where they are taking their meal;

(iii) that not more than one representative in all be in any workshop at any one time;

(iv) that no one representative visit a workshop more than once in each week; and

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

(*b*) Where a Union official holding the right of entry this clause suspects that a breach of the Determination is occurring or has occurred he shall be afforded the opportunity to enter the factory during working hours and view the work in question: Provided that during such inspection the official shall not obstruct or interfere with the work in any way or converse with the employees while at work.

A Union representative shall be a duly accredited representative of the Federation if he be the holder for the time being of a certificate, signed by the General Secretary in the following form, or in a form not materially differing therefrom :—

(Name of Organization).

This is to certify that.....is a duly accredited representative of the above-named organization.

(SEAL)

.....

General Secretary.

Specimen signature of holder.....

Date.....

Strictly not transferable.

PERIODICAL ADJUSTMENT OF WAGES.

36. *Adult Males.*—The wages rates set out for males 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 37.

Basic Wage.

Needs Basic Wage (Adjustable on Capital Cities Index Number).	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Base Rate.
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
Four capitals (excluding Perth and Adelaide)	5 2 0	0 5 0	5 7 0

ADJUSTMENT OF BASIC WAGE.

37. (*a*) For the purpose 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 November, 1947, the amounts of the Basic Wage shall be as prescribed in clause 36.

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

In all cases where for the same class of work the same rates have been prescribed for journeywomen as are prescribed for journeymen, the rates for such journeywomen shall be increased or decreased in the same manner and by the same amount as the rates for journeymen.

The rates for piece-workers shall at the same time be increased or decreased in the same proportion as the weekly rates for the same class of work.

MARGINS.

38. (*a*) *Adult Males.*—In addition to the total base rate prescribed in clause 36 the following margins and special allowances shall be paid :—

Classifications.	Margin.	Special Allowance.
	Per Week.	Per Week.
	£ s. d.	s. d.
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference)	1 10 0	4 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	1 4 0	4 0
All other Journeymen	1 10 0	4 0

(*b*) *Adult Females.*—The minimum rate per week to be paid to adult female employees shall be the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 36 hereof calculated to the nearest threepence (half or less than half of threepence to be disregarded) and in addition thereto the special allowance and marginal rate specified :—

Percentage of Total Base Rate.	Special Allowance.	Margin.
	Per Week.	Per Week.
	s. d.	s. d.
75%	2 0	8 6

(c) *Apprentices—Males.*—The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following—

Experience.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 36 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).
	Per cent.
Five-year term—	
First year's experience	27½
Second year's experience	30
Third year's experience	45
Fourth year's experience	75
Fifth year's experience	95
Four-year term—	
First year's experience	27½
Second year's experience	45
Third year's experience	75
Fourth year's experience	95

(d) *Junior Workers—Males.*—Junior workers may be employed at the following rates of pay :—

Age.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 36 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).
	Per cent.
Under 16 years of age	27½
16 and under 17 years of age	35
17 and under 18 years of age	47½
18 and under 19 years of age	60
19 and under 20 years of age	75
20 and under 21 years of age	95

(e) *Junior Workers—Females.*—Female junior workers may be employed at the following rates of pay :—

Age.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 36 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).
	Per cent.
Under 16 years of age	27½
16 and under 17 years of age	35
17 and under 18 years of age	40
18 and under 19 years of age	45
19 and under 20 years of age	50
20 and under 21 years of age	62½

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

J. V. WILLOX, Secretary.

Melbourne, 28th July, 1947.

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Factories and Shops Acts.

DETERMINATION OF THE SADDLERY AND HARNESS BOARD.

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

In accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the trade of manufacturing harness, saddlery, or whipthongs" has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence after the 26th June, 1947, the last previous Determination of this Board, shall be revoked and replaced by this Determination.

2. That the lowest rates to be paid to any persons employed in the trade of manufacturing or repairing harness, saddlery, or whipthongs shall be—

3.

WAGES.

—	Wages Per Week.
	£ s. d.
Journeymen	7 1 0
Journeywomen	4 10 9

In addition to the above rates the following shall be paid.

Employees engaged in using offensive animal hair or similar offensive material shall be paid 2d. per hour extra, where the foreman and the employee agree that such hair and/or material is of an unusually offensive nature.

In the case of disagreement between the foreman and employee the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

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

FEMALES TO BE PAID MALE RATE.

4. Where a female is employed to do any of the following classes of work she shall be paid the rate which is prescribed for adult males :—

(*a*) Hand stitching or machine sewing with waxed thread of buggy, gig, or cab saddles, winker eyes, fronts, drops, padtops, pad or saddle cloths, folded hand parts, collar side pieces or housings for gig, carriage, spring cart or van harness ;

(*b*) hand stitching or machine sewing all other harness ;

(*c*) hand stitching, with waxed thread (other than beeswax), all classes of saddlery and leather goods other than harness ;

(*d*) machine sewing with waxed thread (other than beeswax), all classes of saddlery and leather goods other than harness ;

(*e*) quilting or cross barring panels ;

(*f*) cutting out all classes of work ;

(*g*) preparing, edging, creasing and finishing all classes of work.

APPRENTICES—MALES.

5. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

—	Wages Per Week. s. d.
Five-year terms	
First year's experience	29 6
Second year's experience	32 0
Third year's experience	48 3
Fourth year's experience	80 3
Fifth year's experience	101 9
Four-year terms—	
First year's experience	29 6
Second year's experience	48 3
Third year's experience	80 3
Fourth year's experience	101 9

(c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—(1) Riding Saddle Maker ; (2) Harness, harness saddle, bridle work, and strapping maker ; (3) Cutting or clicking ; (4) Whip and whipthong maker : (5) Collar maker.

(e) The period of apprenticeship shall not exceed four or five years including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than herein specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

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

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty-four hours of working time per annum.

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

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

(l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

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

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

JUNIOR WORKERS—MALES.

6. (a) Junior workers may be employed at the following rates of pay :—

—	Wages Per Week. s. d.
Under 16 years of age	29 6
16 and under 17 years of age	37 6
17 and under 18 years of age	50 9
18 and under 19 years of age	64 3
19 and under 20 years of age	80 3
20 and under 21 years of age	101 9

(b) The proportion of junior workers and apprentices allowed shall be :—

MALE EMPLOYEE RECEIVING AT LEAST ADULT MALE BASIC WAGE.	JUNIOR WORKERS INCLUDING APPRENTICES.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

7. Female junior workers may be employed at the following rates of pay :—

—	Wages Per Week. s. d.
Under 16 years of age	29 6
16 and under 17 years of age	37 6
17 and under 18 years of age	42 9
18 and under 19 years of age	48 3
19 and under 20 years of age	53 6
20 and under 21 years of age	66 9

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in Clause 3.

(a) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(b) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(c) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

CASUAL WORKER.

8. To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

DEFINITIONS.

9. (a) "Federation" means the Australian Leather and Allied Trades Employees' Federation.

(b) "Double-time rates" or "Rate of double time" shall mean when applicable to ordinary hours of work on a week-day, holiday or Sunday, the ordinary hour rate payable as part of the weekly wage, and in addition a rate equal to such ordinary hour rate.

(c) "Casual worker" means an employee (other than a regular employee) employed and paid by the day.

(d) "Journeyman" shall mean a male employee 21 years of age or over, other than apprentices.

(e) "Journeywoman" shall mean a female employee 21 years of age or over, or one who has worked four years or more on any work in the industry, for which a rate is prescribed in clause 3 of this Determination.

(f) "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

CONTRACT OF EMPLOYMENT.

10. (a) Employment shall be terminable on either side by a week's notice given at any time during the week or, if terminated without notice, by payment or forfeiture of a week's wages as the case may be.

(b) This shall not effect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases wages shall be paid up to the time of dismissal only: Provided that the employer may deduct payment for any day on which an employee cannot be usefully employed because of any stoppage of work by an organization or group of employees or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

PART-TIME EMPLOYMENT.

11. For a period of not more than twelve months, from the date of operation of this Determination, females may be employed as part-time employees in any branch of the 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 be paid for each hour worked during the regular hours of work at the rate of at least 1/44th of the minimum weekly wage prescribed by this Determination for the class of work performed by them.

(c) 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.

(d) No female employee shall be employed as a part-time worker, unless a permit in writing is obtained from the Secretary or local Secretary of the Federation permitting such employee to be employed as a part-time employee. If he refuses consent, then the matter may be referred to the Wages Board.

(e) 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.

(f) Save as aforesaid, all the provisions of this Determination shall apply to such part-time employees.

MIXED FUNCTIONS.

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

PAYMENT FOR WORK ON SUNDAYS AND HOLIDAYS.

13. (a) All work performed on Sundays and holidays shall be paid for at the rate of not less than double time.

(b) An employee called upon to work on a Sunday or holiday shall be paid for a minimum of four hours' duty.

HOURS.

14. (a) Forty-four hours shall constitute a week's work.

(b) The regular hours of work shall not be earlier than 7 a.m. and not later than 6 p.m. on five days of the week.

(c) Not more than 8 hours 48 minutes (except if paid for at overtime rates) shall be worked in any one day in each week.

MEAL TIME.

15. (a) Employees shall be allowed one meal break of not less than 30 minutes, such meal break to commence not later than 1 p.m.

(b) Meal intervals having been fixed shall not be altered except on seven days' notice to a shop steward employed in the factory and where there is no shop steward, on notice to the Secretary of the local branch of the Federation.

(c) Any employee called upon to work during a meal hour shall be paid time and a half, and such time and a half shall continue until he or she has had a meal break.

(d) No employee shall be allowed to work more than five hours without a break for midday meals.

REST PERIOD.

16. A rest period of ten minutes shall be given to all employees between the hours of 9.30 a.m. and 11.30 a.m. The interval shall be counted as time off duty without deduction of pay. During such period the employees may leave their seats but not the premises.

OVERTIME.

17 (a) All time worked on any day before or after the regular working hours or in excess of 8 hours 48 minutes on any one day, or in excess of 44 hours in any one week, shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) In computing overtime each day's work shall stand alone.

(c) Any employees required to work overtime on Monday to Friday inclusive for more than two hours in any one day shall be paid 2s. 6d. meal money.

(d) Any employees required to work overtime on Monday to Friday inclusive for more than 1½ hours on any one day shall be allowed ten minutes' crib time with pay at ordinary rates before commencing such overtime, except in cases where a minimum meal break of 30 minutes is given.

(e) No junior male worker (under the age of 16 years) or any female employee shall work overtime after 9 p.m.

(f) Any employee shall have completed his normal daily hours before overtime payment commences for such day, excepting in cases where failure to do so is due to causes outside his control or where time off has been with the employer's consent.

(g) Any employee working on a Saturday morning must have completed his ordinary normal weekly hours before overtime payment commences for such day, excepting in cases where failure to do so is due to causes outside his control or where time off has been with the employer's consent.

HOLIDAYS.

18. (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 Monday, Anzac Day, King's Birthday, Christmas Day and Boxing Day.

(b) In the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder, Melbourne Cup Day shall be observed as a holiday in lieu of King's Birthday.

(c) Piece-workers shall be paid for such holidays even though not worked at the ordinary rates payable to employees not on piece-work doing the same class of work. The rate shall be one-fifth of the appropriate weekly wage.

(d) If an employee's engagement is terminated otherwise than for misconduct within two weeks of any of the holidays above-mentioned, he or she shall be paid for such holiday or holidays unless he or she commences work with another employer and is paid by such employer for such holiday or holidays.

(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 such employee shall not be entitled to payment for such holiday. The amount to be deducted shall be one-fifth of the appropriate weekly wage.

PAYMENT OF WAGES.

19. (a) Employers shall pay all moneys due at least once in each week before knock-off time, and not later than Thursday in each week, excepting in cases where the local Branch or Section of the Federation gives written permission to an employer to substitute "Friday" in lieu of "Thursday."

(b) Any employee who has worked only a portion of a week and who is dismissed by his employer or has left his employment after the giving of a week's notice, shall be paid on ceasing for all time worked during that week less any deductions that the employer may be lawfully entitled to make hereunder.

(c) Each employer shall be entitled to retain in hand from each employee an amount equal to two days' wages of such employee.

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

TRAVELLING TIME.

20. Any employee sent to work at a place other than his or her ordinary place of employment shall be paid all fares and out of pocket expenses incurred in going to or from such place of employment, and shall, if the travelling is done outside ordinary hours, be paid at ordinary rates for the time spent in travelling with a maximum of eight hours per day.

SICK AND ACCIDENT PAY.

21. (a) An employee absent through illness or accident shall not be entitled in any year (whether in the employ of one employer or several, except as hereinafter provided) to leave in excess of 44 hours of working time. For this purpose a year shall commence on the 1st day of July.

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

(c) An employee before becoming entitled to sick pay shall if required to do so by the employer produce a doctor's certificate or other sufficient evidence of sickness.

(d) An employee shall not be entitled to sick leave unless he has been in the service of the employer concerned for at least four weeks immediately prior to such absence.

(e) If the full period of leave as prescribed above is not granted in any year with an employer such portion as is not granted shall be cumulative from year to year with that employer up to a period not exceeding eighty-eight hours' working time, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

(f) Service before the date of coming into force of this clause shall be counted as service for the purpose of qualifying thereunder.

ANNUAL LEAVE.

Period of Leave.

22. (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 with such employer.

Public Holidays Excluded.

(b) (i) Such period of annual leave shall not include holidays as prescribed in clause 18 observed on working days, but shall include all other non-working days.

(ii) If any holiday as prescribed in clause 18 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 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 or part of 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.

Notice of Leave to be Given.

(c) Wherever possible thirty days and in any event not less than 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; in the case of dispute to be settled by the Wages Board.

Time When Leave to be Granted.

(d) 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 one week's notice to the employee.

Leave to be Given and Taken.

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

Payment of Wages.

(f) Each employee before going on leave shall be paid two weeks' wages at ordinary rates for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave. Payment in case of employees employed on piece work or bonus work or any other system of payment by results shall be at time rates.

Leave in Advance.

(g) (i) An employer may grant 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 the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

(ii) Where leave has been granted to an employee pursuant to sub-clause (*g*) (i) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may for each one complete month of the qualifying period of twelve months not served by the employee, deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed in clause 18 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 (*f*) hereof, withhold from the employee a sum equal to one-twelfth for each complete 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.

(*h*) 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.

(*i*) (*a*) Continuity of 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 with the intention of avoiding obligations hereunder in respect of annual leave;

(ii) 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);

(iii) any absence on account of leave granted imposed or agreed to by the employer;

(iv) 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).

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.

(*b*) In calculating a period of twelve months' continuous service—

(i) (1) any annual leave taken therein;

(2) any absences of the kind mentioned in (i) and (ii) of paragraph (*a*) above shall be counted as part of such period;

(ii) in respect of absences of the kind mentioned in (iii) and (iv) of paragraph (*a*) above, the employee shall serve such additional period as part of his qualification for annual leave as will equal the period of such absences;

(iii) (1) where an employee is absent from work for any cause whatsoever the employer shall, if so requested 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 factory where he is employed, or if there be no such office, to the manager of such factory or in his absence to the employee's foreman.

The employer shall give the notification to the employee by having the 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.

(*j*) For the purposes 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.

Successor or Assignee or Transmittee.

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

Annual Close Down.

(*l*) 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 the following provisions shall apply:—

(i) He may by giving to the employees concerned not less than one month's notice of his intention so to do, stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned, is re-opened for work.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (*h*) of this clause, subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

Disputes.

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

Operation.

(*n*) Service before the 1st January, 1946, shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided, however, that, in respect of services before the 1st of January, 1946, the annual leave shall be allowed at the rate of 3⅔ hours for each completed one month of continuous service after that date at the rate of 7⅓ hours for each completed one month of continuous service.

Any broken part of a month served before the 1st January, 1946, shall for the purpose of this clause be deemed to be service after the 1st January, 1946.

The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

OUTDOOR WORK.

23. (a) All work shall be performed at the shop or factory of the employer, and no employer shall give out work to be performed at any other place or permit work to be performed at any other place; and no employee shall perform work for an employer at any other place.

(b) No employee (including an apprentice or unapprenticed junior worker) in employment shall make or assist in the production of goods for sale on his own account or for any other employer.

EMPLOYER TO FIND WORKSHOP, ETC.

24. The employer shall find workshops, light, and bench room and supply all materials used in connexion with the trade free of charge to the employees.

CERTIFICATE OF SERVICE.

25. Any junior worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

LIMITATION OF EMPLOYER'S LIABILITY

26. An employee entitled to the benefit of this Determination may at any time within twelve months from any payment by way of wages in accordance with this Determination becoming due to him or her, but not later, sue for the same in any court of competent jurisdiction: Provided that a demand in writing has been made on the employer concerned within three months of the time when the wages or arrears of wages, as the case may be, became due.

TIME AND WAGES BOOKS, CARDS, ETC.

27. (a) Each employer shall keep in each factory, workshop, or place where work is carried on by him, some card or check used in connexion with a mechanical clock or a time and wages book showing the name of each employee and his or her occupation, the hours worked each day, and the wages and allowances paid each week.

(b) Where a time-book is kept it shall be correctly entered up in ink, and shall be signed each week by the employee verifying the accuracy of the hours worked and the wages and allowances paid each week.

(c) The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(d) The time and wages book shall be open for inspection to not more than two officers of the Federation duly accredited in writing by the Federation during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the Secretary of the Federation or the district secretary or organizer of any division suspects that a breach of the Determination has been or is being committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

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

DINING ACCOMMODATION.

28. (a) In factories where five or more employees are employed and it is or becomes reasonably practicable so to do, a separate room or portion of the factory or workshop shall be set aside by the employer as a dining room and therein the employer shall provide adequate table and seating accommodation.

(b) Hot water shall be provided free of charge to be available to employees immediately meal time commences.

(c) The employer shall provide the necessary labour to keep such room clean.

(d) If such dining room is not regularly used by a reasonable number of the employees the employer shall be released from his obligations under sub-clauses (a) and (b) hereof.

(e) Any dispute in respect of this clause shall be referred to the Wages Board.

REST ROOM.

29. In factories where ten or more female employees are employed, a properly ventilated rest room shall be provided for the use of such female employees. It shall contain a suitable couch and seating accommodation.

FIRST-AID OUTFIT.

30. (a) The employer shall provide and continuously maintain an efficient first-aid outfit in each factory controlled by him.

(b) An efficient first-aid outfit shall be that prescribed by the Factories and Shops Acts and the Regulations thereunder, but, in cases where there is no legislation on the subject, the first-aid outfit shall contain the following equipment:—

Article.	Quantities to be Kept in Ambulance Chest.	
	Factories and Workshops in which not more than 30 Persons are Employed.	Factories and Workshops in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	½ dozen assorted sizes	½ dozen assorted sizes
Iodine, tincture	1 oz.	2 oz.
Castor oil	1 oz.	2 oz.
Manual, first-aid		
Petrolatum, carbolized	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonful of powdered picric acid; 3 oz. absolute alcohol; 2 pints distilled water		
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized and plain		
Lint, absorbent		
Plaster, adhesive		

TOOLS OF TRADE—APPRENTICES.

31. All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer to the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indentures.

SHOP STEWARDS.

32. Shop stewards in each workshop shall be allowed the necessary time during working hours to interview the employer or his representatives on matters covered by this Determination affecting the employees whom they represent.

UNION BUSINESS.

33. Officers or members of the Federation or any branch thereof may leave their work to attend to the business of the Federation after at least three days' notice has been given to the employer but without being paid while absent.

POSTING DETERMINATION AND NOTICES.

34. (*a*) In each factory in which five or more employees are employed, the employer shall provide a notice board in the workroom of each department and the Federation shall be permitted to post formal shop and Federation notices on such board: Provided that the notices so posted shall be signed by the President, Secretary, or shop steward of the Federation.

(*b*) Every employer shall post and keep posted a copy of the Determination in a place accessible to all employees.

PIECE-WORK.

35. (*a*) Subject to the employee receiving at least the minimum time rate an employer may remunerate, in respect of callings in which employees worked on the 2nd October, 1939, work under a system of payment by results, any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per centum in excess of their weekly rates. Such piece-work rates shall be fixed by the Factory Board consisting of two representatives of any employer, one of his employees, and one representative of the Federation. If any such Board is unable to agree on any rate or rates proposed by the employer the matter in dispute shall be referred to the Wages Board.

(*b*) If the employees of any factory or the Federation fail to appoint representation to any such Board or fail to attend a meeting of such Board called by the employer on a date not less than three days after the service of notice on the State Secretary of the Federation the employer may adopt piece-work rates which he deems reasonable without the authority of any Factory Board.

(*c*) Where an employee works part of a full week at piece-work rates and part at time rates he or she shall be paid so much as he or she is entitled to receive under such piece-work rates, plus the proportionate amount which he or she is entitled to receive under this Determination at time rates of pay.

(*d*) The Federation may, during the currency of this Determination, apply to the Wages Board for correction or regulation of any piece-work rate, time bonus rate, task rate, or any system of payment by results now in operation or hereafter introduced into any workshop controlled by an employer subject to this Determination.

(*e*) Where an employer has any person working under any system of payment by results referred to in this clause, he shall reduce into writing the terms under which such person is working, and such document shall be signed by such person and the employer. Upon demand by an officer of the Federation such document shall be shown to him, and he shall be allowed to make a copy of the same should he so desire. If the Federation considers that any such document does not comply with the provisions of this clause, it may refer the question to the Wages Board for determination.

(*f*) As far as practicable different grades of work shall be equitably divided between employees working under any system of payment by results.

(*g*) Employees working on any system of payment by results shall be paid at rate and a half when called upon to work overtime outside their ordinary hours of work or beyond 8 hours 48 minutes on any one day or 44 hours in any one week.

(*h*) Employees working on any system of payment by results waiting on the employer's premises at the employer's request ready and willing to work shall, for each pay period, receive at least the time rate prescribed for their occupation.

(*i*) Journeymen on piece-work teaching learners (not in the employ of the piece-worker) on piece-work shall be paid 10 per centum of piece-work rates extra whilst so employed.

RIGHT OF ENTRY OF UNION OFFICIAL.

36. (*a*) A duly accredited representative of the Federation shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions :—

(i) that he produces his authority to the gatekeeper or such other person as may be appointed by the employer;
(ii) that he interviews employees only at the place where they are taking their meal;
(iii) that not more than one representative in all be in any workshop at any one time;
(iv) that no one representative visit a workshop more than once in each week; and
(v) that if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Wages Board.

(*b*) Where a Union official holding the right of entry under this clause suspects that a breach of the Determination is occurring or has occurred he shall be afforded the opportunity to enter the factory during working hours and view the work in question: Provided that during such inspection the official shall not obstruct or interfere with the work in any way or converse with the employees while at work.

A Union representative shall be a duly accredited representative of the Federation if he be the holder for the time being of a certificate, signed by the General Secretary in the following form, or in a form not materially differing therefrom :—

(Name of Organization).

This is to certify that ..... is a duly accredited representative of the above-named organization.

(SEAL.)

....
General Secretary.

(Specimen signature of holder).....

Date.....

Strictly not transferable.

PERIODICAL ADJUSTMENT OF WAGES.

Adult Males.

37. The wages rates set out for males 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 38.

BASIC WAGE.

Needs Basic Wage (adjustable on capital cities index number).	Needs Basic Wage (Adjustable).	Constant Loading.	Total Base Rate.
	£ s. d.	Per Week. s. d.	Per Week. £ s. d.
Four Capitals (excluding Perth and Adelaide)	5 2 0	5 0	5 7 0

ADJUSTMENT OF BASIC WAGE.

38. (*a*) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' retail price and 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 November, 1947, the amounts of the basic wage shall be as prescribed in clause 37.

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

In all cases where for the same class of work the same rates have been prescribed for journeywomen as are prescribed for journeymen, the rates for such journeywomen shall be increased or decreased in the same manner and by the same amount as the rates for journeymen.

The rates for piece-workers shall at the same time be increased or decreased in the same proportion as the weekly rates for the same class of work.

MARGINS.

Adult Males.

39 (*a*) In addition to the total base rate prescribed in clause 37 the following margins and special allowance shall be paid :—

Classifications.	Margin.	Special Allowance.
	Per Week.	Per Week.
	£ s. d.	s. d.
Journeymen	1 10 0	4 0

Adult Females.

(*b*) The minimum rate per week to be paid to adult female employees shall be the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 37 hereof calculated to the nearest threepence (half or less than half of threepence to be disregarded) and in addition thereto the special allowance and marginal rate specified.

Percentage of Total Base Rate.	Special Allowance.	Margin.
	Per Week.	Per Week.
	s. d.	s. d.
75 per cent.	2 0	8 6

Apprentices—Males.

(*c*) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

Experience.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 37 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).
	%
Five-year term—	
First year's experience	27½
Second year's experience	30
Third year's experience	45
Fourth year's experience	75
Fifth year's experience	95
Four-year term—	
First year's experience	27½
Second year's experience	45
Third year's experience	75
Fourth year's experience	95

Junior Workers—Males.

(*d*) Junior workers may be employed at the following rates of pay :—

Age.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 37 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).
	%
Under 16 years of age	27½
16 and under 17 years of age	35
17 and under 18 years of age	47½
18 and under 19 years of age	60
19 and under 20 years of age	75
20 and under 21 years of age	95

Junior Workers—Females.

(*e*) Female junior workers may be employed at the following rates of pay :—

Age.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees indicated in clause 37 hereof, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded).
	%
Under 16 years of age	27½
16 and under 17 years of age	35
17 and under 18 years of age	40
18 and under 19 years of age	45
19 and under 20 years of age	50
20 and under 21 years of age	62½

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

J. V. WILLOX, Secretary.

Melbourne, 28th July, 1947.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 447] MONDAY, NOVEMBER 24. [1947

Factories and Shops Acts.

DETERMINATION OF THE COAL AND COKE BOARD.

NOTE.—This Determination applies to the Metropolitan district as defined in the Factories and Shops Act and the Orders in Council thereunder, the Cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool, the Town of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which now has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

(*a*) in any business or occupation connected with the sale or distribution of coal or coke by any—

(i) coal importer;
(ii) coal mine owner;
(iii) gas company;
(iv) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company;

(*b*) in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use—

(i) in power-producing or heat-producing units;
(ii) in the manufacture of explosives;
(iii) in the manufacture, repair, or maintenance of gas masks or respirators"

has made the following Determination, namely :—

1. That on the 12th September, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.—Persons OTHER THAN those employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

2. (*a*)

Improvers.*

WAGES PER WEEK.

	s.	d.
Under 17 years of age	67	3
17 years of age	79	0
18 " "	91	0
19 " " or over—the appropriate rate prescribed under the heading "other employees".		

PROPORTION.

One improver to the first six workers, and thereafter one improver to every ten workers receiving not less than 117s. per week.

Other Employees.

WAGES PER WEEK.

	s.	d.
Persons trimming or spreading coal that is heated or on fire	212	4
Persons employed driving and/or operating power-driven coal-loading machines, i.e., persons riding on, driving and/or operating mechanical or other levers of such coal-loading machines	156	4
Persons employed trimming coal and/or feeding coal to and from coal loaders	146	4
Persons trimming coal from the "Grab"	153	8
Other coal trimmers	146	4
Coal baggers or loaders	146	4
Persons employed loading by shovel or fork loose coal from railway trucks to vehicles	146	4
Persons employed loading by shovel or fork loose coal from vehicles to railway trucks	168	4
Persons loading by shovel or fork loose coal from the ground into railway trucks	179	4
Coke stackers at wharf coal yards	155	6
Coke yard employees	117	0
Carters driving one horse	115	0
Carters driving two horses	120	0
Carters driving three horses	123	0
Carters driving four horses	125	0
Carters driving five horses	126	0
And 6d. extra per day for every additional horse.		
Drivers of motor vehicle, including girlinger, having a maker's capacity of—		
(*a*) 25 cwt. or less	120	0
(*b*) Over 25 cwt., but not over 3 tons	124	0
(*c*) Over 3 tons, but under 6 tons	127	0
Further tonnage—for each complete ton over 5 an extra 1s. per week		
All other coal yard employees	139	4

NOTE.—The Board has determined, in accordance with Section 25 (1) of the *Factories and Shops Act* 1934, tha the trade is so unskilled that no apprentices shall be taken in the trade.

(*b*) Gas Producer Units.—The following provisions shall apply to drivers of gas producer units :—

(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.

(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.

(iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.

(iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

(*c*) War Loadings for Carters and Drivers.—In addition to the weekly rates prescribed herein, war loadings shall be paid as follows :—

	Per Week.
	s. d.
Juniors under 20 years of age	1 0
Juniors 20 years of age and over	1 6
All other classifications	3 0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates hereinbefore provided, and shall not be entitled to war loadings.

Hours.

3. All persons other than carters and drivers .. .. 44 hours per week.
Carters and drivers .. .. 88 hours per fortnight provided that not more than 48 hours per week shall be worked without payment of overtime.

4. Time of Beginning and Ending Work.

—	Time of Beginning.	Five Days in the Week.	Time of Ending the day the half-holiday is usually observed.
Carters	7 a.m.	5.45 p.m.	1 p.m.
All others	8 a.m.	5 p.m.	12 noon

Overtime.

5. (*a*) The following rates shall be paid for all overtime worked :—

(i) Outside the time of beginning and ending work as herein fixed—

Between 12 noon and midnight on the day on which the half-holiday is usually observed .. Double time.
Between 5 p.m. and midnight on the other working days .. .. .. Time and a half.
Between midnight and 8 a.m. .. .. Double time.

(ii) Within the times of beginning and ending work in excess of the hours fixed in Clause 3 as a week's work—

First two hours .. .. Time and a half.
Thereafter .. .. Double time.

(*b*) Special provisions relating to overtime :—

When overtime is to be worked casual employees shall where practicable be given preference. The foreman shall make the necessary arrangements for engaging casual employees during the times mentioned in clause 14 and shall inform casual employees so engaged of the actual time they are expected to commence work.

Should a casual employee be employed during the day and until 7 a.m. the following day by one employer, he shall not be required to continue after 7 a.m. if other labour is available.

Should a casual employee who has been employed all day be ordered back by the same employer to resume not later than 2 a.m. and continues until 7 a.m., he shall not be required to continue after 7 a.m. if other labour is available.

Should a casual employee's first start be midnight or later he shall if required, continue working throughout that day until 5 p.m.

If a regular yard employee after completing a full day's work is called upon to work overtime until later than 11 p.m., he shall not be required to resume work next morning if other labour is available.

Terms of Engagement.

6. (*a*) An employer shall have the option of engaging any employee either by the week or casually.

(*b*) (i) If the engagement is by the week, termination of employment shall be subject to a week's notice on either side. Provided that this clause shall not affect the employer's right to dismiss without notice at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowed.

(ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.

(*c*) The employer shall have the right to deduct payment for any day on which the employee cannot be employed usefully because of any strike or through any breakdown of machinery or any stoppage of work or any cause for which the employer cannot reasonably be held responsible.

Minimum of Work.

7. Casual employees called on to work on any day shall be given four (4) hours' work, or alternatively, four (4) hours' pay at ordinary rates.

Broken Working Hours.

8. Any broken part of fifteen minutes at the completion of a day's work shall be paid for as for a full fifteen minutes.

Transport.

9. When work finishes between midnight and 6 a.m., transport (if obtainable) shall be provided to convey the employees to a point adjacent to Flinders-street in the City. This clause shall only apply to the Metropolitan District.

Pay Day.

10. (*a*) All wages due to 5 p.m. on Thursday in each week shall be paid on that day.

(*b*) Each employee shall be furnished with particulars each pay day of time worked and rates of payment.

Smoke-Oh.

11. (*a*) Persons employed in trimming coal or coaling small vessels by means of baskets, shall be entitled to the following smoke-oh :—

Day—
10 a.m. to 10.30 a.m., unless work ends at or before 10 a.m.
3 p.m. to 3.30 p.m., unless work ends at or before 3 p.m.

Night—
9 p.m. to 9.30 p.m., unless work ends at or before 10 p.m.
3 a.m. to 3.30 a.m., unless work ends at or before 3 a.m.

(*b*) Persons employed continuously feeding coal into and/or driving or in charge of any mechanical appliance or elevator, shall be allowed 30 minutes' smoke-oh during each morning and each afternoon or alternatively shall be paid for such time.

(*c*) All other employees shall receive a smoke-oh of 10 minutes during each morning and each afternoon at a time mutually agreed upon or alternatively shall be paid for such time.

Wet Weather Provisions.

12. (*a*) A committee consisting of a representative of employers appointed by the Commonwealth Steamship Owners Association and a representative of employees appointed by the Federated Fodder and Fuel Trades Industrial Union, shall by agreement determine whether work at the South Wharf Coal Yards or any other place within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder shall proceed or cease in the event of wet weather.

(*b*) If the Committee agrees that rain is sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith provided that wagons which have been loaded to at least half capacity shall be completed before work ceases.

(*c*) In the event of employees working under cover and protected from rain the foregoing sub-clauses of this clause shall not apply and such employees shall continue working during any period of wet weather.

(*d*) During the temporary cessation of work employees shall hold themselves in readiness for work during ordinary hours of employment and shall be paid for the actual time of waiting as follows :—

For the first two hours—ordinary rates.
Thereafter at one-half ordinary rates.

(*e*) When the Committee determines that the weather conditions are suitable, employees affected shall immediately resume work.

(*f*) In the event of a disagreement by the Committee as to whether the conditions are suitable for a resumption of work, lots shall be drawn to determine the matter.

(*g*) If the employers' representative considers the weather justifying the cessation of work is likely to continue for a lengthy period, the payment of allowances set forth in paragraph (*d*) may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

(*h*) It shall be the function of the Wet Weather Committee as constituted under clause 12 (*a*) herein to determine if coal is too dusty to work, and if it so determines, such coal ex-ship shall be sprinkled with water prior to the coal being handled by employees.

Meal Money.

13. Any person required to continue work until 5.30 p.m. or later shall be paid 2s. meal money.

Picking-Up Time.

14. The picking-up time for engagement of labour at the South Wharf shall be from 7.45 a.m. to 11 a.m. Mondays to Fridays inclusive, and 7.45 a.m. to 10 a.m. on Saturdays.

Place for Engagement of Labour.

15. The place for engagement of labour at the South Wharf coal yards, shall be at the Harbor Trust shelter shed.

Right of Entry of Union Official.

16. A duly accredited representative of the Federated Fodder and Fuel Trades Industrial Union shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed, for the purpose of interviewing employees on legitimate union business.

Hot and Cold Showers.

17. Employers shall provide hot and cold showers for the use of employees.

Dining and Sanitary Accommodation.

18. Proper dining and sanitary accommodation shall be provided by the employer for the use of employees and shall be cleaned every day except Sundays and holidays, but in no case to be left uncleaned for more than one day.

Holidays.

19. (*a*) Weekly employees shall be entitled to the following holidays without deduction of pay :—New Year's Day, Good Friday, Easter Monday, Labour Day, Christmas Day, King's Birthday, or any other day substituted by Act of Parliament or Proclamation for any of the above-mentioned holidays.

(*b*) For all work done on the above-mentioned holidays the rates prescribed in clause 20 shall apply and for the purpose of this sub-clause, "double time" and "time and a half" shall mean an extra day's pay or an extra half day's pay as the case may be, in addition to the days pay included in the weekly wage.

Special Rates.

20. For all work done on Sundays and the undermentioned holidays, the rates shall be—

	Coal Trade.	*Coke Trade.*
Sundays	Double time	Time and a half
Australia Day	Time and a half	"
New Year's Day	"	"
Labour Day	Double time	"
Good Friday	"	Double time
Easter Saturday	Time and a half	Time and a half
Easter Monday	"	"
Christmas Day	Double time	Double time
Boxing Day	Time and a half	Time and a half
King's Birthday	"	"
Melbourne Cup Day	"	"

but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rate shall only be payable for work done on the day so substituted.

Annual Holidays.

21. The annual holidays for employees covered by this Determination shall be in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops* (*Annual Holidays*) *Act* 1946 (No. 5111.)

Sick Leave.

22. No deduction shall be made from the wages of any weekly employee unavoidably absent through illness for not more than 44 working hours in any year, i.e., one day for each two month's service, provided he has submitted, within 24 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that such illness was not the result of his own misconduct.

For the purposes of this clause, service prior to the 12th September, 1947, shall be disregarded.

Employees on Loan.

23. Notwithstanding anything elsewhere contained in this Determination, an employee shall be deemed to be in the employ of his employer even though such employee shall or may be loaned temporarily or transferred to another employer who is subject to the provisions of this Determination,

PART 2.—Persons employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal, in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture repair, or maintenance of gas masks or respirators.

1. (*a*)

Improvers.		
WAGES PER WEEK OF 44 HOURS.	*s.*	*d.*
Under 17 years of age	65	3
17 years of age	76	6
18 „ „	87	9
19 „ „ or over—the appropriate rate prescribed under the heading "other employees".		
PROPORTION (BY ANY EMPLOYER.)		
One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 115s. per week.		
NOTE.—The Board determines that no person shall be employed as an apprentice.		

Other Employees.		
WAGES PER WEEK OF 44 HOURS.	*s.*	*d.*
Wood cutters, using axe, power crosscut circular saw, or other method	127	0
Carters driving one horse	115	0
Carters driving two horses	120	0
Carters driving three horses	123	0
Carters driving four horses	125	0
Carters driving five horses	126	0
And 6d. extra per day for every additional horse ..		
Drivers of vehicle (including girlinger) having maker's capacity of—		
(*a*) 25 cwt. or less	120	0
(*b*) Over 25 cwt., but not over 3 tons	124	0
(*c*) Over 3 tons, but under 6 tons	127	0
Further tonnage—for each complete ton over 5 an extra 1s. per week.		
Charcoal burning by retorts, metal or brick kilns, or pits—		
(*a*) Operator in charge of plant	142	0
(*b*) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	132	0
Grinding or grading charcoal—		
(*a*) Attendant in charge of plant—		
(i) With four or more persons under his supervision ..	152	0
(ii) With three or fewer persons under his supervision ..	148	0
(*b*) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	142	0

(*b*) GAS-PRODUCER UNITS.—The following provisions shall apply to drivers of gas-producer units:—

(i) Driver of a motor vehicle fitted and operated with a charcoal gas-producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.

(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.

(iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.

(iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

(*c*) WAR LOADINGS FOR CARTERS AND DRIVERS.—In addition to the weekly rates prescribed in clause (1) (*a*), war loadings shall be paid as follows:—

	Per Week. *s.*	*d.*
Juniors under 20 years of age	1	0
Juniors 20 years of age and over	1	6
All other classifications	3	0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates set out in sub-clause (*b*) and shall not be entitled to war loadings.

CONDITIONS OF EMPLOYMENT (OTHER THAN FOR SHIFT WORK.)

2. (i) The ordinary weekly total of hours shall be 44 in number, all to be worked on days other than Sunday.

(ii) (*a*) Such ordinary weekly total, at the option of the employer, may be spread over five or six days, and except on shift work, shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.

(*b*) If a five-day week is worked the ordinary daily total of working hours shall be 8 4/5ths, and if a six-day week is worked such total shall be four on Saturday and eight on any other day.

(iii) Smoke-ohs shall be counted as part of time worked.

SHIFT WORK.

3. (i) For the purposes of this Determination afternoon and night shifts shall be defined as follows:—

(*a*) Afternoon shift shall mean any shift finishing after 6 p.m. and at or before midnight.

(*b*) Night shift shall mean any shift finishing after midnight and at or before 8 a.m.

(ii) The ordinary hours of shift workers shall not exceed—

(*a*) 8 hours in any one day; or

(*b*) 48 hours in any one week; or

(*c*) 88 hours in any 14 consecutive days; or

(*d*) 176 hours in any 28 consecutive days.

(iii) Subject to the following conditions shift-workers shall work at such times as the employer may require.

(*a*) A shift shall consist of 8 hours inclusive of crib-time and smoke-oh.

(*b*) Except at regular change over of shifts or except in the event of relief not arriving or except in some special circumstance an employee shall not be required to work more than one shift in any one period of 24 hours.

(*c*) Any employee who is required to continue working on account of one of the special conditions mentioned in sub-clause (*b*) hereof shall not work more than two consecutive shifts in any one period of 24 hours.

(iv) In each shift during which the employee does not receive the same amount of time for a meal interval or smoke-oh as that which day-workers receive under this Determination, he shall be paid at ordinary rates for twenty minutes' crib-time and two smoke-ohs of ten minutes each.

(v) Shift-workers whilst engaged on afternoon or night shifts shall receive the ordinary rates of payment provided in clause 2 with the addition of 7½ per cent. Provided that for work done on any shift the major portion of which is worked on a Sunday or a holiday mentioned in clause 8, an additional 50 per cent. shall be paid.

OVERTIME.

4. Except as in this Determination may be otherwise provided, all time worked in excess of the ordinary daily or weekly hours of work shall be paid for at one and a half times the ordinary rate for the first four hours and double the ordinary rate thereafter.

TERMS OF ENGAGEMENT.

5. (i) An employer shall have the option of engaging any employee either by the week or casually.

(ii) (*a*) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.

(*b*) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.

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

(*d*) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

ANNUAL HOLIDAYS.

6. The annual holidays for employees covered by this Determination shall be in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act* 1946 (No. 5111.)

SICK LEAVE.

7. No deduction shall be made from the wages of any weekly employee unavoidably absent through illness for not more than 44 working hours in each year, i.e., one day for each two months' service, commencing 1st July, 1942, provided he has submitted, within 24 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

SUNDAYS AND HOLIDAYS.

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

(ii) Any weekly employee required to work on a Sunday or any holiday mentioned in sub-clause (i) hereof, shall be paid for such work at double the ordinary rate.

WASHING FACILITIES.

9. Each employer shall provide for all the employees hot and cold showers or other conveniences, which shall be approved by the Secretary for Labour or his Inspector.

TIME RECORD.

10. (*a*) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times, and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(*b*) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day after which two days' notice has been given to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

RIGHT OF ENTRY OF UNION OFFICIAL.

11. A duly accredited representative of the Federated Fodder and Fuel Trades Industrial Union shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination is done, for the purpose of interviewing employees on legitimate Union business.

NOTICE BOARD.

12. The Federated Fodder and Fuel Trades Industrial Union shall be permitted to post on a board notices appertaining to Union business generally.

FIRST-AID CHEST.

13. Every employer shall provide a fully-equipped first-aid outfit for use of any employee injured in the course of his employment.

GOGGLES AND RESPIRATORS.

14. Every employer shall provide suitable goggles and respirators for use of employees whilst employed by him.

PART 3.—Periodical Adjustment of Wages.

(NOTE.—The provisions of this Part operate in the cases of employees covered by Part 1 and Part 2.)

1. The wages rates set out in Part 1 and Part 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 2. Provided that the wages of improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 2 0	6 0	5 8 0	Six Capital Cities (Weighted Average).

ADJUSTMENT OF BASIC WAGE.

2. (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 November, 1947, the amounts of the basic wage shall be as prescribed in clause 1.

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

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

J. V. WILLOX, Secretary.

Melbourne, 4th September, 1947.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 448] **MONDAY, NOVEMBER 24.** **[1947**

Factories and Shops Acts.

DETERMINATION OF THE DENTAL MECHANICS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 30th August, 1938, has had the power "to determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of—

(*a*) a dentist's surgical assistant granted a permit by the Dental Board of Victoria in pursuance of section 68 of the *Medical Act* 1928;
(*b*) a dentist's mechanic;
(*c*) making any article to be fitted in a human mouth;
(*d*) a dentist's attendant,"

has made the following determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 29th August, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

* Dentist's Mechanic. (Apprentices.)		Dentist's Attendant. (Apprentices and Improvers.)		Other Employees.	Minimum Wage.	Hours of Work per Week.
Wages per week of 40 hours.		Wages per week of 44 hours.			s. d.	
	s. d.		s. d.			
1st year ..	23 6	1st year ..	40 0	Dentist's Surgical Assistant ..	240 0	40
2nd ,, ..	32 6	2nd ,, ..	55 0	Dentist's Mechanic	173 0	40
3rd ,, ..	49 0	3rd ,, ..	73 0	Dentist's Attendant	93 6	44
4th ,, ..	80 6					
5th ,, ..	102 0					
6th ,, ..	136 0					

* NOTE. Clause 3. Special conditions regarding the employment of juniors.

And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

APPRENTICES.

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

An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.

IMPROVERS.

(Dentists' Attendants.)

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

SPECIAL CONDITIONS REGARDING THE EMPLOYMENT OF JUNIORS.

3. (a) The Board has determined that on and after the 28th September, 1945, no junior shall be employed at the Dental Mechanics' Section of the trade except under terms of apprenticeship.

(b) Juniors shall be apprenticed as from the date of commencing work with an employer, but the first twelve months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

TIMES OF BEGINNING AND ENDING WORK.

4. For the following persons shall be :—

(i) *Dental Mechanics.*

The ordinary hours shall be worked in five days, Monday to Friday, as follows :—

Time of Beginning.	Time of Ending.
8.30 a.m.	6 p.m.

(ii) *Attendants.*

Time of Beginning.	Time of Ending.
8.30 a.m.	6 p.m. on Monday, Tuesday, Wednesday, and Thursday.
9 a.m.	9 p.m. on Friday.
8.30 a.m.	1 p.m. on Saturday.

(iii) *All Others.*

(a) Where a five and a half day week is worked—

Time of Beginning.	Time of Ending.
9 a.m.	12 noon on the day on which the half-holiday is observed.
9 a.m.	5.30 p.m. on the other working days of the week.

(b) Where a five-day week (Monday to Friday inclusive) is worked—

Time of Beginning.	Time of Ending.
8.30 a.m.	6 p.m.

HOURS.

5. Forty-four hours for attendants and 40 hours for all others shall constitute a week's work.

MEAL BREAK.

6. A meal break of not less than 42 minutes shall be allowed daily to each employee (Saturday excepted).

OVERTIME.

7. (a) No employee shall be required to work more than two hours' overtime in any one week outside the hours of beginning and ending work without his or her consent.

(b) No employee under the age of sixteen years shall be employed working overtime.

(c) The following rate shall be paid for all work done :—

(i) Outside the hours fixed in clause 4 .. .. } Time and a half.
(ii) Within the hours fixed in clause 4 in excess of the number of hours as fixed for a week's work }

MEAL MONEY.

8. All employees who work overtime—

(a) in excess of three hours on the day on which the half-holiday is observed, or
(b) in excess of one hour on any other working day of the week,

shall be paid 3s. 6d. meal money in addition to overtime rates.

SUNDAYS AND HOLIDAYS.

9. (a) Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Show Day (Metropolitan District only), Melbourne Cup Day (Metropolitan District only), Christmas Day and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(b) All weekly wage employees shall be granted the holidays mentioned in sub-clause (a) without deduction of pay.

EMPLOYMENT FOR LESS THAN FULL WEEK.

10. (a) Casual employees (i.e., persons employed during any week for not more than half the hours fixed for an ordinary week's work) shall be paid—

(i) in any week in which two or more public holidays occur .. .. Time and a half.
(ii) in any other week .. .. Time and a quarter.

(b) Persons who are employed during any week for more than one-half the maximum number of hours fixed in this Determination as a week's work, but for less than 44 hours in the case of female attendants, or 40 hours in the case of any other employees, shall (subject to clause 17) be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

TERMINATION OF EMPLOYMENT.

11. (a) Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for four weeks or more.

(b) Where the employer terminates the employment of an employee within one week of a day on which a holiday occurs the employee shall be paid for such holiday or holidays prescribed by the Determination provided that such employee has been employed by the employer for a period of at least four weeks prior to the termination of employment.

PAY DAY.

12. All earnings shall be paid not later than Thursday of each week.

ANNUAL HOLIDAY.

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

SICK LEAVE.

14. (a) Any employee not attending for duty who has had not less than twelve months' service with the same employer shall not lose his pay for the actual time lost if such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than 44 hours of working time in the case of an attendant and 40 hours of working time in the case of any other employee.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave therein prescribed has not been taken in any year, such portion of the sick leave which was or is not taken shall be cumulative from year to year up to a period not exceeding 132 hours of working time in the case of an attendant, and 120 hours of working time in the case of any other employee, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purpose of administering this sub-clause service prior to the 1st January, 1945, shall not be taken into account.

REFERENCE.

15. When any employee is dismissed or leaves his employment he shall be entitled to a reference stating his period of service.

REST PERIOD.

16. When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females, apprentices and improvers for refreshment. The interval shall be as part of the time of duty without deduction of pay.

MIXED FUNCTIONS.

17. Any employee (other than a casual employee) who is engaged in any week for more than twenty hours at work in a higher class than he or she is ordinarily employed to perform shall, for all work performed during such week, be paid at the rate fixed for the higher class of work; but, if an employee is so engaged at work in a higher class for less than twenty hours in any week, he or she shall be paid *pro rata* according to the rates fixed in this Determination for the work actually performed.

LAUNDERING ALLOWANCE.

18. Where any Surgical Assistant or Female Dentist's Attendant is required by the employer to wear a washable uniform, the laundering of same shall be done at the expense of the employer, or an allowance as prescribed hereunder shall be paid to the employee concerned:—

Surgical Assistant	1s. 6d. per week.
Female Dentist's Attendant	3s. per week.

DEFINITIONS.

19. (*a*) Dentist's Surgical Assistant: One who is granted a permit by the Dental Board of Victoria in pursuance of section 68 of the *Medical Act* 1928 and who practises dental surgery under the supervision of a dentist.

(*b*) Dentist's Mechanic: One who is making any article to be fitted in a human mouth.

(*c*) Dentist's Attendant: A female who waits on a dentist or dentist's assistant and who does not make, repair, or alter any article to be fitted in a human mouth.

PERIODICAL ADJUSTMENT OF WAGES.

20. The adult wages rates set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the board hereby determines that such rates shall be automatically adjusted as prescribed in clause 21. The adult female and junior rates shall be automatically increased or decreased proportionally (to nearest 6d.) to the increase in such basic wage rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause 21.

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 2 0	6 0	5 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(*b*) Until the beginning of the first pay period to commence in November, 1947, the amounts of the Basic Wage shall be as prescribed in clause 20.

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

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 5th September, 1947.

[5819]

VICTORIA
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No. 449] MONDAY, NOVEMBER 24. [1947

Factories and Shops Acts.

DETERMINATION OF THE CARRIAGE BOARD.

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

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

1. That as from the beginning of the first pay period to commence on or after the 10th August, 1947, the last provious Determination of this Board shall be revoked and replaced by this Determination.

2.

—	Day Shift. Wages per Week of 44 Hours. Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES.						
Development, Tool Room, Installation, and Maintenance of Plant.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Brass finisher, tradesman	154 0	6 0	160 0	151 0	6 0	157 0
Carpenter on maintenance work	154 0	6 0	160 0	151 0	6 0	157 0
Coremaker, jobbing	154 0	6 0	160 0	151 0	6 0	157 0
Die maker (see "toolmaker")						
Die setter	149 6	5 0	154 6	146 6	5 0	151 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	158 6	6 0	164 6	155 6	6 0	161 6
Electrical fitters	154 0	6 0	160 0	151 0	6 0	157 0
Electrical mechanic	149 6	9 0	158 6	146 6	9 0	155 6
Fitter and/or turner, tradesman	154 0	6 0	160 0	151 0	6 0	157 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	122 6	3 0	125 6	119 6	3 0	122 6
Jigmaker, in wood or metal	154 0	6 0	160 0	151 0	6 0	157 0
Machinist (metal), first class	154 0	6 0	160 0	151 0	6 0	157 0
Machinist (metal), second class	139 0	4 0	143 0	136 0	4 0	140 0
Machinist (metal), third class	130 0	3 0	133 0	127 0	3 0	130 0
Machinist (wood) (see "wood machinist").						
Marker-off (see "tradesman, the greater part of whose time is occupied marking off").						
Panel worker, tradesman	154 0	6 0	160 0	151 0	6 0	157 0
Pattern maker	168 0	5 0	173 0	165 0	5 0	170 0

—	Day Shift. Wages per Week of 44 Hours. Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—*continued.*						
Development, Tool Room, Installation, and Maintenance of Plant—continued.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that—						
(*a*) such tradesmen shall not be required to work to drawings or prints;						
(*b*) whilst so employed shall be paid a rate of ..	158 6	6 0	164 6	155 6	6 0	161 6
Pipe fitter—						
(*a*) On high pressure work (i.e., live steam or hydraulic press work)	154 0	6 0	160 0	151 0	6 0	157 0
(*b*) On low pressure work	139 0	4 0	143 0	136 0	4 0	140 0
Saw doctor	158 6	6 0	164 6	155 6	6 0	161 6
Smith, tradesman	155 6	6 0	161 6	152 6	6 0	158 6
Template maker	160 0	6 0	166 0	157 0	6 0	163 0
Tool maker, tool hardener, and die maker (in wood or metal)	163 0	10 0	173 0	160 0	10 0	170 0
Tradesman, the greater part of whose time is occupied marking off	158 6	6 0	164 6	155 6	6 0	161 6
Trimmer, tradesman (on development work)	154 0	6 0	160 0	151 0	6 0	157 0
Turner (see "Fitter and/or turner").						
Welder, first class	158 6	5 0	163 6	155 6	5 0	160 6
Welder, second class	142 0	4 0	146 0	139 0	4 0	143 0
Welder, third class	130 0	3 0	133 0	127 0	3 0	130 0
Welder, fourth class	123 6	3 0	126 6	120 6	3 0	123 6
Wood machinist, first class	149 6	5 0	154 6	146 6	5 0	151 6
Production.						
Acid washer.	137 6	3 0	140 6	134 6	3 0	137 6
Air hammer operator	142 0	4 0	146 0	139 0	4 0	143 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim)	130 0	3 0	133 0	127 0	3 0	130 0
Assembler (aero engine)	154 0	6 0	160 0	151 0	6 0	157 0
Assembler and/or wirer, chassis	136 0	3 0	139 0	133 0	3 0	136 0
Assembler, cushion and squab spring	131 6	3 0	134 6	128 6	3 0	131 6
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	142 0	4 0	146 0	139 0	4 0	143 0
Assembler of bodies or parts of bodies "on the line" ..	149 6	5 0	154 6	146 6	5 0	151 6
Assembler of chassis parts independently of main assembly	136 0	3 0	139 0	133 0	3 0	136 0
Assembler, windscreen frame	131 6	3 0	134 6	128 6	3 0	131 6
Axle maker	154 0	6 0	160 0	151 0	6 0	157 0
Axle turner	154 0	6 0	160 0	151 0	6 0	157 0
Band and/or jig sawyer, trim	142 0	4 0	146 0	139 0	4 0	143 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)	145 0	5 0	150 0	142 0	5 0	147 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work	130 0	3 0	133 0	127 0	3 0	130 0
Body maker, first class	154 0	6 0	160 0	151 0	6 0	157 0
Body maker, second class	149 6	5 0	154 6	146 6	5 0	151 6
Body mounter	136 0	3 0	139 0	133 0	3 0	136 0
Bow socket enameller (see "enameller").						
Bulldozer operator—						
(*a*) Setting up machine	140 0	4 0	144 0	137 0	4 0	141 0
(*b*) Not setting up machine	130 0	3 0	133 0	127 0	3 0	130 0
Chassis assembler (see "Assembler").						
Checker (chassis assembly and/or vehicle pre-delivery) ..	143 6	4 0	147 6	140 6	4 0	144 6
Cold setter	134 6	3 0	137 6	131 6	3 0	134 6
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").						
Cushion maker (see "Squab and cushion maker").						
Cushion spring maker (by hand)	149 6	5 0	154 6	146 6	5 0	151 6
Cutter, electric machine (trim) (see "Electric machine cutter").						
Dent knocker (see "Panel worker and/or dent knocker").						
Die setter, press	149 6	5 0	154 6	146 6	5 0	151 6
Dipper and hanger (paint)	121 0	3 0	124 0	118 0	3 0	121 0
Dipper, solder or tin	130 0	3 0	133 0	127 0	3 0	130 0
Driller	124 0	3 0	127 0	121 0	3 0	124 0
Driller	127 0	3 0	130 0	124 0	3 0	127 0
Driller	130 0	3 0	133 0	127 0	3 0	130 0
Drop hammer smith—						
(*a*) When dies are not used	155 6	6 0	161 6	152 6	6 0	158 6
(*b*) When dies are used	130 0	3 0	133 0	127 0	3 0	130 0

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	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
Males—*continued.*						
Production—continued.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Drop hammer stamper	123 6	3 0	126 6	120 6	3 0	123 6
Edge turner (see "Panel edge trimmer").						
Electric machine cutter (trim)	142 0	4 0	146 0	139 0	4 0	143 0
Electric stove attendant (see "Stove attendant").						
Electroplater, first class	154 0	6 0	160 0	151 0	6 0	157 0
Electroplater, second class	139 0	4 0	143 0	136 0	4 0	140 0
Electroplater, third class	119 6	3 0	122 6	116 6	3 0	119 6
Enameller, bow socket	126 6	3 0	129 6	123 6	3 0	126 6
Enameller in colours and/or varnisher (finishing coat brush)	149 6	5 0	154 6	146 6	5 0	151 6
Folding machine operator	131 6	3 0	134 6	128 6	3 0	131 6
Frame operative (cushion and squabs)	131 6	3 0	134 6	128 6	3 0	131 6
Furnace brazer	140 0	4 0	144 0	137 0	4 0	141 0
Furnaceman	130 0	3 0	133 0	127 0	3 0	130 0
Garnish mould bender and/or shaper (see "Bender and/or shaper").						
Garnish mould finisher	142 0	4 0	146 0	139 0	4 0	143 0
Grainer, transfer (see "Transfer grainer").						
Grinder and/or buffer (metal)	130 0	3 0	133 0	127 0	3 0	130 0
Grinder and/or buffer (metal) using portable machine	137 6	3 0	140 6	134 6	3 0	137 6
Guillotine machinist	131 6	3 0	134 6	128 6	3 0	131 6
Hammer driver, steam, pneumatic, or other power	123 6	3 0	126 6	120 6	3 0	123 6
Hanger, paint (see "Dipper and hanger").						
Kiln attendant (see "Timber kiln attendant").						
Labourer assisting (plating department)	118 0	3 0	121 0	115 0	3 0	118 0
Labourer assisting without using tools (chassis assembly)	118 0	3 0	121 0	115 0	3 0	118 0
Liner	149 6	5 0	154 6	146 6	5 0	151 6
Machinist (metal), first class	154 0	6 0	160 0	151 0	6 0	157 0
Machinist (metal), second class	139 0	4 0	143 0	136 0	4 0	140 0
Machinist (metal), third class	130 0	3 0	133 0	127 0	3 0	130 0
Machinist (wood) (see "Wood machinist").						
Machine setter up, other than machines specified in definition of first class machinist (metal)	140 0	4 0	144 0	137 0	4 0	141 0
Marker-out or scriber (using patterns or templates)	128 6	3 0	131 6	125 6	3 0	128 6
Metal band sawyer (see "Band sawyer, metal").						
Nickel polisher and/or grinder	133 0	3 0	136 0	130 0	3 0	133 0
Painter, coach (brush)	149 6	5 0	154 6	146 6	5 0	151 6
Painter, spray (on coats other than priming)	149 6	5 0	154 6	146 6	5 0	151 6
Painter, spray and/or brush (on prime coats)	137 6	3 0	140 6	134 6	3 0	137 6
Painter, brush and/or spray (on floors, undercarriages, and gear)	126 6	3 0	129 6	123 6	3 0	126 6
Painter's labourer	118 0	3 0	121 0	115 0	3 0	118 0
Panel beater, first class	154 0	6 0	160 0	151 0	6 0	157 0
Panel beater, second class	149 6	5 0	154 6	146 6	5 0	151 6
Panel edge turner	139 0	4 0	143 0	136 0	4 0	140 0
Panel fixer, metal	131 6	3 0	134 6	128 6	3 0	131 6
Panel machinist (other)	130 0	3 0	133 0	127 0	3 0	130 0
Panel worker, dent knocker and/or metal finisher	149 6	5 0	154 6	146 6	5 0	151 6
Paster (trim)	133 0	3 0	136 0	130 0	3 0	133 0
Petrol tank operative	133 0	3 0	136 0	130 0	3 0	133 0
Pickler	130 0	3 0	133 0	127 0	3 0	130 0
Plate glass beveller	145 0	5 0	150 0	142 0	5 0	147 0
Plate glass cutter	145 0	5 0	150 0	142 0	5 0	147 0
Plate glass driller	145 0	5 0	150 0	142 0	5 0	147 0
Plate glass grinder	126 6	3 0	129 6	123 6	3 0	126 6
Pleat stuffer	130 0	3 0	133 0	127 0	3 0	130 0
Polisher, nickel (see "Nickel polisher").						
Polisher (paint) using buffs	139 0	4 0	143 0	136 0	4 0	140 0
Polisher (paint) (see "Wet rubber and/or polisher").						
Power hammer driver (see "Hammer driver").						
Press operator (over 400 tons pressure)	140 6	4 0	144 6	137 6	4 0	141 6
Press operator's assistant directly assisting at press (over 400 tons pressure)	121 0	3 0	124 0	118 0	3 0	121 0
Press operator (light)	128 6	3 0	131 6	125 6	3 0	128 6
Process worker	121 0	3 0	124 0	118 0	3 0	121 0
Riveter on motor truck or wagon body	149 6	5 0	154 6	146 6	5 0	151 6
Riveter, chassis	136 0	3 0	139 0	133 0	3 0	136 0
Riveter, other (up to and including ⅜-in. rivet)	131 6	3 0	134 6	128 6	3 0	131 6
Rotary buff operator—						
(*a*) While doing dent knocking	149 6	5 0	154 6	146 6	5 0	151 6
(*b*) While not doing dent knocking on the line	142 0	4 0	146 0	139 0	4 0	143 0
Rotary shearing machinist	139 0	4 0	143 0	136 0	4 0	140 0
Sand blast operator (see "Shot and/or sand blast operator").						
Sandpaper and emery machinist (woodwork)	124 0	3 0	127 0	121 0	3 0	124 0
Screwer and/or tapper	123 6	3 0	126 6	120 6	3 0	123 6
Scriber (see "Marker-out or scriber").						
Sectional trimmer (see "Trimmer, sectional").						
Setter-up, machine (see "Machine setter-up").						

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	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
Males—*continued.*						
Production—continued.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Shot and/or sandblast operator (where adequately protected)	130 0	3 0	133 0	127 0	3 0	130 0
Smith tradesmen	155 6	6 0	161 6	152 6	6 0	158 6
Solderer, "on the line"	149 6	5 0	154 6	146 6	5 0	151 6
Solderer not "on the line"	142 0	4 0	146 0	139 0	4 0	143 0
Solderer (on other than body work)	142 0	4 0	146 0	139 0	4 0	143 0
Spotter and/or toucher-up	149 6	5 0	154 6	146 6	5 0	151 6
Spray painter (see "Painter, spray").						
Spring fitter	154 0	6 0	160 0	151 0	6 0	157 0
Spring maker, cushion and squab	149 6	5 0	154 6	146 6	5 0	151 6
Spring maker, laminated	154 0	6 0	160 0	151 0	6 0	157 0
Spring maker, spiral (by hand)	140 0	4 0	144 0	137 0	4 0	141 0
Spring service worker	130 0	3 0	133 0	127 0	3 0	130 0
Squab and/or cushion maker	149 6	5 0	154 6	146 6	5 0	151 6
Stopper-up	136 0	3 0	139 0	133 0	3 0	136 0
Stove attendant, electric	131 6	3 0	134 6	128 6	3 0	131 6
Strap maker	130 0	3 0	133 0	127 0	3 0	130 0
Stretching machine operator	131 6	3 0	134 6	128 6	3 0	131 6
Striker	122 6	3 0	125 6	119 6	3 0	122 6
Tapper (see "Screwer and/or tapper").						
Tester	130 0	3 0	133 0	127 0	3 0	130 0
Timber kiln attendnant	118 0	3 0	121 0	115 0	3 0	118 0
Timber orderman	128 6	3 0	131 6	125 6	3 0	128 6
Timber stacker	119 6	3 0	122 6	116 6	3 0	119 6
Toucher-up (see "Spotter and/or toucher-up").						
Transfer grainer	134 6	3 0	137 6	131 6	3 0	134 6
Trimmer, sectional (on the line)	145 0	5 0	150 0	142 0	5 0	147 0
Trimmer sectional (off line)	139 0	4 0	143 0	136 0	4 0	140 0
Trimmer, tradesman (including cutter by hand)	149 6	5 0	154 6	146 6	5 0	151 6
Tube maker	126 6	3 0	129 6	123 6	3 0	126 6
Tyre fitter	126 6	3 0	129 6	123 6	3 0	126 6
Uni-shear operator	130 0	3 0	133 0	127 0	3 0	130 0
Varnisher (see "Enameller in colours and/or varnisher").						
Vyceman	134 6	3 0	137 6	131 6	3 0	134 6
Washer using phenyl, petrol, kerosene, &c.	122 6	3 0	125 6	119 6	3 0	122 6
Welder, "A" grade	158 6	5 0	163 6	155 6	5 0	160 6
Welder, "B" grade	151 0	5 0	156 0	148 0	5 0	153 0
Welder, federal aluminium	142 0	4 0	146 0	139 0	4 0	143 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	142 0	4 0	146 0	139 0	4 0	143 0
Welder, electric spot and butt	131 6	3 0	134 6	128 6	3 0	131 6
Wet rubber and/or polisher (paint)	137 6	3 0	140 6	134 6	3 0	137 6
Windscreen frame assembler (see "Assembler").						
Wood machinist, first class	149 6	5 0	154 6	146 6	5 0	151 6
Wood machinist, second class	139 0	4 0	143 0	136 0	4 0	140 0
Writer	154 0	6 0	160 0	151 0	6 0	157 0
Horse-drawn Vehicles.						
Axle maker	149 6	5 0	154 6	146 6	5 0	151 6
Axle turner	149 6	5 0	154 6	146 6	5 0	151 6
Grainer	149 6	5 0	154 6	146 6	5 0	151 6
Nave mortise and boring machinist	128 6	3 0	131 6	125 6	3 0	128 6
Nave turner	143 6	4 0	147 6	140 6	4 0	144 6
Signwriter	149 6	5 0	154 6	146 6	5 0	151 6
Spoke lather	143 6	4 0	147 6	140 6	4 0	144 6
Spoke planer	143 6	4 0	147 6	140 6	4 0	144 6
Spoke tenoner	143 6	4 0	147 6	140 6	4 0	144 6
Spoke throater	143 6	4 0	147 6	140 6	4 0	144 6
Timber bender	143 6	4 0	147 6	140 6	4 0	144 6
Wheelwright and wheel maker	149 6	5 0	154 6	146 6	5 0	151 6
(All other classifications as prescribed for in other Sections.)						
Rolling Stock.						
Body maker	154 0	6 0	160 0	151 0	6 0	157 0
Pitman	140 0	4 0	144 0	137 0	4 0	141 0
Wheel grinder	140 0	4 0	144 0	137 0	4 0	141 0
Wheel turner	154 0	6 0	160 0	151 0	6 0	157 0
(All other classifications as prescribed for in other Sections.)						
Miscellaneous (Wherever Employed).						
Acetylene generator operator in charge of installation	136 0	3 0	139 0	133 0	3 0	136 0
Driver of chassis and/or new vehicle	121 0	3 0	124 0	118 0	3 0	121 0
Case maker	126 6	3 0	129 6	123 6	3 0	126 6
Case repairer	121 0	3 0	124 0	118 0	3 0	121 0

FEMALES.

3. (a) The minimum rates to be paid to adult female machinists and females employed in the cushion and squab springs and frame department of the following classes of work :—

Working or attending the following machines :—knotting U and S metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be :—

	Per Week of 44 Hours. £ s. d.
For the first six months	3 16 6
Thereafter	4 6 0

(b) The rates payable to females under the age of 21 years shall be :—

	Per Week of 44 Hours. £ s. d.
For the first six months	2 5 6
For the second six months	3 0 6
Thereafter until 21 years of age	3 15 6

APPRENTICES.

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

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—
(i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
(ii) Trimmer (Production).
(iii) Axle maker.
(iv) Saw doctor.

(b) Minors other than indentured apprentices shall not be kept at the following occupations :—
(i) Electrical fitter.
(ii) Electrical mechanic.
(iii) Electro-plater, first class.
(iv) Fitter and/or turner.
(v) Metal machinist, first class.
(vi) Pattern maker.
(vii) Welder (first class only).
(viii) Body maker, first class.
(ix) Painter (i.e., tradesman who mixes, matches and applies paint).
(x) Tradesman panel worker and panel beater (first class).
(xi) Trimmer, development and/or repair work.
(xii) Wood machinist (first class).

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry.

In the trade of electrical mechanic, the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

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

(d) The periods of apprenticeship shall be as follows :—
If the apprentice when articled is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.

(e) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship.

Cancellation or Suspension of Indenture.

(f) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—
(i) by mutual consent;
(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
(iii) if in the opinion of the Secretary for Labour circumstances exist which render such suspension or cancellation necessary or desirable.

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

Instruction in Welding.

(g) The training of apprentices to smithing, fitting, and turning or panel working shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

The training of apprentices to body making or electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

Wages.

(h) (a) Apprentices—

—	Per Week of 44 Hours. Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	Per Week of 44 Hours. All Other Parts of Victoria.
	s. d.	s. d.
Five-year terms—		
First year	23 6	23 0
Second year	32 6	31 6
Third year	49 0	47 6
Fourth year	80 6	78 6
Fifth year	102 0	100 0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—		
First year	27 6	26 6
Second year	48 6	47 0
Third year	80 6	78 6
Fourth year	102 0	100 0

The sum of 2s. 6d. per week shall be added to the above rates in the case of apprentice patternmakers.

Apprentices to body-making first class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

(b) An employee who is under 21 years of age at the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for thatclassific ation.

Sick Leave, Public Holidays, and Annual Leave.

(*i*) Apprentices shall be entitled to sick leave, public holidays, and annual leave as prescribed by clauses 8, 13, and 14 hereof.

Hours.

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

Overtime and Shift Work.

(*k*) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that no apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination, or regulation applicable to him.

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

(*m*) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour and by agreement with his employer serve as an apprentice until he reaches the age of 23 years.

(*n*) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may for every day short of the said number of working days and for every day of such absence be required by his employer to serve one day in which case the calendar period of the succeeding year of his services shall not be deemed to begin until the said additional day or days shall have been served provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

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

(*p*) Apprentices attending technical colleges or schools for prescribed courses and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

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

MALE JUNIOR WORKERS.

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

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

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

—	Per Week of 44 Hours.	
	Within a radius of 20 miles of G.P.O., Melbourne ; 10 miles of the Geelong and Warrnambool Post Offices ; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	All Other Parts of Victoria.
	s. d.	*s. d.*
Under 16 years of age	26 0	25 0
16 years of age	36 6	35 6
17 " "	49 6	48 6
18 " "	62 0	60 6
19 " "	78 6	76 0
20 " "	94 0	91 0

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

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

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

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

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

SPECIAL RATES.

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

Confined Spaces.

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

Dirty Work.

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

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

Special Rates not Cumulative.

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

Rates not Subject to Penalty Additions.

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

First-Aid Work.

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

CONTRACT OF EMPLOYMENT.

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

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

(*c*) An employee not attending for duty shall except as provided by clause 8 of this Determination lose his pay for the actual time of such non-attendance.

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

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

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

SICK LEAVE.

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

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

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

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

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

(v) Notwithstanding the foregoing provisions it is further prescribed that in consideration of the seasonal fluctuations of employment in this industry the following conditions shall apply—

(*a*) An employee who is commencing a new engagement with an employer and is not covered by paragraph (*b*) hereof shall not be entitled to paid sick leave during the first month of his employment.

(*b*) In the case of an employee with not less than three months' continuous service, his continuity of employment for the purposes of this clause shall not be affected by reason of his being stood off on account of seasonal fluctuations for any period not exceeding three montas in any sick leave year.

For the purposes of this clause seasonal fluctuations include—

(i) The termination of an employee's services owing to completion of contracts or finalization of body models, or

(ii) Completion of or changes in production or tooling programmes.

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

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

(*c*) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (*a*) (iv) hereof which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years but for no longer from the end of the year in which it accrues.

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

SHIFT WORK.

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

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

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

The ordinary hours of such shift workers shall not exceed—

(i) eight in any one day ; nor

(ii) 48 in any one week ; nor

(iii) an average of 44 per week during the period of employment upon such shifts ; nor

(iv) 176 in 28 consecutive days.

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

(i) a shift shall consist of 8 hours inclusive of crib time,

(ii) except at the regular changeover of shifts, an employee shall not be required to work more than one shift in each 24 hours,

(iii) 20 minutes shall be allowed to shift workers each shift for crib which shall be counted as time worked.

(*d*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall be paid at the rate of time and a half for the first four hours and double time thereafter, except when the time is worked—

(i) by arrangement between the employees themselves;

(ii) for the purpose of effecting the customary rotation of shifts; or

(iii) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 8 hereof.

(*e*) Employees on continuous work shifts working afternoon and night shifts shall be paid 10 per cent. more than ordinary rates for such shifts.

(*f*) For all work done on a shift commencing before 11 p.m. on a Sunday or a holiday shift workers shall be paid at the rate of double time.

Where a shift commences at 11 p.m. or between 11 p.m. and midnight on a Sunday or a holiday, the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate.

On a shift which commences before midnight on the day preceding a Sunday or a holiday and extends into a Sunday or a holiday, the time so worked before midnight shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday and partly on another day duty on which is payable at ordinary rates, one shift only shall be observed as the holiday shift provided that the shift the major portion of which is performed on the holiday shall be regarded as the holiday shift.

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

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

(i) 25 per cent. for working on night shift only;

(ii) 15 per cent. for working on alternating night and afternoon shifts;

(iii) 10 per cent. for the night shift working on alternating day and night shifts;

(iv) 15 per cent. for working on afternoon shift only; and

(v) 10 per cent. for the afternoon shift for working on alternating day and afternoon shifts.

(*i*) The extra rates specified in paragraphs (ii), (iii), and (v) of sub-clause (*h*) shall be payable only when shifts are changed once in every three weeks; otherwise the extra rates prescribed in (i) or (iv) of sub-clause (*h*) shall apply.

(*j*) Afternoon shift shall mean a shift commencing not later than 6 p.m. on any day, night shift shall mean a shift commencing at any time after 6 p.m. on any day.

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

(*l*) No female employee and no male employee under the age of 16 years shall be required or permitted to work on afternoon or night shift.

Mixed Functions.

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

Overtime.

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

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

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

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

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

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

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

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

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

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

(*g*) An employee working overtime shall be allowed a crib time of twenty minutes withut deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

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

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

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

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

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

Sunday and Holiday Rates.

12. (*a*) Where an employee works on a Sunday, the work done shall be paid for at the rate of double ordinary time.

(*b*) Where an employee works on union picnic day, the work done shall be paid for at the rate of double ordinary time.

(*c*) Where an employee works on any of the holidays (including overtime) specified in clause 13 (*b*) of this Determination, the work done shall be paid for at the rate of double ordinary time.

Holidays.

13. (*a*) The day on which the Vehicle Builders' Federation trade union picnic is held shall be a local holiday (without pay if such day is a day other than one mentioned in sub-clause (*b*) of this clause) in any city or town.

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

Annual Leave.

Period of Leave.

14. (*a*) Except as hereinafter provided a period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

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

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

Annual Leave Exclusive of Public Holidays.

(*c*) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 13 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to that period one day for each such holiday falling as aforesaid. In the case of employees on hourly hiring such extra day shall be without pay.

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

Broken Leave.

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

Calculation of Continuous Service.

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

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

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

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

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

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

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

Calculation of Service.

(*f*) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however, that in respect of service before the 1st January, 1946, the annual leave shall be allowed at the rate of 3⅔ hours for each completed one month of continuous service and in respect of service after that date at the rate of 7½ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

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

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

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

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 13 of this Determination.

Payment for Period of Leave.

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

Proportionate Leave on Dismissal.

(*l*) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3⅔ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for 7⅓ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

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

(i) He may by giving to the employees concerned not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section, or sections concerned is re-opened for work.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (*l*) hereof, subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

HOURS OF EMPLOYMENT.

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

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

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

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

PIECEWORK RATES.

16. Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rate.

PAY DAY.

17. (*a*) Employers shall pay all moneys due at least once in each week, and not later than Friday in each week, except where it has been the practice to pay fortnightly. All wages shall be paid in employer's time.

(*b*) Where wages are paid after 1.30 p.m. on pay day the employer shall not keep more pay in hand than has accrued to any employee in respect of work performed by him on such pay day and the preceding day. Where wages are paid before 1.30 p.m. on pay day the employer shall not keep more pay in hand than has accrued to any employee in respect of work performed by him on such pay day and the two preceding days.

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

PAYMENT FOR PART WORK.

18. An employee, working any portion of a week, shall be paid, on ceasing work, for all time worked during that week.

TIME AND WAGES BOOK.

19. (a) Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(c) The time and wages book shall be open for inspection to a duly accredited official of the Vehicle Builders Employees Federation of Australia during the usual office hours at the employer's office or other convenient place; provided that an inspection shall not be demanded unless the secretary of the Union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The inspecting official may take extracts relevant to any alleged breach of this Determination from the book inspected.

LEADING HANDS.

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

AIRCRAFT MAKING.

21. Employees engaged in aircraft making (in wood, metal, or other materials) in occupations which are similar to those for which classifications are provided in this Determination, shall be paid the rates prescribed for such classifications.

TRAVELLING TIME.

22. In the event of an employee being sent during working hours to any place other than his usual place of employment, he shall be allowed travelling time and excess expenses. Such time to be part of the ordinary day's work.

GRINDING TOOLS.

23. (a) Where a woodworker using his own tools has been in employment for more than one week, the employer shall allow him one hour, with payment therefor on termination of his employment, to enable him to pack and sharpen his tools.

(b) The employee shall be permitted to use the employer's emery wheel or grindstone to sharpen his own tools used in the course of his employment.

WATERPROOF CLOTHING.

24. Men engaged in transferring trams to or from the factory to the various depots shall be provided with suitable clothing for wet weather.

SPRAY PAINTERS.

25. Where spray painters are employed, adequate protection for their health shall be provided for them by the employer.

TOOLS TO BE PROVIDED BY EMPLOYER.

26. Woodworkers and vycemen shall be supplied where required with bench, bench-vyce, cramps above 4 inches, files (including saw files), rasps, hand-drills, hacksaws, frames and blades, bits and parallel shank-drills up to ¼ inch, and snips, such tools to remain the property of the employer.

MISCELLANEOUS PROVISIONS.

27. (a) Employees engaged in working with acids shall be supplied with rubber gloves.

(b) Employees engaged in wet rubbing shall be provided with rubber aprons and rubber boots.

(c) Suitable coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery wheel operators.

(d) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic hammers.

(e) Tramway pitmen shall be provided free with one suit of overalls as required.

(f) Employers shall provide boiling water for employees at meal times.

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

(h) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection. Goggles containing celluloid shall not be considered suitable for the purposes of this provision. Provided that this provision shall not apply where other protective equipment is fitted to machines.

(i) Employers shall provide adequate ventilation in workshops and facilities for the free circulation of air. Any dispute under this sub-clause shall be determined by the Secretary for Labour.

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

RIGHT OF ENTRY OF UNION OFFICIALS.

28. (i) A duly accredited representative of the Australian Vehicle Builders Employees Federation and of the Amalgamated Engineering Union shall have the right to enter employers' workshops during the mid-day meal hour for the purpose of interviewing employees on legitimate union business, on the following conditions:—

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

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

(c) That not more than one representative be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating dissatisfaction amongst his employees, or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

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

(a) That he discloses to the employer or his representative the complaints which he desires to investigate.

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

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

(d) That he conducts himself properly.

(iii) Where employees are working under a system of shiftwork which precludes a representative from interviewing them during the mid-day meal hour the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

Shop Stewards.

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

Limitation of Employer's Liability.

30. When an employer has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums in respect of any services rendered to such employer during such period, unless within a period of nine calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee himself, or by some person on his behalf.

Definitions.

31. (a) "Tradesman" means an adult workman who, in the course of his employment, works from drawings or prints required to be scaled, and/or measured from drawings or prints, or makes precision measurements, or applies general trade experience, and includes locksmith and first-class machinist.

(b) "Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper measuring scale or rule.

(c) "Patternmaker" means a tradesman engaged in the making of both patterns and templates in wood. "Template maker" means a tradesman engaged in the making of templates only.

(d) "Jig-maker" means a tradesman engaged in the making of jigs in wood or metal.

(e) "Toolmaker" means a tradesman making and/or repairing any precision tool, gauge, die or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion.

(f) "Machinist (metal)—1st class" means a tradesman who is partly or wholly engaged in setting up and operating the following machines :—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, precision grinding machine and a drilling machine where the operator uses the same precision tools as fitters or turners.

(g) "Machinist (metal)—2nd class" means an adult employee not engaged as a tradesman who is not required to work from drawings or prints or to do precision work, but who is engaged in operating or in setting up and operating all machines, other than a drilling machine, enumerated in the definition of 1st class machinist.

(h) "Machinist (metal)—3rd class" means an adult employee other than a process worker who operates any power-driven machine for which a rate is not elsewhere prescribed in this Determination and without limiting the scope of the foregoing includes such an employee operating any of the following :—nut, bolt, rivet or dog spike making machines, tapping machines and drilling machines on work other than that specified in the definition of machinist—1st class.

(i) "First-class wood machinist" (in wood) means a machinist who in the course of his employment is called upon to grind and set knives only or to braze, set, and sharpen band or jig saws and to set and sharpen circular saws or to set up machines operated by other machinists or to grind knives for and to set up and operate one or more of the following machines :—Shapers, spindles, linderman machines, routers, tenoners, still hinge and other gainer machines and band saws.

(j) "Second-class wood machinist" (in wood) means any machinist called on to set up and operate any other machines, or any circular saw or dimension saw.

(k) "Process worker" means an employee engaged on—

(i) Repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges or other tools rendering operations mechanical (and in connexion with which the worker is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or

(ii) in assembling processes not requiring the use of hand tools (except hammers and/or screwdrivers and/or spanners).

(l) "Electrical fitter" means a tradesman fitter mainly engaged in making, fitting or repairing electrical machines, instruments or appliances, who in the course of his work applies electrical knowledge.

(m) "Electrical mechanic" means an adult employee mainly engaged outside a workshop on any class of installation work, or in the repairing thereof, or in wiring, and who, when employed inside a workshop, is engaged on repairs to installation.

(n) "Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns, and/or finishing off bath moulds by a machine process.

(o) "Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.

(p) "Plate and machine moulder" means an adult employee engaged in moulding on the plate system, or by machines where the pattern is either a fixture to the plate or the spray system is used.

(q) "Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.

(r) "First-class body maker" means a tradesman engaged on the building of bodies without the aid of jigs.

(s) "Second-class body maker" means an employee engaged on the building of bodies with the aid of jigs.

(t) "First-class panel beater" means a tradesman who makes panels or mudguards from the sheet by hand or partly by hand and partly with the aid of machines or repairs panel work on used vehicles.

(u) "Second-class panel beater" means an employee who is engaged in dent knocking (by hand) or who makes panels from the sheet entirely with the aid of machines or who is engaged solely on a panel beating machine.

(v) "Other panel machinists" means employees engaged solely on wheeling and stretching or other machines in the panel section not otherwise provided for.

(w) "Metal panel worker" means an employee engaged in the preparation of material for the making of panels other than machinists and others for whom specific rates are provided.

(x) "Sectional trimmer" means any workman (unless specific margins have been herein prescribed) who was so classed on the 1st day of October, 1935, and all future workmen doing the same classes of work.

(y) "Smith" includes coach smith, wheelwright smith, angle iron smith, and motor smith.

(z) "Saw doctor" means an employee exclusively engaged in brazing, hammering, straightening and sharpening saws.

(*aa*) "On the line" means sectionalized body building and assembling in which bodies in course of building are moved on from one operative or group of operatives to another operative or group of operatives.

(*bb*) "Painter's labourer" means an employee assisting in painting, graining, lining and decorating who does not use brush or sprayer.

(*cc*) "Timber stacker" means an employee who stacks timber for seasoning by the process of stripping.

(*dd*) "Diemaker" means a tradesman making any die to be affixed to any machine who designs or lays out his work.

(*ee*) "Garnish mould finisher" means an employee engaged on any of the following classes of work, viz.:—Clamping metal garnish moulds to jigs and scribing and cutting same; re-working and filing metal garnish moulds, after welding; re-working and filing metal windscreen garnish moulds; working and filing recesses in rear quarter garnish moulds, after welding; finally working and checking metal garnish moulds, after welding; and/or fabricating metal windscreen garnish moulds and re-working and filing same.

(*ff*) "Spring service worker" means an employee who is employed on the removal and/or replacement of springs, luggage carriers and/or bumper bars, and/or the dismantling and/or re-assembling of finished parts of motor car and truck chassis (not being a chassis assembler and/or wirer).

(*gg*) "Aero engine assembler" means an adult employee who assembles components into sub-assemblies, and makes any necessary adjustments to assembly.

(*hh*) "Body maker," second class, means an employee engaged on the building of bodies with the aid of jigs.

(*ii*) "Checker (chassis assembly and/or vehicle pre-delivery)" means an adult who checks assembly operations during the course of and after completion of chassis assembling with or without body mounting and who in the course of his duties tightens components and rejects faulty assembly which does not conform with standard.

(*jj*) "Drier" means an adult employee using air hose to dry off after acid wash.

(*kk*) "Material chaser" means an adult employee having the supervision of the delivery according to schedule, of material between departments or sections.

(*ll*) "Packer" means an adult employee who is responsible for the selection of parts or accessories according to requisitions or for the packing and methods of packing of same for despatch.

(*mm*) "Rigger" means an adult employee who is responsible for the erection of tackle, and who is, amongst other duties required to splice wire rope.

(*nn*) "Tester" means an adult employee engaged in testing products for leaks or faults by immersion in liquid.

(*oo*) "Timber orderman" means an employee who is responsible for the selection, allotment and measuring of orders for delivery and/or for the execution of orders for delivery. The word "order" in this definition means the demand of a customer or of the employer, or some one on his behalf to the orderman for an expressed size and class, or expressed sizes and classes of timber.

(*pp*) "Welder," first class, means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs or doing work covered by definitions of second and third class welder, and includes re-welding by hand processes.

(*qq*) "Welder," second class, means an adult employee not required to do first-class welding, but engaged in filling castings or in welding sheet metal or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.

(*rr*) "Welder," third class, means an adult employee using electric spot or butt welding machine on work other than cutting scrap with oxy-acetylene blowpipe.

(*ss*) "Welder," fourth class, means an adult employee cutting scrap with oxy-acetylene blowpipe.

(*tt*) "Welder" "A" Grade, means a tradesman employed as a first-class welder on repair and/or production work, including aircraft, but not including production work on any other class of vehicle.

(*uu*) "Welder," "B" Grade, means an adult employee welding aircraft tanks and/or sheet metal manifolds for aircraft.

(*vv*) "Year" means the period between the first day of June in each year and the next 31st day of May.

Periodical Adjustment of Wages.

32. The wages rates set out in clause 2 are based upon the following basic wages rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 33.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria— Within a radius of 20 miles of G.P.O., Melbourne, 10 miles of Geelong and Warrnambool Post Offices, 5 miles of Chief Post Office at Mildura, and the Gippsland District .. .. Elsewhere—3s. less than the contemporaneous basic wage for Melbourne	5 2 0	6 0	5 8 0	Melbourne

Adjustment of Basic Wage.

33. (*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 November, 1947, the amounts of the Basic Wage shall be as prescribed in clause 32.

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

(*d*) The wage rates prescribed for females shall be adjusted on the same basis as the basic wage in the same place, but by 6d. for every 1s. of change in the amount of that basis.

Females.

(e) (i) The amounts of the adjustable female rates are fixed on a needs basic wage of £4 1s., and such adjustments are to be made upon the following rates:—

Adult Females.

—	—	Loading Constant.
	£ s. d.	s. d.
For the first six months	3 8 0	3 0
Thereafter	3 17 6	3 0

Junior Females.

—	—	Loading Constant.
	£ s. d.	s. d.
For the first six months	1 18 6	1 7
For the 2nd six months	2 13 6	1 7
Thereafter until 21 years of age	3 8 6	1 7

Apprentices.

(ii) The minimum rates of wage for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage for the area in which they are employed and in addition thereto the constant and war loading specified—

—	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.
		s. d.	s. d.
Five-year terms—			
1st year	22½	0 0	0 9
2nd year	30	1 0	1 0
3rd year	45	1 6	1 6
4th year	75	2 0	2 3
5th year	95	2 0	3 0
Four-year terms.—When the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—			
1st year	26	0 0	0 9
2nd year	45	1 0	1 6
3rd year	75	2 0	2 3
4th year	95	2 0	3 0

Male Junior Workers.

(iii) The minimum rates of wage for unapprenticed male juniors shall be the undermentioned percentages of the contemporaneous needs basic wage for the area in which they are employed, and in addition thereto, the constant loadings specified—

—	Percentage of Needs Basic Wage.	Constant Loading.
		Per Week. s. d.
Under 16 years of age	25	0 6
16 years of age	35	0 9
17 " "	47½	1 0
18 " "	60	1 0
19 " "	75	2 0
20 " "	90	2 0

(f) Each total rate shall be calculated to the nearest sixpence and any part of sixpence in the result which does not exceed threepence shall be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 2nd September, 1947.

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GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 12 (FUEL AND FODDER).

NOTES.—(1) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(2) By Orders in Council made on the 10th September, 1913, and 21st October, 1930, power was conferred on the Coal and Coke Board to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in any business or occupation connected with the sale or distribution of coal or coke by any—

(*a*) coal importer;

(*b*) coal mine owner;

(*c*) gas company;

(*d*) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

(*a*) employed in the business of a hay, corn, or chaff dealer;

(*b*) employed in carting or driving or assisting in carting or driving in connexion with the business of a hay, corn, or chaff dealer;

(*c*) employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal, or coke.

(*d*) employed handling or distributing brewers' or distillers' grains"—

has made the following Determination, namely:—

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

2 (i)

Improvers.

WAGES PER WEEK OF 44 HOURS.

	s.	d.
Under 17 years of age	48	0
17 years of age ..	56	0
18 „ ..	69	3
19 „ ..	76	6
20 „ ..	84	6

PROPORTION.

One improver to the first four or fraction of four workers receiving not less than 114s. per week of 44 hours, and thereafter one improver to each additional four such workers.

Other Employees.

WAGES. (a) *In Hay, Corn, or Chaff Stores.* (b) *Employed handling or distributing brewers' or distillers' grains*	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	All other parts of Victoria where this Determination applies.
Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store	s. d. 123 0 per week of 44 hours	s. d. 126 0 per week of 44 hrs.
Drivers of motor wagons—		
(a) having a capacity of 2 tons or less ..	117 0 „ 44 „	120 0 „ 44 „
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	122 0 „ 44 „	125 0 „ 44 „
(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer	128 0 „ 44 „	131 0 „ 44 „
Carters driving one horse	113 0 „ 44 „	116 0 „ 44 „
Carters driving two horses	118 0 „ 44 „	121 0 „ 44 „
And for every additional horse.. ..	0 6 extra per day ..	0 6 extra per day
All others	116 0 per week of 44 hours	119 0 per week of 44 hrs.
Wood Yards, or Wood, Coal, and Coke (Combined) Yards.		
Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard ..	s. d. 116 0 per week of 44 hours	s. d. 119 0 per week of 44 hours
Drivers of motor wagons—		
(a) having a capacity of 2 tons or less ..	117 0 „ 44 „	120 0 „ 44 „
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	122 0 „ 44 „	125 0 „ 44 „
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	128 0 „ 44 „	131 0 „ 44 „
Carters driving one horse	113 0 „ 44 „	116 0 „ 44 „
Carters driving two horses	118 0 „ 44 „	121 0 „ 44 „
And for every additional horse ..	0 6 extra per day ..	0 6 extra per day
All others	114 0 per week of 44 hours	117 0 per week of 44 hours
Coal Yards (i.e., *Places where at least 80 per cent. of the Business is done in Coal*) *or Coke Yards.*		
Drivers of motor wagons—		
(a) having a capacity of 2 tons or less ..	117 0 per week of 44 hours	120 0 per week of 44 hours
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	122 0 „ 44 „	125 0 „ 44 „
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	128 0 „ 44 „	131 0 „ 44 „
Carters driving one horse	113 0 „ 44 „	116 0 „ 44 „
Carters driving two horses	118 0 „ 44 „	121 0 „ 44 „
And for every additional horse ..	0 6 extra per day ..	0 6 extra per day
All others	127 0 per week of 44 hours	130 0 per week of 44 hours
Firewood Saw Mills (i.e., *Places where Mechanical Power is used to saw Firewood*).		
Benchmen	120 0 per week of 44 hours	123 0 per week of 44 hours
Drivers of motor wagons—		
(a) having a capacity of 2 tons or less ..	117 0 „ 44 „	120 0 „ 44 „
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	122 0 „ 44 „	125 0 „ 44 „
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	128 0 „ 44 „	131 0 „ 44 „
Carters driving one horse	113 0 „ 44 „	116 0 „ 44 „
Carters driving two horses	118 0 „ 44 „	121 0 „ 44 „
And for every additional horse ..	0 6 extra per day ..	0 6 extra per day
All others	116 0 per week of 44 hours	119 0 per week of 44 hours

See also Clauses 2 (ii) and 3.

(ii) EXTRA RATES.

	per week. s.	d.
Further additional amount for a person employed handling or distributing brewers' or distillers' grains ..	3	0
Further additional amount for a person employed handling or distributing brewers' or distillers' grains in lieu of employer providing working trousers and footwear	1	6
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties	1	0

3. ALLOWANCES.

(i) To the amounts otherwise prescribed in this Determination shall be added the following :—

(a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle .. .. 1s. per day

(b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit .. .. An extra 1s.

(ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (i) hereof.

(iii) The employer shall provide suitable washing conveniences for any employee mentioned in sub-clause (i) hereof, together with hot water or some other efficient cleansing material.

NOTE.—To the weekly earnings of each pieceworker the sum of 20s. shall be added, provided that where less than 44 hours are worked in any week, a proportionate amount shall be added in lieu of such sum.

TRAVELLING TIME.

4. Any employee employed on a milling plant who is directed during the day to work on that day at a location other than his usual place of employment, shall be paid for the time so occupied in travelling from and to such place and all fares necessarily incurred.

PROHIBITION OF EMPLOYMENT.

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

6. TIMES OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon the day the half-holiday is usually observed.
7.30 a.m.	5.15 p.m. five days in the week.

7. OVERTIME.

(a) *Carters.*

Outside the times of beginning and ending work as herein fixed	Time and a half.
Within the times of beginning and ending work in excess of the number of hours fixed in this Determination as a week's work	Time and a half.

(b) *All Others.*

Between midnight and 7.30 a.m.	Double time.
At any other time outside the times of beginning and ending work as herein fixed	Time and a half.
Within the times of beginning and ending work in excess of the number of hours fixed in this Determination as a week's work	Time and a half.

HOLIDAYS AND SUNDAY WORK.

8. Employees shall be entitled to absent themselves from work without loss of pay on the under-mentioned public holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Fuel and Fodder Trades' Annual Holiday, King's Birthday, Melbourne Cup Day (within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder), Christmas Day, and Boxing Day. Work done on Sundays or on any of the specified public holidays shall be paid for as follows:—

(a) On Sundays—

(i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock	Time and a half;
(ii) All other work	Time and three-quarters.

(b) On any of the specified public holidays—

(i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock	Time and a half;
(ii) All other work	Double time.

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

TIME WAGES.

9. Any person employed in a factory or shop on time wages for less than the number of hours fixed for an ordinary week's work shall be paid for time worked up to 22 hours as follows:—

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

For time worked beyond the 22 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

CASUAL LABOUR.

10. Casual hands, i.e., persons who are employed other than in a factory or shop during any week for not more than one-half of the maximum number of hours fixed in this Determination as a week's work shall be paid at the rate of time and a third.

ANNUAL HOLIDAY.

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

SICK LEAVE.

12. (a) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than 44 hours of working time in any year, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that the same is not the result of his own misconduct.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 88 hours of working time which shall be the maximum amount of sick leave to which an employee may be entitled in any year without deduction of pay. For the purposes of this sub-clause, service prior to 1st February, 1947, shall be disregarded.

TERMINATION OF EMPLOYMENT.

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

PIECE-WORK.

14. The lowest piece-work prices payable to any persons for doing work of a description referred to in the following Schedule shall be—

Cutting Wood.		
4-ft. or over—one cut..	per ton	3s. 0d.
Splitting Wood.		
Box, redgum, or ironbark	per ton (40 cubic feet)..	3s. 10d.
Box, redgum, or ironbark	" (by weight)..	5s. 3d.
Culled box, redgum, ironbark	" " ..	7s. 0d.
Blocks (box, redgum, or ironbark)	per truck (Standard I.)	36s. 1d.
1-ft. blocks, common wood	per ton (40 cubic feet)..	3s. 2d.
2-ft. blocks, common wood	" " ..	2s. 8d.
1-ft. blocks, common wood	per truck (Standard I.)	26s. 0d.
2-ft. blocks, common wood	" " ..	24s. 8d.
Mallee roots	per ton (by weight) ..	5s. 5d.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE-WORKERS' EARNINGS.

15. The wages rates set out in clause 2 (i) 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 and the weekly earnings of piece-workers shall be automatically adjusted as prescribed by clause 16. Provided that the wages of juniors 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.	
Within the area to which this Determination applies.	5 2 0	6 0	5 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(*b*) Until the beginning of the first pay period to commence in November, 1947, the amounts of the Basic Wage shall be as prescribed in clause 15.

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

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

J. V. WILLOX, Secretary.

Melbourne, 22nd September, 1947.

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VICTORIA

GOVERNMENT GAZETTE.

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No. 451] **MONDAY, NOVEMBER 24.** **[1947**

Factories and Shops Acts.

DETERMINATION OF THE CARTERS AND DRIVERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 15th February, 1938, has had the power to determine the lowest prices or rates which may be paid to any person, employed—

(1) in carting or driving, or in accompanying a carter or driver, and assisting him in carting, driving, loading, unloading, or delivering in connexion with or incidental to some trade or business, but not including persons employed at such work in connexion with a trade which may be or is the subject of a determination of any of the following boards, viz.:—

Bread Carters Board,
Chaffcutters Board,
Coal and Coke Board,
Quarry Board,
Shops Board, No. 3 (Butchers),
Shops Board, No. 4 (Butchers—Country),
Shops Board, No. 5 (Butchers—Provincial),
Shops Board, No. 7 (Country Shop Assistants),
Shops Board, No. 12 (Fuel and Fodder),
Shops Board, No. 13 (Fuel and Fodder—Country),
Shops Board, No. 15 (Grocers);

(2) in or in connexion with any stable in which are stabled the horses used in his trade or business by any person subject to the Determination of the said Carters and Drivers Board;

(3) in driving horse-drawn passenger vehicles hired or plying for hire;

(4) in the business of a livery stable keeper or in a stable where cabs or cab horses are kept;

(5) in connexion with motor assembly works, warehouses, or showrooms—

(a) in driving mechanically propelled vehicles in the course of their sale, their delivery to purchasers, or their registration;

(b) as instructor driver;

has made the following Determination, namely:—

(a) That as from the beginning of the first pay period to commence on or after the 20th August, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(b) That Part I. hereof shall apply to all persons other than those mentioned in sub-clauses (c), (d) or (e) hereunder.

(c) That Part II. hereof shall apply only to persons employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel.

(d) That Part III. hereof shall apply only to persons employed by retail dairymen.

(e) That Part IV. hereof shall apply only to persons employed in connexion with the distribution of petrol and petroleum products.

No. 451.—10601/47.

PART I.

(This Part applies to all persons other than those employed (i) as Wharf Draggers, (ii) by Retail Dairymen, or (iii) in connexion with the distribution of petrol and petroleum products.)

1. ADULT EMPLOYEES.

—	Weekly Wage. Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; within 5 miles of chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving jinker, boiler truck, V or float—			
One horse	6 5 0	6 11 6	6 2 0
Two or three horses	6 12 6	6 19 0	6 9 6
Additional horses—6d. extra per day for each extra horse.			
Employee driving—			
One horse	5 16 0	6 2 6	5 13 0
Two horses	6 3 6	6 10 0	6 0 6
Three horses	6 8 0	6 14 6	6 5 0
Four horses	6 11 0	6 17 6	6 8 0
Five horses	6 12 6	6 19 0	6 9 6
Additional horses—6d. extra per day for each extra horse except where horses are drawing timber on a tram line.			
In charge of more than one vehicle separately horse drawn—1s. extra per day for each additional vehicle.			
Horse-drawn vehicle drawing trailer—6d. per day extra for each trailer drawn at the same time.			
Employee driving—			
Motor bicycle with side car	5 17 0	6 3 6	5 14 0
Other motor vehicle including girlinger having maker's capacity of—			
25 cwt. or less	6 3 6	6 10 0	6 0 6
Over 25 cwt., but not over 3 tons	6 9 6	6 16 0	6 6 6
Over 3 tons but under 6 tons	6 14 0	7 0 6	6 11 0
Further tonnage—for each complete ton over 5, an extra 1s. per week.			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
Employee driving mechanical horse, with or without one trailer, 1s. per day extra per trailer for each trailer above one drawn at same time	6 19 0	7 5 6	6 16 0
Loader	5 19 6	6 6 0	5 16 6
Leading Loader	6 8 6	6 15 0	6 5 6
Stableman	5 12 0	5 18 6	5 9 0
Head stableman	5 18 6	6 5 0	5 15 6
Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein	6 0 0	6 6 6	5 17 0
Sanitary carter's mate—			
Between 7 a.m. and 10 p.m.	5 17 0	6 3 6	5 14 0
Between 10 p.m. and 7 a.m.	5 18 0	6 4 6	5 15 0
Supervisor	6 5 0	6 11 6	6 2 0
Person employed in connexion with motor assembly works, warehouses or show rooms, in driving mechanically propelled vehicles in the course of their sale, their delivery to purchasers or their registration, or as instructor driver	5 19 0	6 5 6	5 16 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	5 8 0	5 14 6	5 5 0

Employee sifting charcoal—for the first four hours or part thereof—1s. and an extra 1s. for any time extra beyond such four hours in any daily period of twenty four hours but not to exceed 4s. per week.

The margin for the driver of an articulated vehicle as defined shall be calculated in accordance with the maker's capacity of the vehicle, with a minimum margin (other than for the driver of a machinery float), calculated as if such capacity were at least 8 tons with a minimum margin of 30s. 6d. In the case of the driver of a machinery float, a further 5s. per week shall be paid over and above the amount payable in accordance with the maker's capacity, with a minimum margin of 38s. 6d. per week.

WAGE FOR JUNIORS.

2. (*a*) The minimum rate of wage to be paid per week to a junior other than a junior driving a vehicle shall be as follows:—

	£ s. d.
Under 19 years of age	3 9 0
19 and under 20 years of age	3 17 0
20 years of age and over	Adult rate.

(*b*) The minimum rate of wage to be paid per week to a junior driving a vehicle shall be as follows—

	£ s. d.
Under 19 years of age	3 13 0
19 and under 20 years of age	4 1 0
20 years of age and over	Adult rate.

WAR LOADINGS.

3. In addition to the weekly rates prescribed in clauses 1 and 2 war loadings shall be paid as follows:—

	Per week. s. d.
Juniors under 20 years of age	1 0
Juniors 20 years of age and over	1 6
Stableman	1 6
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	1 6
All other classifications	3 0

Provided that any person driving a bulk milk vehicle or a gas-producer unit shall be paid the appropriate extra rates set out in clauses 4 (i) and 5 (i) respectively and shall not be entitled to war loadings.

PART 1—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Draggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

4. EXTRA RATES.

	Per week. s. d.
(i) Further additional amount for a bulk milk carter whether carting milk in tanks and/or containers	7 0
(ii) Further additional amount for employee driving sanitary vehicle—	
Between 7 a.m. and 10 p.m.	3 0
Between 10 p.m. and 7 a.m.	6 0
(iii) Further additional amount for employee carting dirty material—1s. per each day upon which any such material is carted but not to exceed 4s. per week	
(iv) Further additional amount for employee carting specially offensive material	6 0
(v) Further additional amount for an employee driver who is required to cart or spread upon the streets, tar or tarred material	6 0

	Per week. s. d.
Further additional amount for employee driver collecting money—	
If the amount collected be under £30	2 0
If the amount collected be £30 and under £100	3 0
If the amount collected be £100 and under £300	4 0
If the amount collected be £300 and under £500	5 0
If the amount collected be £500 and over	6 0
Further additional amount for an employee driver (not of milk vehicle) required to act as salesman of goods in his vehicle	2 0

GAS PRODUCER UNITS.

5. The following provisions shall apply to drivers of gas producer units :—

(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle 1s. extra. This amount shall be deemed to be part of the weekly wage and shall be taken into account for the purpose of calculating overtime.

(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit 1s. extra.

(iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.

(iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

DRIVER PROVIDING STABLING FOR HIS HORSE.

6. Where a driver is called upon to provide stabling for his horse or horses he shall be paid 5s. per week for each horse stabled in addition to the rate of wages he is receiving at the time. All feed for horses so stabled shall be provided by the employer.

WAGE FOR CASUAL EMPLOYEES.

7. A casual employee shall for the time worked by him receive payment proportionate to the total weekly rate for the class of work with a minimum payment as for two hours and shall also be paid a flat addition of 2s. 3d. for each day on which work is done by him.

HIGHEST FUNCTION.

8. Where an employee is called upon to perform two or more classes of work on any one day he shall for the purpose of assessing the rate of wage to be paid, be deemed to have worked throughout the whole of his working time on that day at the class for which the highest rate of wage is prescribed.

EMPLOYEE LEARNING ROUND.

9. No reduction shall be made from his wage when an employee is learning his round.

PAYMENT OF WAGES.

10. (a) Except as otherwise provided in this clause the following provisions shall apply to the payment of wages :—

(i) Either the Wednedsay, the Thursday or the Friday in each week shall be fixed as the pay-day, and the pay-day once so fixed shall not be altered more than once in three months nor without two weeks' notice to the employees.

(ii) All wages shall be paid on such pay-day.

(iii) Where it is practicable to pay the employees on pay-day at the yard or depot the payment of wages shall be made within ten minutes of the time at which the employee ceases duty, and if it is delayed beyond that time through any fault or delay of the employer or because of the place at which the employee has to cease work, the employee shall be paid for the time of delay in excess of ten minutes at the rate of time and a half.

(iv) All earnings including overtime shall be paid within two days of the expiration of the week in which they accrue.

(v) If an employer fails to make payment to any employee on pay-day he shall pay to each such employee an extra 3s. for each and every day or part thereof during which such default continues unless he satisfies the Wages Board that such failure is due to some act on the part of the employee or to the fact that the employer was ready and willing to make payment on pay day but that the employee failed to wait for his pay under sub-clause (iii) of this clause or to circumstances not under his control and which he could not reasonably have foreseen and which he took reasonable steps to avoid or overcome.

(b) Sub-clause (a) of this clause shall not apply to an industry in which the work of employees covered by this Part is only subservient to the main operations of such industry but the practice followed for the majority of the employees in any establishment in such industry, shall be applied to employees therein covered by this Part.

(c) This clause shall not apply to the Melbourne and Metropolitan Board of Works.

HOURS.

11. (a) The maximum ordinary hours shall not exceed 44 per week.

Such ordinary number of working hours shall not include time worked on a Sunday except in the cases of the following :—

Persons solely carting milk, cream and casein curd or any one or two of them;
Supervisors;
Stablemen who are required to work on a Sunday;
Sanitary carters;
Sanitary carters' mates;
Sanitary depot employees;
Persons employed by the Melbourne and Metropolitan Board of Works in relation to the repairing of a breakdown in connexion with waterworks, sewerage works or main drainage works.

(b) Where an employee's engagement terminates at the end of or during a week then for the purposes of calculating the wages due to him for that week or the portion of that week worked such week shall be regarded as a 44-hour week.

PART 1.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Draggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

(*c*) All time worked by a weekly employee in excess of the ordinary number of hours herein prescribed shall be paid for as overtime at the rate of time and a half.

(*d*) In computing the time to be taken as worked by a weekly employee during a week containing any prescribed holiday to which he is entitled by this Part, if the holiday be on a day other than Saturday, 8 hours 48 minutes, if the working week be 5 days, and 8 hours if the working week be 5½ days, and if the holiday be on a Saturday, 4 hours shall in respect of the holiday be added as if actually worked to the amount of time actually worked by the employee during the ordinary working days of the week.

Provided that in the case of a stableman if the employer within fourteen days of a prescribed holiday allow to him a day off in lieu of such holiday, the appropriate amount of time shall in like manner be added in respect of the substituted day and the week in which it occurs instead of in respect of the holiday and the week in which it occurs.

Provided further that this sub-clause shall not apply to an employee who in the ordinary course works seven days a week as his week's work.

ORDINARY WORKING TIME PER DAY.

12. (*a*) Except as otherwise provided in this clause the time to be worked by a weekly employee without payment of overtime shall not exceed 9 hours on any day from Monday to Friday (both inclusive) or 5 hours on Saturday.

Provided that in summer for a carter of ice or ice-cream the time on Saturday shall be 9 hours instead of 5 hours.

(*b*) The time to be worked by a casual employee without payment of overtime shall not exceed 8 hours on any day from Monday to Friday (both inclusive) or 4 hours on a Saturday.

(*c*) All time other than meal times between the earliest starting time and the latest finishing time shall, except in the cases of a livery stable employee and of a carter of milk, cream or casein curd, be considered as time worked.

(*d*) All time worked by an employee in excess of the time herein prescribed shall be paid for as overtime at the rate of time and a half for the first four hours and double time thereafter.

(*d*) (i) Where an employee is required to resume work at an hour later than 6 p.m. on any day from Monday to Friday inclusive he shall, for all time intervening (with the exception of the meal break) between 6 p.m., and the time he resumes work, be paid at ordinary rates in addition to tea money: Provided that if he is notified before the day on which he is so required to resume work at an hour later than 6 p.m. he shall be paid for such intervening time up to a maximum of two hours only.

(ii) Where an employee is required to resume work at an hour later than 1 p.m. on a Saturday he shall, for all time intervening (with the exception of the meal break), between 1 p.m. and the time he resumes work, be paid at ordinary rates with a maximum of three hours, but shall not be paid meal money.

(iii) All time for which payments are made under sub-clauses (*d*) (i) and (*d*) (ii) hereof shall not be taken into account for the purpose of calculating overtime payments under sub-clause (*d*) hereof.

(*e*) Any such time worked in excess shall not be counted as part of the ordinary working hours per week for a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

RANGE OF ORDINARY WORKING TIME.

13. (*a*) Except as otherwise provided in this clause ordinary working time shall not begin before 7 a.m. on any day nor continue after 6 p.m. on any day from Monday to Friday (both inclusive) nor after 1 p.m. on Saturday.

(*b*) Any time worked by either a weekly or casual employee on any of the said days outside the times prescribed in sub-clause (*a*) hereof or although not outside such times is prior to the starting time fixed under clause 16 hereof shall be paid for as overtime at the rate of time and a half.

(*c*) Any time worked outside such times shall not be counted as part of the ordinary working hours per week of a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

(*d*) Where a weekly employee is employed regularly either on shift or during a daily recurrent period the preceding sub-clauses shall not apply, but for any shift or recurrent period in which is comprised time occurring between 6 p.m. and 7 a.m., the rate of wage elsewhere herein prescribed for the work shall be increased by 7½ per centum.

(*e*) None of the preceding sub-clauses shall apply to—

A stableman or a yardman;

A driver employed at—

a fish, fruit or vegetable store,
a pastry-cook shop,
carting milk, cream or casein curd,
sanitary or rubbish carting,
carting aerated water, ice or ice-cream in summer,
parcel express carting,

or by—

a coach or mail contractor,

The Melbourne and Metropolitan Board of Works at a sanitary depot or in relation to the repair of a break-down in connexion with waterworks, sewerage works, or main drainage works.

(*f*) This Part shall not operate to relieve employers from complying with any present Statute of the State so far as such Statute deals with the hours at which goods may be carted or delivered, but this sub-clause shall not apply to—

(i) carting plant or material to or from buildings in course of construction repair or demolition within the area covered by the Melbourne City Council By-Law 233 paragraph 36 or any variation thereof;

(ii) to the carting by the employer's own vehicles of goods between one part of the employer's business and another part except where such carting is between a part of the business that is wholesale or a factory and a retail part of the business;

and to such extent employers are so relieved.

REST AFTER LONG HOURS

14. When an employee is required to work for any period amounting to sixteen hours commencing from the time of beginning work, he shall be granted a respite from and entitled to absent himself from work until he has had eight consecutive hours off duty, but shall not be paid for such period of absence.

STARTING AND FINISHING WORK.

15. Where proper facilities are provided for an employee to sign on when beginning work, and to sign off when leaving work, the work of such employee shall be deemed to commence when he signs on at the yard or depot in the morning and to finish when he signs off in the evening.

Where proper facilities for signing on or off are not provided, work shall be deemed to commence when the employee enters the yard or depot in the morning and to finish when he leaves the yard or depot in the evening.

Provided that in any case where the horses are stabled at the driver's own home then the driver shall be allowed twenty minutes in the morning and fifteen minutes in the evening to perform the necessary stable work.

Provided further that in cases where an employee, driver of a motor vehicle, takes the vehicle to his home at the end of the day's work his finishing time shall be deemed to be the time of arrival at his home and his starting time on the following morning shall be the time at which he signs on at his employer's yard or depot unless he has to proceed direct from his home with or to a job without first going to the employer's yard or depot in which case his starting time shall be the time of leaving his home.

PART I.—(continued)

(This Part applies to all persons other than those employed (i) as Wharf Draggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

ALTERATION OF STARTING AND FINISHING TIMES.

16. Each employer shall fix a regular starting time for each of his employees which shall with respect to each such employee be the same time in each day of he week. In any case where it is not so fixed such starting time shall be 7.15 a.m. until it is otherwise fixed by the employer. Where an employer desires to vary or change the regular starting time of any employee or employees he shall give two weeks' notice of such variation or change to the particular employee or employees concerned and also post a notice of the intended change at the depot or yard. Notwithstanding anything herein contained an employer who has fixed a regular starting time may vary same for any particular day or days by informing any employee or employees by not later than the time when such employee or employees sign off or leave the depot or yard the previous day that the starting time or times of such employee or employees on any specified day or days will be a time or times not earlier than the regular starting time and not later by more than one hour than the regular starting time of such employee or employees.

CASUAL EMPLOYEE TO BE NOTIFIED IF NOT REQUIRED.

17. A casual employee shall be notified at the end of the day if his services are not required next working day; failing such notice a full day's wages shall be paid for the next working day.

WORK ON SUNDAY.

18. (a) Except as otherwise provided in this clause an employee required to work on Sunday shall in addition to any amoun payable in respect of a weekly wage be paid as follows for any time worked on the Sunday with a minimum payment as for three hours—

For a weekly employee attending on Sunday as required to feed and attend to horses where the employer does not employ any stableman	Ordinary time.
For a stableman working seven days or seven nights in one week	Ordinary time.
For a weekly employee driving a sanitary cart or being a sanitary carter's mate or an employee at a sanitary depot	Ordinary time.
For persons employed weekly by the Melbourne and Metropolitan Board of Works in relation to the repair of a breakdown in connexion with waterworks, sewerage works or main drainage works	Ordinary time.
For a supervisor	Ordinary time.
For any other employee	Double time.

(b) sub-clause (a) hereof does not apply to—

A stableman working day work who receives one clear day's rest in seven or working night work who receives one clear night's rest in seven.

A bulk milk driver while solely carting milk, cream, and casein curd or any one or two of them.

WEEKLY TIMES OFF.

19. (a) Every weekly employee shall be entitled to time off from work from the hour of 1 p.m. on some day in the week other than Sunday in addition to the benefit of any holidays prescribed for him by this Part.

Provided that in the case of shift employees of the Melbourne and Metropolitan Board of Works the time off shall be from 1.45 p.m. instead of from 1 p.m.

(b) A weekly employee being a supervisor, bulk milk carter, sanitary carter, sanitary carter's mate, employee at a sanitary depot or person employed in relation to the repairing of a breakdown in connexion with waterworks, sewerage works or main drainage works shall, in addition to the time off prescribed by sub-clause (a) hereof, be entitled to either Sunday or some other day in each week as a clear day off from work, and in default thereof one day's extra pay.

(c) A weekly employee being a stableman who is not paid the Sunday rate for work on Sunday shall be entitled if working day work to one clear day, and if working night work to one clear night off from work in each week, and in default thereof one day's extra pay.

(d) The extra pay provided in sub-clauses (b) and (c) hereof shall be in addition to any overtime earned.

HOLIDAYS.

20. (a) Weekly employees shall be entitled without deduction of pay to the holidays observed in respect of New Year's Day Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day, and to one other holiday on the day fixed as follows:—

For employees of the Melbourne and Metropolitan Board of Works—

A day to be agreed to by the employer and his employees, and notified beforehand to the Union, and in default therein the day upon which the Melbourne Cup is run.

For other employees—

Within 25 miles of the G.P.O., Melbourne—A day to be agreed to by the employer and his employees, and notified beforehand to the Union, and in default therein the day upon which the Melbourne Cup is run.

In any other district—

One day for which a whole or part holiday for the Public Service is gazetted for the district, or in default thereof a day agreed to by the employer and employees concerned and notified beforehand to the Union.

(b) Provided that notwithstanding the provisions of sub-clause (a) hereof where an employee is employed in an employer's industry with respect to which the determination of any other Wages Board makes provision for public holidays without loss of pay the employer may grant the public holidays provided for in such determination instead of those abovementioned and sub-clauses (a) and (b) hereof shall be read as if the holidays mentioned in any such determination had been expressly mentioned herein as an alternative to those set out in sub-clause (a) hereof.

Provided further that an employer shall not be entitled to exercise the right conferred on him by this sub-clause unless and until he or some person on his behalf has given written notice to the Union of the determination under which he proposes to grant the holidays and of the public holidays provided therein. Any notice so given may only be changed by another written notice given to the Union in January of any year.

(c) No weekly employee who has without the consent of his employer and without reasonable cause absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

(d) For all time worked by a weekly employee on such holidays, payment shall be made at the following rate—

On Good Friday and the Christmas Day holiday—Time and a half.

On any other holiday—Ordinary time.

The minimum payment shall be as for four hours' work except in the case of a carter solely employed to deliver ice to a hospital before 10 a.m.

Payment for work on a holiday shall be in addition to any amount payable in respect of the weekly wage.

Provided further that if an employee is required to work on a holiday during hours which if the day were not a holiday would be outside the range of ordinary working time as mentioned in clause 13 hereof he shall be paid for such hours at double time instead of time and a half or ordinary time as hereinbefore provided in this sub-clause.

(e) The preceding part of this clause shall not apply to a stableman, a groom, or a bulk milk carter whilst solely carting milk

(f) For all time worked by a casual employee on such holidays payment shall be made at the following rate—

On Good Friday and the Christmas Day holiday—Double and a half time.

On any other holiday—Double time.

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Draggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

The minimum payment shall be as for four hours' work except in the case of a carter solely employed to deliver ice to a hospital before 10 a.m. As well as the payment prescribed by this sub-clause the flat addition of 2s. 3d. prescribed by clause 7 hereof shall be paid.

(*g*) Where a weekly employee is entitled to any holiday prescribed by this Part, his employer shall notify such employee on the working day immediately preceding such holiday if his services are required thereon and if such notice be not given the employee shall be entitled to take such holiday without deduction of pay.

(*h*) If an employer intends to carry on business on a day generally observed as a holiday although not prescribed as such in this Part he shall not be entitled to make a deduction from the wages of any weekly employee who fails to present himself for duty on that day unless he shall have given the employee notice of his intention to carry on business on that day.

ANNUAL LEAVE.

Period of Leave.

21. (*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 with such employer.

Public Holidays Excluded.

(*b*) (i) uch period of annual leave shall not include any of the holidays prescribed by clause 20 of this Part observed on working days, but shall include all other non-working days.

(ii) If any such 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 or part of 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.

Notice of Leave to be Given.

(*c*) 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 ; in case of dispute to be settled by the Wages Board.

Time when Leave to be Granted.

(*d*) 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 any employee within the said period he may by agreement with the Union 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 Union has been obtained.

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.

(*e*) (i) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided in sub-clause (*d*) hereof, payment shall not be made or accepted in lieu of annual leave. If an employer fails to grant leave within the period or any postponement thereof mentioned in sub-clause (*d*) hereof and is convicted on that ground for a breach of this Part and the employee is not a consenting party to such failure, the employer shall in addition to the wages payable under sub-clause (*f*) hereof also pay to such employee a further sum equal to the wages payable under sub-clause (*f*).

(ii) As to bulk milk carters in the State of Victoria one week of the annual leave shall be given and taken and payment shall not be made and accepted in lieu thereof, but the granting of the second week shall be at the option of the employer, but if not given shall be paid for.

Payment of Wages.

(*f*) Each employee before going on leave shall be paid the wages due to him for the period for which he is entitled to leave For the purposes of this sub-clause and sub-clause (*h*) hereof the wages shall be at the amount prescribed in this Part 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.

(*g*) (i) An employer may grant 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 the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

(ii) Where leave has been granted to an employee pursuant to sub-clause (*g*) (i) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may for each one complete month of the qualifying period of twelve months not served by the employee, deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed in clause 20 of this Part. Provided that in cases where such leave is granted at the request of the employee, the employer may when making payment under sub-clause (*f*) hereof, withhold from the employee a sum equal to one-twelfth for each complete 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.

(*h*) 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.

(*i*) (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.

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Draggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

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 so 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 qualification 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 requested 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 factory where he is employed or if there be no such office to the manager of such factory or in his absence to the employee's foreman.

The employer shall give the notification to the employee by having the 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.

(*j*) 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.

Successor or Assignee or Transmittee.

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

Annual Close Down.

(*l*) 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 then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (*h*) of this clause, subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

(*m*) Provided that where an employee is employed in an employer's industry with respect to which the determination of any other Wages Board provides for annual leave with pay such leave being uniform for all employees the employer may grant such employee annual leave in accordance with the provisions of such determination instead of under this Part, and this Part shall be read as if the provisions of such determination had been expressly included herein. Provided further that an employer shall not be entitled to exercise the right conferred on him by this sub-clause unless and until he or some person on his behalf has given written notice to the Union of the determination under which he proposes to grant the annual leave and of the annual leave therein provided. Any notice so given shall not be changed without the consent of the Union and shall not affect any rights of the employee already accrued under this Part at the time of giving such notice.

(*n*) 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 TIMES.

22. (*a*) Except as otherwise provided in this clause, on all days except Saturday and on Saturday if he so desires in the case of an employee required to continue working after 2 p.m., each employee not working on shift shall be allowed a break of one hour without pay as a meal time to begin not earlier than 11.30 a.m. nor later than 1.30 p.m.

If the break be not so allowed all time worked after 1.30 p.m. until a break of one hour without pay for a meal time is allowed shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

(*b*) Except as otherwise provided in this clause no employee shall be required to work for longer than 5½ hours without a break for a meal time of one hour, or half an hour in the case of the evening meal, without pay.

All time worked over 5½ hours until such a break is allowed shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

This sub-clause shall not apply to the evening meal time in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases work not later than 7 p.m. on Monday to Friday inclusive, and 1.30 p.m. on Saturday.

PART 1.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Draggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

(*c*) In the case of any employee of the Melbourne and Metropolitan Board of Works breaks may be of 45 minutes instead of one hour.

(*d*) (i) Where an employee is required otherwise than because of his own default or delay to continue working after 6 p.m. or 1.15 p.m. on Saturday without having been informed in some way on the preceding working day that he will be so required he shall be allowed 2s. as tea money.

(ii) An employee who is notified under this sub-clause that he will be required to continue working, but who is not so required to continue working, shall be paid the prescribed tea money.

(iii) This sub-clause shall not apply in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases work not later than 7 p.m.

(iv) The obligation to pay ordinary time under this clause in addition to weekly or other wages and overtime under any other clause of this Part shall not be cumulative, but the employee in cases coming within this clause shall be entitled only to the higher payment.

THE CONTRACT OF EMPLOYMENT.

23. Where an employee is usually employed without any express undertaking to employ him for at least one week his employment shall be deemed to be that of a casual employee, but in all other cases where an employee is not in express terms engaged as a casual employee, he shall be deemed to be, and be employed as a weekly employee.

The following shall be the terms and conditions of weekly employment:—

(*a*) The engagement shall not be determined on either side, except upon one week's notice, which may be given at any time, but an employer may pay one week's wages in lieu of giving such notice.

(*b*) Where a notice is given by an employer purporting to expire within the week next preceding Christmas Day or Good Friday, but the employer expressly or impliedly allows the employee to believe that he is to resume work not later than one week after New Year's Day or Easter Monday as the case may be, such notice shall have no effect, and the engagement shall be deemed to have continued unaffected by such notice.

(*c*) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.

(*d*) Notice to determine the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his engagement will or will not be determined by the employer upon that date shall not be deemed a valid notice unless given during a general or shipping or coal strike.

(*e*) Subject to sub-clause (*f*) hereof an employee to become entitled to payment of the weekly wage prescribed by this Part is to be available, ready, and willing to perform such work as the employer shall from time to time require on the day and during the hours usually worked by the class of employee comprising him, but any employee so available ready and willing to work for the whole week and not justifiably dismissed for any reason set out in sub-clause (*h*) hereof shall be entitled to a full week's wage.

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

Provided that where an employee is in the service of an employer for a year and has had no sick pay in such year as prescribed and such employee continues in such service he shall not, if he becomes disabled as previously mentioned during the ensuing year, be entitled to absent himself without deduction of pay for more than forty-four working hours in each ensuing year, but the number of days in any two months or other longer period as aforesaid in such ensuing year on which he shall be entitled to so absent himself shall be increased within such two months or period until the total number of working hours amount to forty-four.

For the purposes of this sub-clause "year" shall mean each succeeding period from the 1st day of November to the 31st day of October inclusive.

In computing the time to be taken as worked by a weekly employee during a week containing any day of such absence to which he is entitled by this sub-clause without deduction of pay, if the day be other than a Saturday, 8 hours, and if the day be a Saturday, four hours shall in respect of the day be added as if actually worked to the amount of time actually worked by the employee during the other working days of the week.

(*g*) Subject to sub-clause (*f*) hereof and to the provisions of this Part as to holidays, if an employee absents himself from work his employer shall be entitled to deduct from his week's wages an amount corresponding with the period of absence.

(*h*) Notwithstanding anything elsewhere in this clause contained an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct, or carelessness in the performance of his duties, or if after receiving one week's notice of determination of engagement he does not carry out his duties in the same manner as before such notice.

(*i*) If an employee be justifiably dismissed for any reason set out in sub-clause (*h*) hereof he shall be entitled to payment proportionate to the time worked, but to that only.

(*j*) Should any employee be dismissed during the course of a week, any wages due to him under this Part shall be paid to him forthwith and in default thereof the employer shall pay such employee an extra 3s. for each and every day or part thereof, whilst such default continues unless the employer satisfies the Wages Board that such default was due to circumstances not under his control and which he could not reasonably have foreseen and which he took reasonable steps to avoid or overcome.

JUNIORS NOT TO BE EMPLOYED IN CERTAIN CASES.

24. No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District as defined in the Factories and Shops Acts, and no improver under eighteen years of age shall be permitted to have sole charge of a motor vehicle.

PROPORTION OF JUNIORS.

25. Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

TIME BOOKS.

26. (*a*) Each employer shall, at the depot or yard at or from or in connexion with which the employee works or at an office convenient thereto, keep a record or time book showing the name of each employee in which shall be entered each day the time of starting and finishing work the work performed and class of vehicle driven and number of horses or makers capacity and the weekly rate of pay for such work, and the amount of overtime worked and the wages and overtime paid to each employee.

Provided proper facilities are provided by the employer for the purpose, such record or time book shall (so far as his starting and finishing time each day is concerned and also the work performed and class of vehicle driven and number of horses or makers capacity) be made or entered each day by the employee at the time of starting and finishing work.

(*b*) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Draggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

(c) Such record or time book shall on demand be produced by the employer or in his absence the person in charge or who may be reasonably presumed to be in charge of such depot, yard, or office mentioned in sub-clause (a) of this clause or the time books kept thereat to any officials (not more than two in number at any one time) of the Union duly authorized in writing by the president and secretary of the local branch or sub-branch of the Union at the place where the record or time book is kept. No demand for production need be complied with until after the expiration of seven days in the case of the first inspection, but subject thereto, any demand for production made between the hours of 10 a.m. and noon and 2 p.m. and 4 p.m., Saturday afternoons and public holidays excepted, on any day between the 1st and the 27th inclusive in each calendar month except on pay day shall be complied with forthwith. If the time of any such demand shall not be reasonably suitable to an employer (the burden of proof whereof shall be on the employer) for a full and particular inspection and examination of such time book or record by the officials, the employer shall nevertheless produce at such time such time book or record to the officials who shall be then entitled to examine such book or record for the purpose of seeing the nature and general state and condition thereof. A time shall then be agreed upon for the further examination of particulars thereof by such officials and, if not agreed upon, such time between the above hours shall be fixed by the officials and shall not be less than 24 hours or 48 hours in the case of a demand on the day before pay day after the time of the first demand. The officials shall in fixing such time have due regard to the exigencies of the employer's business and must complete each inspection as quickly as reasonably practicable.

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

(e) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

Determination to be Exhibited.

27. A copy of this Determination shall be exhibited by each employer where the industry is carried on, by being posted or hung up in a place where the employee signs on and off and where it is easily accessible to the employees without having to ask the permission of the employer.

Temporary Change of Stable.

28. (a) If after an employee has come to work as required at one starting place, his employer transfers him to another starting place any reasonable cost of fares incurred in going to or from the latter place shall be paid by the employer.

(b) If an employee is transferred temporarily to work at or from a starting place which requires him to travel from his home at least 1 mile more than is required by his ordinary starting place, any extra time so caused to be used by the employee shall be paid for at the rate of ordinary time, and any reasonable extra cost of fares so caused shall be paid by the employer.

Travelling Allowances.

29. (a) An employee engaged in ordinary travelling on duty or on work on which he is unable to return to his home at night shall be paid such personal expenses as he reasonably incurs in travelling, but he shall be paid the sum of 8s. 6d. per day at least. Provided that where an employee travels by boat or other conveyance in which his ticket includes meals and bed, he shall not be entitled to the said allowance, and provided that where an employer carrying on a coach and mail service provides or is willing to provide meals and bed the employee is to have the option of receiving 8s. 6d. per day or accepting the meals and bed provided by the employer.

(b) An employee prevented from returning with his turnout to the depot or yard from which he started shall be paid any travelling expenses he has to incur, and as if for time worked for the time he reasonably takes to get to his home beyond the time he ordinarily would have taken to get to his home from the depot or yard.

Gear and Ropes to be Supplied by Employer.

30. An employer shall supply his employees with all gear to secure any loads to be carted by them, and necessary ropes, chains hooks, trucks, and skids, and effective lamps.

Heavy Articles.

31. An employee unaided by proper auxiliary appliances or by another man shall not be permitted to lift or carry goods over 200 lb. in weight.

31A. Where the driver of a milk waggon is required to lift into the waggon milk in cans having a capacity of 10 gallons or more from the ground or other surface more than 18 inches below the level of the tray of the truck, an assistant must be provided.

Articles of Clothing.

32. Where an employee is required by law or by his employer to wear any special uniform, cap, overall, or other article, it shall be supplied and paid for by the employer.

Housing.

33. (a) Any employee required by his employer to live at a stable, yard, or garage, shall be provided with suitable accommodation for such employee free of cost.

(b) If an employer provides proper housing accommodation for an employee and his wife and family where such employee elects to live the employer shall be entitled to charge a rent not exceeding 10s. per week and not exceeding half the rent at which a similar house in the same locality would ordinarily be let.

Definitions.

34. Unless a contrary intention appears expressions used in this Part shall have meanings as follow :—

(a) "Junior" means any person under the age of 20 years in receipt of less than the adult wage.

(b) "Casual employee" means an employee who is not employed as a weekly employee.

(c) "Head stableman" means a stableman in charge of or directing the work of other stablemen.

(d) "Yardman" means any employee, not otherwise specified, employed in or in connexion with a stable, yard, or garage.

(e) "Horse driver's assistant" and "motor driver's assistant" means any employee who accompanies the driver to assist in loading, unloading, or delivering.

(f) "Loader" means any employee engaged in loading or unloading any goods, wares, merchandise, or materials on to or from any vehicle and in work incidental to such loading or unloading, and a person engaged as a horse driver's assistant or motor driver's assistant but who performs work on the water front of the nature usually performed by a loader shall be deemed to be a loader within this definition whilst performing such work.

PART I.—(continued).

(This Part applies to all persons other those employed (i) as Wharf Draggers (ii) by Retail Dairyman or (iii) in connexion with the distribution of petrol and petroleum products.)

(*g*) "Leading loader" shall mean a loader or ganger in charge of loaders.

(*h*) "Bulk milk carter" means an employee solely engaged in carting milk or cream in bulk whether carting in tanks and/or containers.

(*i*) "Collecting supervisor" means any person whose duty it is to collect moneys and exercise supervision over the work of drivers or other employees.

(*j*) "Official" means any person authorized in writing by the president and secretary of the local branch or sub-branch of the Transport Workers Union of Australia.

(*k*) "Sanitary carter's mate" means an employee who accompanies the driver to assist in loading or unloading.

(*l*) "Jinker" means a vehicle with a forecarriage, or a vehicle (where a dray takes the place of the forecarriage) and a bow axle under which the load is slung.

(*m*) "Boiler truck" means a vehicle on four low wheels, with or without springs, generally used for the carrying of boilers.

(*n*) "Float" means a vehicle on four wheels with or without springs generally used for carrying plate glass or other heavy material.

(*o*) "Articulated vehicle" means a vehicle with three or more axles comprising a power unit (called tractor truck prime mover etc.), and semi-trailer, which is superimposed on the power unit and coupled together by means of a king pin, revolving on a turn table; and is an articulated vehicle whether automatically detachable or permanently coupled.

(*p*) "Specially offensive material" means bone dust, bones, blood manure, dead animals, offal, fat (including that which is carted from hotels or restraurants or other places in kerosene tins), tallow in second-hand casks or in second-hand iron or steel drums, green skins, raw hides and sheep skins when fly-blown or maggotty, sausage skin casings except when packed in non-leaky containers for consumption, saltcake, spent oxide, hair and fleshings, soda ash, muriate of potash, sulphur ex wharf, sheeps trotters (known as "pie"), sulphuric acid of the strength of 96 per cent. or 98 per cent. in cases in which the carter is required to handle individual jars, stable cow or pig manure, meat meal, liver meal, blood meal, T.N.T. and any other goods which the Wages Board shall decide from time to time are specially offensive goods.

(*q*) "Dirty material" means coal, coke, briquettes, bitumen, provided that this be limited to bitumen and/or bituminous material for spreading on roads and excluding bitumen in metal containers, plumbago, graphite, black lead, carbon black, manganese excluding the article known as ferro or iron manganese, lime, "Comaidai" lime, tallite, limil, plaster, plaster of Paris, red oxide, zinc oxide, "Quickardo" cement, super phosphate (in second-hand bags), rock phosphate, dicalcic phosphate, yellow ochre, red ochre, charcoal, empty flour bags, super cel in jute bags, stone dust, household refuse including refuse from ships in port, street sweepings or garbage, but not including waste material (paper, rags, &c.), shives of flax when carted as a full load, and any material or a particular load thereof, which the Wages Board may decide to be exceptionally dirty.

(*r*) For the purposes of paragraphs (*p*) and (*q*) hereof 10 cwt., or more shall constitute a load of dirty material or of specially offensive material and before any driver is entitled to any further additional amount he shall have taken an active part in the on-loading and/or off-loading of dirty or specially offensive material.

(*s*) "Horse" means any beast of burden except a bullock.

(*t*) "Saturday" for the purpose of this Part means either Saturday or such other day as is at present observed as the weekly half-holiday in a particular industry or district.

(*u*) "Holiday" means any holiday prescribed by this Part.

(*v*) "Winter" means from the 15th day of April to the 15th day of October, inclusive.

(*w*) "Summer" means from the 16th day of October to the 14th day of April, inclusive.

(*x*) "Rate of ordinary time, of time and a half, of double time, of double time and half time, and of treble time," and any like expression means respectively a rate per hour of 1/44, 3/88, 1/22, 5/88, and 3/44 of the prescribed weekly rate for the relevant class of employee;

(*y*) "Shift," or any like expression, means work done in relay by successive men or sets of men without any considerable break between the ending of work by one man or set and the beginning of work by the next man or set.

(*z*) "Makers capacity" means the capacity shown on the certificate of registration issued under the Motor Car Acts.

(*zz*) "Union" means the Transport Workers Union of Australia.

PERIODICAL ADJUSTMENT OF WAGES.

35. The wages rates set out in clause 1 of this Part are based upon the following basic wage and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, shall be automatically adjusted as prescribed in clause 36.

Basic Wage.

Place.	Needs basic wage (adjustable).	Loading (constant).	Total basic wage.	Index number set assigned.
	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne	5 2 0	6 0	5 8 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne				
Within 5 miles of the chief Post Office, Warrnambool—same as the contemporaneous basic wage for Melbourne				
Mildura and Gippsland Districts—same as the contemporaneous basic wage for Melbourne				
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne				

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Draggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

Adjustment of Basic Wage.

36. (*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 November, 1947, the amounts of the basic wage shall be as prescribed in clause 35.

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

PART II.

(This part applies only to persons employed as Wharf Draggers.)

Rates of Wage.

1. The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 2s. $8^{10}/_{11}$d. per hour with a minimum payment as for four hours and in addition the sum of 2s. 3d. for each day on which work is done by the employee. For this purpose a "day" means the period between 8 a.m. one day and 8 a.m. the succeeding day.

Ordinary Hours of Employment.

2. The ordinary hours of duty shall be—

From Monday to Friday inclusive—8 a.m. to 5 p.m.

Saturday—8 a.m. to noon.

Provided that the time occupied in travelling to or from the stable, yard or wharf, with a horse or horses, shall be paid for as if the dragger was actually engaged in dragging operations.

Overtime.

3. Overtime as hereinafter defined shall be paid for at the following rates (in addition to the 2s. 3d. prescribed by clause 1 hereof):—

(*a*) Between 6 p.m. and midnight—

Monday to Friday inclusive—Ordinary rate and a half.

Between midnight and 7 a.m.—Monday to Saturday inclusive—Double ordinary rate.

(*b*) Where tea hour is observed from 6 p.m. to 7 p.m. by the waterside workers with whom the employee is working the employee shall be paid at the rate of ordinary rate and a half between 5 p.m. and 6 p.m

(*c*) For work done on Saturday between noon and midnight and from midnight on Sunday to 7 a.m on Monday double ordinary rates shall be paid.

(*d*) For work done on ordinary holidays the rates shall be—

Between midnight and 7 a.m.—Two and one half times the ordinary rate.

Between 8 a.m. and 5 p.m.—Ordinary rate and a half.

Between 5 p.m. and midnight—Double ordinary rate.

(*e*) For work done between midnight on Saturday and midnight on Sunday and between midnight and midnight on extraordinary holidays two and a half times the ordinary rate shall be paid.

(*f*) For work done during ordinary hours for more than 88 hours per fortnight or 48 hours in any one week (exclusive of meal times and smoke-ohs)—for such excess ordinary rate and a half.

(*g*) Men engaged to work between midnight and 7 a.m. under the preceding sub-clauses (*c*), (*d*) and (*e*) hereof shall be paid for at least four hours at the appropriate rate.

Meal Hours.

4. The hours for meals shall be—

Breakfast—7 a.m. to 8 a.m.

Dinner—Noon to 1 p.m.

Tea—5 p.m. to 6 p.m.

Supper—Midnight to 1 a.m. but when work begins at midnight supper periods are not to be observed.

When frozen cargo is being handled the meal hour may be postponed without payment of additional rate for any time not exceeding half an hour if such suspension is necessary to complete the unloading of a truck, motor waggon or vehicle the unloading of which was started before the time fixed for the meal hour.

PART II.—(continued).

(This Part applies only to persons employed as Wharf Draggers.)

Working During Meal Hours.

5. (*a*) Working during meal hours, except to meet emergencies, shall be avoided as far as possible. If employers require work to continue during a meal hour to meet emergencies, the rates set out hereunder, subject to adjustment under clause 14 of this Part, shall be paid for such meal hour, or portion thereof worked, and thereafter, subject to the exception in respect of frozen cargo in clause 4 of this Part and those hereinafter mentioned shall continue until the employee is discharged or has been allowed a full hour of leisure for a meal.

(*b*) Employees shall at the employer's option work during such meal hours as are worked by the waterside workers with whom they are working but not otherwise.

(*c*) In ports where meals are supplied by the employers the payment for work during meal hours shall not apply where the employers in order to expedite the sailing of a vessel arrange for the meal to be supplied either one hour prior to or one hour later than the otherwise specified time of such meal hour. In such cases the employers shall be entitled to arrange meal times within the stipulated period.

Note.—Based on 2s. $1^{1}/_{11}$d. per hour.

—	Ordinary days.	Ordinary holidays.	Saturday afternoons.	Sundays and extraordinary holidays.
	Per hour. s. d.	Per hour. s. d.	Per hour. s. d.	Per hour. s. d.
Supper (except where employment begins at midnight)	6 $3^{3}/_{11}$	7 $3^{3}/_{11}$	..	7 $3^{3}/_{11}$
Breakfast where work commences prior to 7 a.m.	6 $3^{3}/_{11}$	7 $3^{3}/_{11}$	..	7 $3^{3}/_{11}$
Breakfast where work commences at 7 a.m.	4 $2^{2}/_{11}$	5 $2^{2}/_{11}$	..	7 $3^{3}/_{11}$
Dinner	4 $2^{2}/_{11}$	5 $2^{2}/_{11}$	6 $3^{3}/_{11}$	7 $3^{3}/_{11}$
Tea except as provided in clause 3 (*b*) hereof	4 $2^{2}/_{11}$	6 $3^{3}/_{11}$	6 $3^{3}/_{11}$	7 $3^{3}/_{11}$

Smoke-ohs.

6. Employees shall be entitled without loss of pay to the same breaks in their work as are actually observed by the waterside workers with whom they are working but shall feed and water their horses during such smoke-ohs if necessary.

Working Through Smoke-ohs.

7. (*a*) The employees shall not be entitled to the said breaks of work if the employer be willing to pay double the appropriate rate for the work done during the smoke-oh or where the actual work commences less than two hours before the time of the break.

(*b*) For work done during smoke-ohs (other than the necessary feeding and watering of horses) double the appropriate rate shall be paid for the time actually worked.

Time of Duty.

8. The time of duty, except as hereinafter provided, shall begin at the time and place at which the employee is directed to present himself for work or for conveyance to work.

Provision for Meals.

9. Where employees are required to work on the same or a different job after 5 p.m. or after 6 p.m. in ports where the meal hour is observed by mutual arrangement from 6 p.m. to 7 p.m. at or before the time they are knocked off for the midday meal on the day on which they are so expected to work, or if engaged after the time of the midday meal on that day—at the time picked-up—they shall be notified by the foreman or other representative of the employer of the probable period of time for which their services will be required and will thereupon make provision for meals necessary during such period mentioned, subject to the following conditions:—

(i) If any meals necessary after 5 p.m. or after 6 p.m. in ports where the meal hour is observed from 6 p.m. to 7 p.m. within that period are provided and not required by the employee owing to work not being available, each such employee shall be paid the sum of 1s. 6d. for each such meal provided and not required.

(ii) If the work exceeds the time mentioned by the foreman or other representative of the employer, and continues beyond a meal hour, and an extra meal or meals have to be obtained away from home, each such employee shall be paid the sum of 1s. 6d. for each such meal.

(iii) If the employees are not notified as before mentioned and work continues beyond a meal hour, they shall each be paid 1s. 6d. for each meal obtained away from home.

(iv) Where employees have been notified and work continues into and through the last meal hour to a finish, no payment shall be due for such meal not partaken during the meal hour time at which the last meal hour would have been observed.

(v) The employer shall not be liable for these payments if he provide employees with proper meals.

(vi) Employees required to work beyond the midday meal on Saturday shall receive notice of that fact before leaving work on Friday if resuming at the same job, or at the time of engagement—if engaged for work commencing on Saturday morning—and for meals required after midday, shall be notified at or before the midday break on the job.

(vii) Employees engaged to commence work or ordered to resume work prior to the breakfast meal hour on the following working day and who are required beyond that meal hour, unless notified as before mentioned, shall be entitled to payment of the meal allowance.

(viii) For the purposes of this Part notice given by a foreman or other representative of the employer, to one man in each gang, shall be deemed to be notice to all employees engaged.

Holidays.

10. (*a*) The holidays shall be as follows:—

Extraordinary holidays.—Christmas Day, Good Friday, Labour Day, and Sundays.

Ordinary Holidays.—New Year's Day, Easter Monday, King's Birthday, Boxing Day, Australia Day, Melbourne Cup Day, and Anzac Day.

(*b*) "Australia Day" shall mean the day in January observed as such.

(*c*) "Holidays" shall mean the days prescribed under the law of the State to be observed in lieu of the actual holidays mentioned unless there be no such day prescribed in which case the day to be observed shall be the day on which the holiday falls.

PART II.—(continued).

(This Part applies only to persons employed as Wharf Draggers.)

Employees to whom this Part Applies.

11. This Part of this Determination shall apply to casual employees and except as to clause 1 hereof and the provision for payment of 2s. 3d. contained in clause 3 hereof shall apply to such permanent carters or drivers on weekly engagement as may be temporarily engaged in the occupation of dragging whilst they are so employed in lieu of the provisions dealing with the same subject matter in Part I. hereof.

An employer shall not employ a permanent carter or driver on weekly engagement as a casual dragger on a holiday unless there shall be no casual draggers available.

The Occupation.

12. The duties of a dragger shall be to attend to and/or drive his horse and to attach the horse to the truck. He shall also be responsible for the safe conduct of the load (but not any loading or unloading) whilst on the truck. In the case of an emergency only a dragger may, if agreeable, do other work provided that for each hour or part of an hour so employed he shall be paid the ruling rate prescribed by any Determination for the particular class of work done.

Incorporation of Provisions of Part I.

13. The provisions of clauses 8, 13 (*a*), 25, 26, and 27 of Part I. of this Determination are hereby incorporated in this Part.

Periodical Adjustment of Wages.

14. The wages rates set out in Clause 1 of this Part shall, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, be automatically adjusted from time to time as prescribed hereafter.

(1) The index number for Melbourne is to be applied.

(2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.

(3) The amount of addition or deduction assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.

(4) That assigned amount shall for work done during such period of or near a quarter be added to or deducted from the originally prescribed amount of the rate in accordance with that table.

(5) The division called "original" in the following table is that for the needs basic wage upon which the rate is to be deemed to have been originally prescribed.

Table.

Original Index Number Division, 1167–1179, Melbourne.

Index number divisions for deductions.	Amounts of addition or deduction.	Index number divisions for additions.
	d.	
1167–1179	nil	1167–1179
1155–1166	$0^{3}/_{11}$	1180–1191
1142–1154	$0^{6}/_{11}$	1192–1203
1130–1141	$0^{9}/_{11}$	1204–1216
1118–1129	$1^{1}/_{11}$	1217–1228

PART III.

(This Part applies only to persons employed by Retail Dairymen.)

1. Adult Employees.

—	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving—			
One horse	5 12 0	5 18 6	5 9 0
Two horses	5 17 0	6 3 6	5 14 0
Employee driving—			
Motor bicycle with side car	5 13 0	5 19 6	5 10 0
Other motor vehicle having maker's capacity of—			
25 cwt. or less	5 16 0	6 2 6	5 13 0
Over 25 cwt. but not over 3 tons	6 1 0	6 7 6	5 18 0
Over 3 tons but under 6 tons	6 4 0	6 10 6	6 1 0
Further tonnage—for each complete ton over 5 an extra 1s. per week			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
Stablemen	5 10 0	5 16 6	5 7 0
Head stableman	5 14 0	6 0 6	5 11 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	5 8 0	5 14 6	5 5 0

PART III.—(continued).

(This Part applies only to persons employed by Retail Dairymen.)

2. EXTRA RATES.

	Per week. s.	d.
Further additional amount for employee driving retail milk vehicle	11	0
Further additional amount for employee of retail dairyman driving bulk milk vehicle	7	0
Further additional amount for a driver of a motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra	1	0
Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra	1	0
Further additional amount for a cleaner of a gas producer unit who is not a driver—for each day or part thereof upon which he is called upon to clean such unit—an extra	1	0

DRIVER PROVIDING STABLING FOR HIS HORSE.

3. Where a driver is called upon to provide stabling for his horse or horses he shall be paid 5s. per week for each horse stabled in addition to the rate of wages he is receiving at the time. All feed for horses so stabled shall be provided by the employer.

WAGE FOR CASUAL EMPLOYEES.

4. A casual employee shall for the time worked by him receive payment proportionate to the total weekly rate for the class of work with a minimum payment as for two hours and shall also be paid a flat addition of 2s. 3d. for each day on which work is done by him.

WAGE FOR JUNIORS.

5. The minimum rate of wages to be paid per week to a junior shall be as follows:—

	£ s. d.
Under 19 years of age	3 17 0
19 and under 20 years of age	4 5 0
20 years of age and over	Adult rate.

HIGHEST FUNCTION.

6. (a) Where an employee is called upon to perform two or more classes of work on any one day he shall for the purpose of assessing the rate of wage to be paid, be deemed to have worked throughout the whole of his working time on that day at the class for which the highest rate of wages is prescribed.

(b) Notwithstanding anything contained in this clause an employee may be used in the capacities of a Retail Milk Carter and Collector, provided that each separate capacity shall be performed only on one day, and such employee shall be paid weekly the highest ruling rate of such capacities.

Provided further that no Carter-Collector may be changed from one capacity to another without having at least twelve hours off for rest.

EMPLOYEE LEARNING ROUND.

7. No reduction shall be made from his wage when an employee is learning his round.

PAYMENT OF WAGES.

8. The following provisions shall apply to the payment of wages:—

(a) Either the Wednesday, the Thursday, or the Friday in each week shall be fixed as the pay-day, and the pay-day once so fixed shall not be altered more than once in three months nor without two weeks' notice to the employees.

(b) All wages shall be paid on such pay-day.

(c) Where it is practicable to pay the employees on pay-day at the yard or depot the payment of wages shall be made within ten minutes of the time at which the employee ceases duty, and if it is delayed beyond that time through any fault or delay of the employer or because of the place at which the employee has to cease work, the employee shall be paid for the time of delay in excess of ten minutes at the rate of time and a half.

(d) All earnings, including overtime, shall be paid within two days of the expiration of the week in which they accrue.

(e) If an employer fails to make payment to any employee on pay day, he shall pay to each such employee an extra 3s. for each and every day or part thereof during which such default continues, unless he satisfies the Wages Board that such failure is due to some act on the part of the employee, or to the fact that the employer was ready and willing to make payment on pay day but that the employee failed to wait for his pay under sub-clause (c) hereof, or to circumstances not under his control and which he could not reasonably have foreseen and which he took reasonable steps to avoid or overcome.

ORDINARY WORKING HOURS PER WEEK.

9. (a) The ordinary working hours per week for a weekly employee shall be 44. Such ordinary number of working hours shall include time worked on a Sunday.

(b) All time worked by a weekly employee in excess of the ordinary number of hours herein prescribed shall be paid for as overtime at the rate of time and a half.

(c) In computing the time to be taken as worked by a weekly employee during a week containing any prescribed holiday to which he is entitled by this Part, if the holiday be on a day other than Saturday, eight hours, and if the holiday be on a Saturday, four hours shall in respect of the holiday be added as if actually worked to the amount of time actually worked by the employee during the ordinary working days of the week.

Provided that in the case of a stableman, if the employer within fourteen days of a prescribed holiday allow to him a day off in lieu of such holiday, the appropriate amount of time shall in like manner be added in respect of the substituted day and the week in which it occurs instead of in respect of the holiday and the week in which it occurs:

Provided further that this sub-clause shall not apply to an employee who in the ordinary course works seven days a week as his week's work.

ORDINARY WORKING TIME PER DAY.

10. The work of each day or shift of drivers of retail milk vehicles or assistants on such vehicles shall be continuous: Provided that all time worked by such in any capacity in excess of eight hours on any day shall not be counted as part of the ordinary working hours per week for a weekly employee; and shall be paid for at the rate of time and a half in addition to any amount payable in respect of the weekly wage:

Provided further that all time between the earliest starting time and the latest finishing time shall be considered as time worked.

RANGE OF ORDINARY WORKING TIME.

11. (a) Within the Melbourne metropolitan district as defined by the Victorian Milk Board, all time worked by a driver of a retail milk vehicle or an assistant on such a vehicle in any capacity before the hour of 1 a.m. or after the hour of 10 a.m on any day shall be paid for at the rate of time and a half irrespective of the number of hours worked for the day or week. Except that in the case of such employees on retail milk vehicles delivering milk to shops, factories, warehouses, or offices inside the City boundaries as defined by the Milk Board Regulations, viz., Flinders-street to Lonsdale-street and Spring-street to Spencer-street and in the case of employees on retail milk vehicles wholly delivering milk to milk bars, institutions, shops, hotels, hospitals, boarding houses and like places as "semi-wholesale" milk, all work done before the hour of 5 a.m. or after the hour of noon for employees working seven days per week or after the hour of 1 p.m. for employees working six days per week, shall be paid for at the rate of time and a half.

PART III.—(continued).

(This Part applies only to persons employed by Retail Dairymen.)

(*b*) Outside the Melbourne metropolitan district, a starting time shall be fixed by each employer, in agreement with the local Branch or Sub-branch of the Transport Workers Union of Australia; and all time worked by the driver of a retail milk vehicle, or an assistant on such vehicle in any capacity, shall be paid for at the rate of time and a half, irrespective of the number of hours worked for the day or week: Provided that where no starting time has been fixed in agreement with the local Branch or Sub-branch of the Transport Workers Union of Australia, the provisions of sub-clause (*a*) hereof shall apply.

(*c*) Any time worked outside such hours shall not be counted as part of the ordinary working hours per week of a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

(*d*) This Part shall not operate to relieve employers from complying with any present Statute of the State or regulation hereunder so far as such Statute or regulation deals with the hours at which goods may be carted or delivered.

STARTING AND FINISHING WORK.

12. Where proper facilities are provided for an employee to sign on when beginning work and to sign off when leaving work, the work of such employee shall be deemed to commence when he signs on at the yard or depot in the morning and to finish when he signs off.

Where proper facilities for signing on or off are not provided, work shall be deemed to commence when the employee enters the yard or depot in the morning and to finish when he leaves the yard or depot.

Provided that in any case where the horses are stabled at the driver's own home then the driver shall be allowed twenty minutes in the morning and fifteen minutes in the evening to perform the necessary stable work.

ALTERATION OF STARTING AND FINISHING TIMES.

13. Each employer shall fix a regular starting time for each of his employees which shall, with respect to each such employee, be the same time, in each day of the week. In any case where it is not so fixed, such starting time shall be 1 a.m., until it is otherwise fixed by the employer. Where an employer desires to vary or change the regular starting time of any employee or employees he shall give two weeks' notice of such variation or change to the particular employee or employees concerned, and also post a notice of the intended change at the depot or yard. Notwithstanding anything herein contained, an employer who has fixed a regular starting time may vary the same for any particular day or days by informing any employee or employees by not later than the time when such employee or employees sign off or leave the depot or yard the previous day, that the starting time or times of such employee or employees on any specified day or days will be at a time or times not earlier than the regular starting time, and not later by more than one hour than the regular starting time of such employee or employees.

CASUAL EMPLOYEE TO BE NOTIFIED IF NOT REQUIRED.

14. A casual employee shall be notified at the end of the day if his services are not required next working day; failing such notice a full day's wages shall be paid for the next working day.

WORK ON SUNDAY.

15. (*a*) Except as otherwise provided in this clause an employee required to work on Sunday shall in addition to any amount payable in respect of a weekly wage be paid as follows for any time worked on the Sunday with a minimum payment as for three hours—

For a stableman working seven days or seven nights in one week—Ordinary time.

For any other employee—Double time.

(*b*) Sub-clause (*a*) hereof does not apply to—

A stableman working day work who receives one clear day's rest in seven or working night work who receives one clear night's rest in seven.

A driver while solely carting milk, cream and casein curd or any one or two of them.

WEEKLY TIME OFF.

16. (*a*) Every weekly employee other than a retail milk carter shall be entitled to time off from work from the hour of 1 p.m. on some day in the week other than Sunday in addition to the benefit of any holidays prescribed for him by this Part.

(*b*) A weekly employee being a bulk milk carter, shall in addition to the time off prescribed by sub-clause (*a*) hereof, be entitled to either Sunday or some other day in each week as a clear day off from work, or in default thereof one day's extra pay.

(*c*) A weekly employee being a stableman who is not paid the Sunday rate for work on Sunday shall be entitled if working day work, to one clear day off, and if working night work to one clear night off from work in each week, or in default thereof one day's extra pay.

(*d*) A retail milk carter or carter-collector shall be entitled to one clear day off from work in each seven days: Provided that any retail milk carter or carter-collector who is required to work on his day off shall be paid double time for such day irrespective of the number of hours worked on the other six days with a minimum as for four hours.

(*e*) The extra pay provided in sub-clauses (*b*) (*c*) and (*d*) hereof shall be in addition to any overtime earned.

(*f*) Each employer of a retail milk carter or carter-collector shall fix a regular day off for each such employee and shall inform the employee accordingly. An employer may alter the regular day off of any employee by giving the employee concerned at least seven days' notice of intention to make such change. The day so fixed or as altered shall be deemed to be the day off for the purposes of sub-clauses (*d*) and (*e*) hereof: Provided that with a view to giving each employee as far as practicable a turn at having a Sunday off each employer and employee may agree that such employee shall accept a Sunday off in any particular week in lieu of the regular day off for such week and in such case the Sunday shall be deemed to be the day off for such week.

HOLIDAYS.

17. (*a*) Weekly employees shall be entitled without deduction of pay to the holidays observed in respect of New Years Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Christmas Day, Boxing Day, and Melbourne Cup Day.

(*b*) No weekly employee who has without the consent of his employer and without reasonable cause absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

(*c*) For all time worked by a weekly employee on such holidays, payment shall be made at the following rate:—On Good Friday and the Christmas Day holiday—Time and a half. On any other holiday—Ordinary time.

The minimum payment shall be as for four hours' work.

Payment for work on a holiday shall be in addition to any amount payable in respect of the weekly wage.

(*d*) The preceding part of this clause shall not apply to stablemen, carter-collectors or a driver carting milk, when doing work solely as such and such employees shall be paid for work done on holidays at the rate of time and a half including ordinary time.

(*e*) For all time worked by a casual employee on such holidays payment shall be made at the following rate:—On Good Friday and the Christmas Day holiday—Double and a half time. On any other holiday—Double time

The minimum payment shall be as for four hours' work. As well as the payment prescribed by this sub-clause the flat addition of 2s. 3d. prescribed by clause 4 hereof shall be paid.

PART III.—(continued).

(This Part applies only to persons employed by Retail Dairymen.)

(*f*) Where a weekly employee is entitled to any holiday prescribed by this Part, his employer shall notify such employee on the working day immediately preceding such holiday if his services are required thereon, and if such notice be not given the employee shall be entitled to take such holiday without deduction of pay.

(*g*) If an employer intends not to carry on business on a day generally observed as a holiday although not prescribed as such in this Part and fails to notify a weekly employee to present himself for duty on such day, he shall not be entitled to make a deduction from the wages of the employee for not so presenting himself.

ANNUAL LEAVE FOR MILK CARTERS, CARTER-COLLECTORS, COLLECTORS, STABLEMEN, AND OTHERS.

18. (*a*) A stableman or other employee if generally required to work on seven days in a week shall be allowed two weeks' holiday on full pay at the expiration of each twelve months' service.

All other employees with the exceptions hereinafter mentioned, shall be allowed one week's holiday on full pay at the expiration of each twelve months' service.

(*b*) A retail milk carter or carter-collector shall be allowed two weeks' holiday on full pay at the expiration of each twelve months' service.

(*c*) If an employee leaves or is dismissed before the expiration of twelve months he shall be given or paid for holidays *pro rata* as follows:—

(i) Stablemen or employees generally working seven days a week—one day for each month of service.

(ii) Retail milk carters or carter-collectors—one day for each month of service.

(iii) All other employees—one day for each two months of service.

If the business be sold or transferred during the period of service, the employee shall be entitled to the holidays herein prescribed at the conclusion of twelve months with the firm or business.

THE CONTRACT OF EMPLOYMENT.

19. Where an employee is usually employed without any express undertaking to employ him for at least one week his employment shall be deemed to be that of a casual employee, but in all other cases where an employee is not in express terms engaged as a casual employee, he shall be deemed to be, and be employed as a weekly employee.

The following shall be terms and conditions of weekly employment:—

(*a*) The engagement shall not be determined on either side except upon one week's notice which may be given at any time, but an employer may pay one week's wages in lieu of giving such notice. If an employee determines the engagement without such notice such employee shall pay the employer one week's wages in lieu of such notice. The employer may retain an amount equal to such week's wages out of any moneys due to the employee at the time of such determination. In calculating the moneys so due credit shall be given to the employee for wages earned during any portion of a week which has elapsed at the time of determination.

(*b*) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.

(*c*) Notice to determine the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his engagement will or will not be determined by the employer upon that date shall not be deemed a valid notice.

(*d*) Subject to sub-clause (*e*) hereof an employee to become entitled to payment of the weekly wage prescribed by this Part is to be available ready and willing to perform such work as the employer shall from time to time require on the day and during the hours usually worked by the class of employee comprising him, but any employee so available ready and willing to work for the whole week and not justifiably dismissed for any reason set out in sub-clause (*g*) hereof shall be entitled to a full week's wage.

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

Provided that where an employee is in the service of an employer for a year and has had no sick pay in such year as prescribed and such employee continues in such service he shall not, if he become disabled as previously mentioned during the ensuing year be entitled to absent himself without deduction of pay for more than forty-four working hours in each ensuing year, but the number of days in any two months or other longer period as aforesaid in each ensuing year on which he shall be entitled to so absent himself shall be increased within such two months or period until the total number of working hours amount to forty-four.

For the purposes of this sub-clause "year" shall mean each succeeding period from the 1st day of November to the 31st day of October inclusive.

In computing the time to be taken as worked by a weekly employee during a week containing any day of such absence to which he is entitled by this sub-clause without deduction of pay, 6 hours shall in respect of the day be added as if actually worked to the amount of time actually worked by the employee during the other working days of the week.

(*f*) Subject to sub-clause (*e*) hereof and to the provisions of this Part as to holidays, if an employee absents himself from work his employer shall be entitled to deduct from his week's wages an amount corresponding with the period of absence.

(*g*) Notwithstanding anything elsewhere in this clause contained an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct, or carelessness in the performance of his duties, or if after receiving one week's notice of determination of engagement he does not carry out his duties in the same manner as before such notice.

(*h*) If an employee be justifiably dismissed for any reason set out in sub-clause (*g*) hereof he shall be entitled to payment proportionate to the time worked, but to that only.

(*i*) Should any employee be dismissed during the course of a week, any wages due to him under this Part shall be paid to him forthwith, and in default thereof, the employer shall pay such employee an extra 3s. for each and every day or part thereof whilst such default continues, unless the employer satisfies the Wages Board that such default was due to circumstances not under his control and which he could not reasonably have foreseen and which he took reasonable steps to avoid or overcome.

JUNIORS NOT TO BE EMPLOYED IN CERTAIN CASES.

20. No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse, and no improver under eighteen years of age shall be permitted to have sole charge of a motor vehicle.

PROPORTION OF JUNIORS.

21. Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

TIME BOOKS.

22. (*a*) Each employer shall at the depot or yard at, or from, or in connexion with which the employee works or at an office convenient thereto keep a record or time book showing the name of each employee working for him in which shall be entered each day the time of starting and finishing work and the amount of overtime worked and the wages and overtime paid to each employee and the date upon which the holidays of each employee become due. Such record or time book shall be made and entered by the employee each day at the time of starting and finishing work

(*b*) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

PART III.—(continued).

(This Part applies only to persons employed by Retail Dairymen.)

(c) Such record or time book shall on demand be produced by the employer for inspection to any officials (not more than three in number at the one time) of the Union duly authorized in writing by the president and secretary of the local Branch or Sub-branch of the Union, at the place where the record or time book is kept. Such inspection must be completed as soon as is reasonably practicable.

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

(e) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

(f) At the commencement of the time book for each employee the date of the original engagement of such employee shall be entered.

DETERMINATION TO BE EXHIBITED.

23. A copy of this Determination shall be exhibited by each employer where the industry is carried on, by being posted or hung up in a place where it is easily accessible to the employees without having to ask permission of the employer.

TEMPORARY CHANGE OF STABLE.

24. (a) If after an employee has come to work as required at one starting place, his employer transfers him to another starting place any reasonable cost of fares incurred in going to or from the latter place shall be paid by the employer.

(b) If an employee is transferred temporarily to work at or from a starting place which requires him to travel from his home at least 1 mile more than is required by his ordinary starting place any extra time so caused to be used by the employee shall be paid for at the rate of ordinary time and any reasonable extra cost of fares so caused shall be paid by the employer.

GEAR AND ROPES TO BE SUPPLIED BY EMPLOYER.

25. An employer shall supply his employees with all gear to secure any loads to be carted by them, and effective lamps.

In the case of a retail milk round where the provision of an effective torch and a battery is necessary, the same shall be provided and paid for by the employer; any dispute as to this matter shall be decided by the Wages Board.

ARTICLES OF CLOTHING.

26. Drivers of retail milk vehicles shall be supplied by the employer with at least two overalls per year or an employer may at his option pay an employee a sum of 1s. 9d. per week in lieu of providing, washing, and repairing such overalls.

Where an employer fails to provide overalls as prescribed herein the said sum of 1s. 9d., shall be paid to the employee. The dates of the issue of such overalls shall be recorded in the time book.

WASHING FACILITIES, ETC.

27. Employees driving and/or cleaning motor vehicles fitted and operated with a charcoal gas producer unit shall be supplied by the employer with suitable overalls and gloves. The employer shall also provide proper washing conveniences and hot water or some other efficient cleansing material for such employees.

HOUSING.

28. (a) Any employee required by his employer to live at a stable, yard or garage, shall be provided with suitable accommodation for such employee free of cost.

(b) If an employer provide proper housing accommodation for an employee and his wife and family where such employee elects to live the employer shall be entitled to charge a rent not exceeding 10s. per week and not exceeding half the rent which a similar house in the same locality would ordinarily let.

COLLECTING BY RETAIL MILK CARTERS.

29. No retail milk carter other than those provided for in sub-clause (b) of clause 6 of this Part shall collect or be permitted to collect any accounts other than cash sales or cash collections on the round and during the ordinary course of milk delivery.

LIMITATION OF NUMBER OF CARTER-COLLECTORS.

30. An employer shall not employ more than one carter-collector for each four drivers.

DEFINITIONS.

31. Unless a contrary intention appears expressions used in this Part shall have meanings as follows:—

(a) "Junior" means any person under the age of 20 years in receipt of less than the adult wage.

(b) "Casual employee" means an employee who is not employed as a weekly employee.

(c) "Head stableman" means a stableman in charge of or directing the work of other stablemen.

(d) "Yardman" means any employee, not otherwise specified, employed in or in connexion with a stable, yard or garage.

(e) "Horse driver's assistant" and "motor driver's assistant" means any employee who accompanies the driver to assist in loading, unloading or delivering.

(f) "Bulk milk carter" means a person carting milk or cream in bulk from producers to depots, railways, retailers or factories, or from depots or railways to factories for treatment or manufacture to retailers.

(g) "Retail milk carter" or "driver of a retail milk vehicle" means any person carting milk or cream, other than any person defined in sub-clause (f) hereof as a bulk milk carter, but includes persons carting milk to milk bars, institutions, shops, hotels, hospitals, boarding houses and like places.

(h) "Official" means any person authorized in writing by the president and secretary of the local Branch or Sub-branch of the Transport Workers' Union of Australia.

(i) "Horse" means any beast of burden except a bullock.

(j) "Saturday" for the purpose of this Part means either Saturday or such other day as is at present observed as the weekly half-holiday in a particular industry or district.

(k) "Holiday" means any holiday prescribed by this Part.

(l) "Rate of ordinary time," of "time and a half," of "double time," of "double time and half time" and of "treble time" and any like expression, means respectively a rate per hour of 1/44, 3/88, 1/22, 5/88 and 3/44, of the prescribed weekly rate for the relevant class of employee.

(m) "Maker's capacity" shall mean the capacity shown on the certificate of registration under the Motor Car Acts.

(n) "Union means the Transport Workers' Union of Australia.

PART III.—(continued).

(This Part applies only to persons employed by Retail Dairymen.)

Periodical Adjustment of Wages.

32. The wages rates set out in clause 1 of this Part are based upon the following basic wage and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, shall be automatically adjusted as prescribed in Clause 33 of this Part.

Basic Wage.

Place.	Needs basic wage (adjustable).	Loading (constant).	Total basic wage.	Index number set assigned.
	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne	5 2 0	6 0	5 8 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne				
Within 5 miles of the chief Post Office, Warrnambool—same as the contemporaneous basic wage for Melbourne				
Mildura and Gippsland Districts—same as the contemporaneous basic wage for Melbourne				
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne				

Adjustment of Basic Wage.

33. (*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 November, 1947, the amounts of the basic wage shall be as prescribed in clause 32.

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

PART IV.

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

1. **Adult Employees.**

—	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Driver of a motor wagon with a combined weight of vehicle and maximum load of under 10 tons	6 6 0	6 12 6	6 3 0
Driver of a motor wagon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons ..	6 8 0	6 14 6	6 5 0
Further tonnage for each complete ton over 13 tons—1s. per week extra.			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
Motor driver's assistant and any employee not elsewhere specified	5 8 0	5 14 6	5 5 0

2. **Extra Rates.**

	Per Week. s. d.
Further additional amount for an employee driver who is required to deliver fuel oil other than in drums or packages	3 0
Further additional amount for an employee driver who is required to cart or spread bituminous products upon the streets	6 0
Further additional amount for an employee driving collecting money per week—	
If the amount collected be under £30	2 0
If the amount collected be £30 and under £100	3 0
If the amount collected be £100 and under £300	4 0
If the amount collected be £300 and under £500	5 0
If the amount collected be over £500	6 0
Additional amount for an employee driver of an articulated vehicle as defined herein	5 0
Further additional amount for an employee driver required in any week to act as salesman of goods in his vehicle	5 0
Further additional amount to an employee not in receipt of the immediately preceding additional rate who is required to cart three or more drums of fuel oil, at the rate of	3 0

PART IV.—(continued).

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

Wage for Casual Employees.

3. A casual employee shall for the time worked by him receive payment proportionate to the total weekly rate for the class of work with a minimum payment as for two hours and shall also be paid a flat addition of 2s. 3d. for each day on which work is done by him.

Wage for Juniors.

4. The minimum rate of wage to be paid per week to a junior shall be as follows:—

	£	s.	d.
18 and under 19 years of age	3	9	0
19 and under 20 years of age	3	17	0
20 years of age and over	Adult rate		

War Loadings.

5. In addition to the weekly rates prescribed in clauses 1 and 4 of this Part war loadings shall be paid as follows:—

	s.	d.
Driver of a motor wagon with a combined weight of vehicle and maximum load of under 10 tons	3	0
Driver of a motor wagon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons	3	0
Motor driver's assistant and any employee not elsewhere specified	1	6
Juniors under 20 years of age	1	0

Highest Function.

6. Where an employee is called upon to perform two or more classes of work on any one day he shall for the purpose of assessing the rate of wage to be paid, be deemed to have worked throughout the whole of his working time on that day at the class for which the highest rate of wages is prescribed.

Payment of Wages.

7. (*a*) Except as otherwise provided in this clause the following provisions shall apply to the payment of wages:—

(i) Either the Thursday or the Friday in each week shall be fixed as the pay-day, and the pay-day once so fixed shall not be altered more than once in three months nor without two weeks' notice to the employees.

(ii) All wages shall wherever practicable be paid on such pay-day.

(iii) Where it is practicable to pay the employees on pay-day at the yard or depot, the payment of wages shall be made within ten minutes of the time at which the employee ceases duty, and if it is delayed beyond that time through any fault or delay of the employer or because of the place at which the employee has to cease work, the employee shall be paid for the time of delay in excess of ten minutes at the rate of time and a half.

(iv) All earnings including overtime shall wherever practicable be paid within two days of the expiration of the week in which they accrue.

(*b*) The preceding part of this clause shall not apply to an industry in which the work of employees covered by this Part is only subservient to the main operations of such industry, but the practice followed by the majority of the employees in any establishment in such industry shall be applied to employees therein covered by this Part.

Ordinary Working Hours Per Week.

8. (*a*) The ordinary number of working hours per week for a weekly employee shall be 44. Such ordinary number of working hours shall not include time worked on a Sunday.

(*b*) All time worked by a weekly employee in excess of the ordinary number of hours herein prescribed shall be paid for as overtime at the rate of time and a half.

(*c*) In computing the time to be taken as worked by a weekly employee during a week containing any prescribed holiday to which he is entitled by this Part, if the holiday be on a day other than a Saturday, 8 hours; and if the holiday be on a Saturday, 4 hours shall in respect of the holiday be added as if actually worked to the amount of time actually worked by the employee during the ordinary working days of the week.

Ordinary Working Time Per Day.

9. (*a*) Except as otherwise provided in this clause, the time to be worked by a weekly employee without payment of overtime rate shall not exceed 8 hours on any day from Monday to Friday (both inclusive) or 4 hours on Saturday.

Provided that it shall be optional for an employer to work either a six-day or a five-day week. When a five-day week is worked, the daily hours on Monday to Friday (both inclusive) shall not exceed 8 hours 48 minutes without payment of the overtime rate.

(*b*) The time to be worked by a casual employee without payment of overtime rate shall not exceed 8 hours on any day from Monday to Friday (both inclusive) or 4 hours on a Saturday.

(*c*) All time other than meal times between the earliest starting time and the latest finishing time shall be considered as time worked.

(*d*) All time worked by an employee in excess of the time herein prescribed shall be paid for as overtime at the rate of time and a half.

(*e*) Any such time worked in excess shall not be counted as part of the ordinary working hours per week for a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

Range of Ordinary Working Time.

10. (*a*) Except as otherwise provided in this clause, ordinary working time shall not begin before 7 a.m. nor continue after 6 p.m., on any day from Monday to Friday (both inclusive) and shall not begin before 7 a.m. nor continue after 1 p.m. on Saturday.

(*b*) Any time worked by either a weekly or casual employee on any of the said days outside the times prescribed in sub-clause (*a*) hereof shall be paid for as if overtime at the rate herein assigned to such time as follows:—

If before 7 a.m. on any day—Rate of double time.

If after 1 p.m. but not after 2 p.m. on Saturday or if after 6 p.m. but not after 7 p.m. on any other day—Rate of time and a half.

If after 2 p.m. on Saturday or after 7 p.m. on any other day—Rate of double time.

(*c*) Any time worked outside the times set out in sub-clause (*a*) hereof shall not be counted as part of the ordinary working hours per week of a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

(*d*) Where a weekly employee is employed regularly either on shift or during a daily recurrent period, the preceding sub-clauses shall not apply, but for any shift or recurrent period in which is comprised time occurring between 6 p.m. and 7 a.m., the rate of wage elsewhere herein prescribed for the work shall be increased by 5 per centum.

Starting and Finishing Work.

11. (*a*) Where proper facilities are provided for an employee to sign on when beginning work and to sign off when leaving work the work of such employee shall be deemed to commence when he signs on at the yard or depot in the morning, and to finish when he signs off in the evening.

(*b*) Where proper facilities for signing on or off are not provided, work shall be deemed to commence when the employee enters the yard or depot in the morning and to finish when he leaves the yard or depot in the evening.

PART IV.—(continued).

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

Alteration of Starting Times.

12. Where an employer desires to vary or change his starting time, he shall give one week's notice of such variation or change to his employees and post a notice of the intended change at the depot or yard.

Casual Employee to be Notified if not Required.

13. A casual employee shall be notified at the end of the day if his services are not required next working day; failing such notice a full day's wages shall be paid for the next working day.

Work on Sunday.

14. An employee required to work on a Sunday shall in addition to any amount payable in respect of a weekly wage, be paid at double time for any time worked on the Sunday with a minimum payment as for three hours.

Weekly Times Off.

15. Every weekly employee shall be entitled to time off from work from the hour of 1 p.m. on some day in the week other than a Sunday in addition to the benefit of any holidays prescribed for him by this Part.

Provided that, where an employer is unable to arrange for such time off for any employee in any week, the employee shall be entitled to a clear day or an additional half day after the hour of 1 p.m. in the next succeeding week.

Holidays.

16. (*a*) Weekly employees shall be entitled without reduction of pay to the holidays in respect of New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, Boxing Day, and to one other holiday on the day fixed as follows:—

Within 25 miles of the General Post Office, Melbourne—Melbourne Cup Day.

Elsewhere—Any day agreed to by the employer and any employee concerned.

(*b*) No weekly employee who has without the consent of his employer and without reasonable cause absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

(*c*) For all time worked by a weekly employee on such holidays payment shall be made at the following rate:—

On Good Friday and the Christmas Day holiday—Time and a half.

On any other holiday—Ordinary time.

The minimum payment shall be as for four hour's work.

Payment for work on a holiday shall be in addition to any amount payable in respect of the weekly wage.

Provided that if an employee is required to work on a holiday during hours which if this day were not a holiday would be outside the range of ordinary working time as mentioned in clause 10 of this Part he shall be paid for such hours at double time instead of time and a half or ordinary time as hereinbefore provided in this sub-clause.

(*d*) For all time worked by a casual employee on such holidays payment shall be made at the following rates:—

On Good Friday and the Christmas Day holiday—Double and a half time.

On any other holiday—Double time.

The minimum payment shall be as for four hours' work. As well as the payment prescribed by this sub-clause, the flat addition of 2s. 3d. prescribed by clause 3 shall be paid.

(*e*) Where a weekly employee is entitled to any holiday prescribed by this Part, his employer shall notify such employee on the working day immediately preceding such holiday if his services are required thereon and if such notice be not given, the employee shall be entitled to take such holiday without deduction of pay.

(*f*) If an employer intends not to carry on business on a day generally observed as a holiday, although not prescribed as such in this Part, and fails to notify a weekly employee to present himself for duty on such day, he shall not be entitled to make a deducton from the wages of the employee for not so presenting himself.

Annual Leave.

17. (*a*) Employees shall be allowed two weeks' holiday on full pay at the expiration of each twelve months' service. If an employee leaves or is dismissed before the expiration of twelve months he shall be given or paid for holidays *pro rata* in accordance with the length of service, viz., two days for each two months of service. If the business be sold or transferred during the period of service, the employee shall be entitled to the two weeks' holiday at the conclusion of twelve months' service with the firm or business.

(*b*) The annual leave provided by this clause shall be allowed, and shall be taken, and payment shall not be made or accepted in lieu of annual leave.

(*c*) Each employee, before going on leave shall be paid two weeks' wages. For the purpose of this sub-clause the two weeks' wages shall be at the rate prescribed in clause 1 of this Part, and at the rate 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.

(*d*) When the right to annual leave has accrued, the employer shall give not less than one weeks' notice to the employee concerned of his intention to grant such leave.

Meal Times.

18. (*a*) Except as otherwise provided in this clause, on all days except Saturday and on Saturday if he so desires in the case of an employee required to continue working after 2 p.m. each employee not working on shift shall be allowed a break of one hour without pay as a meal time to begin not earlier than 11.30 a.m. nor later than 1.30 p.m.

If the break be not so allowed all time worked after 1.30 p.m. until a break of one hour without pay for a meal time is allowed, shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

(*b*) Except as otherwise provided in this clause no employee shall be required to work for longer than 5½ hours without a break or a meal time without pay of one hour, or half an hour in the case of an evening meal.

All time worked over 5½ hours until such break is allowed shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

This sub-clause shall not apply to the evening meal time in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases working not later than 7 p.m. Monday to Friday (both inclusive), and 1.30 p.m. on Saturday.

(*c*) Where an employee is required otherwise than because of his own default or delay to continue working after 6 p.m. without having been informed in some way on the preceding working day that he will be so required, he shall be allowed 2s. as tea money.

An employee who is notified under this sub-clause that he will be required to continue working but who is not so required to continue working shall be paid the prescribed tea money.

This sub-clause shall not apply in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases work not later than 7 p.m.

(*d*) The obligation to pay ordinary time under this clause in addition to weekly or other wages and overtime under any other clause of this Part shall not be cumulative, but the employee in cases coming within this clause 18, shall be entitled only to the higher payment.

PART IV.—(continued).

(This part applies to all persons employed in connexion with the distribution of petrol and petroleum products.)

The Contract of Employment.

19. Where an employee is usually employed without any express undertaking to employ him for at least one week, his employment shall be deemed to be that of a casual employee, but in all other cases where an employee is not in express terms engaged as a casual employee, he shall be deemed to be, and be employed as a weekly employee.

The following shall be the terms and conditions of weekly employment:—

(*a*) The engagement shall not be determined on either side except upon one week's notice which may be given at any time but an employer may pay one week's wages in lieu of giving such notice.

(*b*) Where a notice is given by an employer purporting to expire within the week next preceding Christmas Day or Good Friday, but the employer expressly or impliedly allows the employee to believe that he is to resume work not later than one week after New Year's Day or Easter Monday, such notice shall have no effect and the engagement shall be deemed to have continued unaffected by such notice.

(*c*) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.

(*d*) Notice to determine the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his engagement will or will not be determined by the employer upon that date, shall not be deemed a valid notice unless given during a general or shipping or coal strike.

(*e*) Subject to sub-clause (*f*) hereof an employee to become entitled to payment of the weekly wage prescribed by this Part, shall be available, ready, and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee comprising him, but any employee so available, ready, and willing to work for the whole week and not justifiably dismissed for any reason set out in sub-clause (*h*) hereof shall be entitled to a full week's wage.

(*f*) Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence he shall be entitled to absent himself from work for six days in all during any calendar year without deduction of pay.

In computing the time to be taken as worked by a weekly employee during a week containing any day of such absence to which he is entitled by this sub-clause without deduction of pay, the daily hours as provided in clause 9 of this Part shall in respect of the day be added as if actually worked to the amount of time actually worked by the employee during the other working days of the week.

(*g*) Subject to sub-clause (*f*) hereof and to the provisions of this Part as to holidays, if an employee absents himself from work his employer shall be entitled to deduct from his week's wages an amount corresponding with the period of absence.

(*h*) Notwithstanding anything in this clause an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct or carelessness in the performance of his duties, or if after receiving one week's notice of termination of engagement he does not carry out his duties in the same manner as before such notice.

(*i*) If an employee be justifiably dismissed for any reason set out in the last preceding sub-clause he shall be entitled to payment proportionate to the time worked but to that only.

(*j*) Should any employee be dismissed during the course of a week, any wages due to him under this Part shall be paid to him forthwith.

Proportion of Juniors.

20. Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

Time Books.

21. (*a*) Each employer shall at the depot or yard at or from or in connexion with which the employee works or at an office convenient thereto keep a record or time book showing the name of each employee in which shall be entered 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*) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

(*c*) Such record or time book shall on demand be produced by the employer for inspection to any officials (not more than three in number at the one time) of the Union duly authorized in writing by the president and secretary of the local Branch or Sub-branch of the Union, at the place where the record or time book is kept between the hours of 10 a.m. and noon on any day between the 1st and 27th inclusive in each calendar month except on pay day or the day before. No demand for production need be complied with until after the expiration of seven days from the previous inspection. One day's notice shall be given to the employer of any intended inspection. Such inspection must be completed as soon as is reasonably practicable.

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

(*e*) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

Determination to be Exhibited.

22. A copy of this Determination shall be exhibited by each employer where the industry is carried on, by being posted or hung up in a place where it is easily accessible to the employees without having to ask the permission of the employer.

Limitation of Employer's Liability.

23. Where an employer has made a payment to an employee which payment purports to be a payment of the wages payable under this Part to the employee for any period, such employer shall not be liable to pay to the employee any further sums prescribed by this Part in respect of any services rendered to such employer during such period unless within a period of three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee or some person on his behalf or by the local representative of the Union.

Temporary Change of Starting Place.

24. (*a*) If after an employee has come to work as required at one starting place, his employer transfers him to another starting place, any reasonable cost of fares incurred in going to or from the latter shall be paid by the employer.

(*b*) If an employee is transferred temporarily to work at or from a starting place which requires him to travel from his home at least 1 mile more than is required by his ordinary starting place any extra time so caused to be used by the employee shall be paid for at the rate of ordinary time and any reasonable extra cost of fares so caused shall be paid by the employer.

Travelling Allowances.

25. (*a*) An employee engaged in ordinary travelling on duty or on work on which he is unable to return to his home at night shall be paid such personal expenses as he reasonably incurs in travelling, but he shall be paid the sum of 8s. 6d. per day at least. Provided that where an employee travels by boat or other conveyance in which his ticket includes meals and bed, he shall not be entitled to the said allowance.

(*b*) Where an employee is required by his employer to travel as a passenger by any conveyance, he shall whilst so travelling be paid at ordinary rates up to a maximum of twelve hours out of every twenty-four, except on Sundays, when payment shall be at the rate of time and a half.

PART IV.—(continued).

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

Gear and Ropes to be Supplied by Employer.

26. An employer shall supply his employees with all gear to secure any loads to be carted by them, and necessary ropes, chains, hooks, trucks, and skids and effective lamps.

Heavy Articles.

27. An employee unaided by proper auxiliary appliances or by another man shall not be permitted to lift or carry goods over 200 lb. in weight.

Articles of Clothing.

28. Where an employee is required by law or by his employer to wear, any special uniform, cap, overall or other article it shall be supplied and paid for by the employer.

Definitions.

29. Unless a contrary intention appears expressions used in this Part shall have meanings as follows :—

(*a*) "Junior" means any person under the age of twenty years in receipt of less than the adult wage.

(*b*) "Casual employee" means an employee who is not employed as a weekly employee.

(*c*) "Motor driver's assistant" means any employee who accompanies the driver to assist him in loading, unloading or delivering.

(*d*) "Official" means any person authorized in writing by the president and secretary of the local Branch or Sub-branch of the Transport Workers' Union of Australia.

(*e*) "Saturday" for the purpose of this Part means either Saturday or such other day as is at present observed as the weekly half-holiday in a particular industry or district.

(*f*) "Holiday" means any holiday prescribed by this Part.

(*g*) Rate of "ordinary time," of "time and a half," of "double time," of "double time and a half time," and of "treble time," and any like expression means respectively a rate per hour of 1/44, 3/88, 1/22, 5/88 and 3/44 of the prescribed weekly rate for the relevant class of employee.

(*h*) "Shift" or any like expression means work done in relay by successive men or sets of men without any considerable break between the ending of work by one man or set of men and the beginning of work by the next man or set of men.

(*i*) "Fuel oil" for the purposes of clause 2 of this Part means a residual oil, an unprocessed crude oil, and/or a Diesel oil that is not a distillate.

(*j*) "Articulated vehicle" means a vehicle with three or more axles comprising a power unit (called tractor truck, prime mover), and semi-trailer, which is superimposed on the power unit and coupled together by means of a king pin, revolving on a turn-table ; and is an articulated vehicle whether automatically detachable or permanently coupled.

(*k*) "Union" means the Transport Workers Union of Australia.

Periodical Adjustment of Wages.

30. The wages rates set out in clause 1 of this Part are based upon the following basic wage and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, shall be automatically adjusted as prescribed in clause 31 of this Part.

Basic Wage.

Place.	Needs basic wage (adjustable).	Loading (constant).	Total basic wage.	Index number set assigned.
	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne	5 2 0	6 0	5 8 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne				
Within 5 miles of the chief Post Office, Warrnambool—same as the contemporaneous basic wage for Melbourne				
Mildura and Gippsland Districts—same as the contemporaneous basic wage for Melbourne				
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne				

Adjustment of Basic Wage.

31. (*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 November, 1947, the amounts of the basic wage shall be as prescribed in clause 30 of this Part.

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

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 16th September, 1947.

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No. 452] MONDAY, NOVEMBER 24. [1947

Factories and Shops Acts.

DETERMINATION OF THE LIFT 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, business, or occupation of a lift attendant" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in November, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. EMPLOYEES.

	Weekly Wage. s. d.	*Note.*
Lift attendants (male or female)	125 0	The Board has determined that no apprentices shall be taken to the trade.

TERMS OF EMPLOYMENT.

3. Employees (other than casuals) ready, willing and available for work, shall be paid the weekly wage fixed irrespective of the number of hours worked not exceeding 44 hours per week.

WAGES TO BE PAID IN FULL.

4. An employer shall not make any deduction from wages for meals supplied to lift attendants in hotels, coffee palaces, clubs, restaurants, or hospitals.

TIMES OF BEGINNING AND ENDING WORK.

5. Time of beginning and ending work for lift attendants, other than those who are employed in lifts in hotels, clubs, coffee palaces, restaurants, or hospitals—

	Time of Beginning.	Time of Ending.
(i) On the day on which the half holiday is observed locally	8 a.m. ..	1 p.m.
(ii) on the other working days of the week	8 a.m. ..	6.15 p.m.

OVERTIME.

6. The following rates shall be paid:—

(1) Lift attendants who are employed in lifts in hotels, clubs, coffee palaces, restaurants, or hospitals—

(*a*) For all work done in excess of ten hours on any one day .. ..
(*b*) For all work done in excess of 44 hours in any week .. .. } Time and a half.

(2) All other lift attendants—

(*a*) Outside the hours fixed as the times of beginning and ending work .. .. ..
(*b*) Within the hours fixed as the times of beginning and ending work in excess of 44 hours in any week } Time and a half.

CASUAL ATTENDANTS.

7. Casual attendants, i.e., persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid as follows—

	Per hour.
Persons employed in lifts in retail shops, hotels, clubs, coffee palaces, restaurants and hospitals ..	3s. 9d.
All other persons—	
(*a*) Within the times of beginning and ending work	3s. 9d.
(*b*) Outside the times of beginning and ending work	4s. 9d.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

8. Lift attendants (including casuals) employed in hotels, clubs, coffee palaces, restaurants, or hospitals shall be paid at the rate of time and a half for work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Christmas Day, and Boxing Day; and all other lift attendants (including casuals) shall be paid double time for work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, (within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for the day so substituted.

TERMINATION OF EMPLOYMENT.

9. One week's notice of termination of employment shall be given by either employer or employee, or one week's pay shall be paid or forfeited, as the case may be, in lieu thereof.

Provided that an employer may dismiss an employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases wages will be paid up to the time of dismissal only.

RATIONING OF EMPLOYEES.

10. Where an employer desires to ration his employees he shall give at least three days' notice to each employee of his intention to ration such employee.

SICK LEAVE.

11. (a) Lift attendants continuously employed who are necessarily absent on account of sickness shall be allowed six days' sick leave each year on full pay, providing satisfactory evidence is produced to the management or employer within 24 hours of the usual hour for commencing work.

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

For the purposes of this sub-clause service prior to the 17th December, 1943, shall be disregarded.

ANNUAL HOLIDAYS.

12. The annual holidays for employees covered by the Determination shall be in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act* 1946.

UNIFORMS.

13. Where an employee is required by the employer to wear a uniform, such uniform shall be supplied by the employer.

MEAL HOUR.

14. (a) Employees in hotels, clubs, coffee palaces, restaurants, or hospitals shall be allowed meal intervals as follows:—

(i) Day shift employees (i.e. persons employed up to 3 p.m.)	Not more nor less than one hour between 11 a.m. and 3 p.m.
(ii) Afternoon shift employees (i.e. persons employed after 3 p.m.)	Not more nor less than one hour between 5 p.m. and 9 p.m.
(b) Other employees	Not more nor less than one hour between 11.45 a.m. and 2.15 p.m. and not more nor less than three-quarters of an hour between 5 p.m. and 7.15 p.m.

MEAL MONEY.

15. Any employee (other than one employed in a hotel, club, coffee palace, restaurant, or hospital) required to work beyond one hour after the usual finishing hour of work as prescribed in clause 5 (ii) or before the usual commencing hour of work as prescribed in clause 5 (ii) shall be paid not less than two shillings and sixpence meal money in addition to the overtime rates as prescribed for in this Determination.

REST PERIOD.

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

CONTINUITY OF WORK.

17. The work of each day shall be continuous with the customary breaks for meals and rest periods as prescribed in clauses 14 and 16.

PAYMENT FOR HOLIDAYS.

18. All employees (other than those employed in hotels, clubs, coffee palaces, restaurants, and hospitals) not being paid casual rates shall be entitled to 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, Melbourne Cup Day (within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder), Christmas Day, and Boxing Day.

PAYMENT OF WAGES.

19. All payments of wages shall be made not later than the hour of ceasing work on Thursday of each week.

SEATING FOR ATTENDANT.

20. A suitable seat shall be provided in each passenger lift for the use of the attendant.

RADIATORS.

21. Radiators shall be installed in all passenger lifts.

ELECTRIC FANS.

22. Electric fans shall be installed in all passenger lifts where possible.

ACCOMMODATION AND CHANGE ROOMS.

23. (a) Change rooms and lockers shall be provided for the use of employees.

(b) Means for obtaining hot water and other suitable facilities shall be provided for employees to have meals.

RIGHT OF ENTRY OF UNION OFFICIAL.

24. A duly accredited representative of the Federated Lift Attendants' Union shall have the right to enter the establishment of any employer to which this Determination applies on one day per calendar month for a time not exceeding ten minutes, providing that such official is not interfering with the employee's work or offensive in his methods.

TIME AND WAGES BOOK.

25. A time and wages book shall be kept by each employee showing times of attendance and amount of wages received. Such book shall be open for inspection by the Secretary of the Federated Lift Attendants' Union during the usual working hours.

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

J. V. WILLOX, Secretary.

Melbourne, 13th October, 1947.

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No. 453] MONDAY, NOVEMBER 24. [1947

Factories and Shops Acts.

DETERMINATION OF THE VEGETABLE GROWERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to persons engaged in the trade of vegetable growing (that is to say, the growing of vegetables, including tomatoes, for sale)," has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in November, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Improvers.	Wages per Week. £ s. d.
15 years of age or under	1 7 9
16 years of age	1 18 6
17 years of age	2 10 0
18 years of age	3 6 6
19 years of age	4 6 0
20 years of age or over, the appropriate rate prescribed under the heading "Other Employees".	
PROPORTION.	
One improver to every three or fraction of three workers receiving not less than the minimum wage.	

Other Employees.	Wages per Week. £ s. d.
Foreman gardener, i.e., a gardener in charge of two or more employees	6 15 0
All others	6 0 0

PROHIBITION OF EMPLOYMENT.

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

TIMES OF BEGINNING AND ENDING WORK.

4. The time of beginning and ending work shall be the times mutually agreed upon between the employer and the employee.

ORDINARY WORKING WEEK.

5. Forty-four (44) hours shall constitute an ordinary week's work, to be worked on any or all of the days except Sunday.

OVERTIME.

6. All time worked in excess of 44 hours per week shall be paid for at the following rates :—

For the first two hours	Time and a quarter.
For the next two hours	Time and a half.
Thereafter	Double time.

SPECIAL RATES FOR WATERING.

7. Employees required to do watering between the hours of 8 p.m. and the usual starting time on the following day shall be paid at the rate of time and a quarter, provided that double time shall be paid for all watering done between the hours of midnight on Saturday and midnight on Sunday.

TERMS OF ENGAGEMENT.

8. (*a*) Except as provided in sub-clause (*b*) hereof all employees shall be employed by the week. Employees to become entitled to the weekly wage prescribed by this Determination must be available, ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(*b*) Employment for the first two weeks of service at any period shall be from hour to hour at the weekly rate fixed.

TERMINATION OF EMPLOYMENT.

9. Subject to sub-clause (*b*) of clause 8 employment shall be terminated only by a week's notice on either side or a week's wages paid or forfeited as the case may be, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct.

HOLIDAY AND SUNDAY WORK.

10. (*a*) Weekly employees, if not required to work, shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, and Picnic Day.

If any employee is required to work on any of the holidays specified in this sub-clause he shall be paid double time for all work done and ordinary rate for the remainder of the day.

(*b*) All work done on Sundays shall be paid for at double time.

ANNUAL HOLIDAY.

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

SICK LEAVE.

12. (*a*) If the employee is absent from duty through his own illness and he produces evidence satisfactory to the employer, no deduction shall be made from his wages in respect of such absence in so far as it does not exceed in the aggregate forty-four hours of working time in any one year of employment or a proportionate less time during any shorter period of employment: Provided that, in every case, an employee shall have at least three months' service to entitle him to such leave.

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

For the purposes of this sub-clause service prior to the 15th November, 1945, shall be disregarded.

REST PERIOD.

13. A rest period of ten minutes without deduction of pay shall be allowed each morning at a time mutually agreed upon

CLOTHING ALLOWANCE.

14. An employee shall receive an allowance of 1s. per week towards the cost of providing waterproof clothing.

PAYMENT OF WAGES.

15. Wages shall be paid not later than Thursday in each week and within 10 minutes of ceasing work for the day.

RIGHT OF ENTRY OF UNION OFFICIAL.

16. Any official of the Australian Workers' Union (authorized in writing by the Secretary of the Victorian Branch of the said Union) may enter during the lunch hour upon any land or premises on which operations are carried on and inspect the working conditions and interview employees on legitimate union business.

BOARD AND LODGING.

17. Where the employee is provided with board and lodging an amount of 25s. per week may be deducted from the rates of pay fixed.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates of "other employees" set out in clause 2 are based upon the following basic wage rates and pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 19. Provided that the wages of improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 3 0	6 0	5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

19. (*a*) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' retail price index Numbers" or any like expression means the numbers stated to be such Index Numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(*b*) Until the beginning of the first pay period to commence in February, 1948, the amount of the basic wage shall be as prescribed in clause 18.

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

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

J. V. WILLOX, Secretary.

Melbourne, 28th October, 1947.

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No. 454] **MONDAY, NOVEMBER 24.** **[1947**

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

NOTE.—This Determination applies to the whole of the State **outside and excepting** the following parts of Victoria, namely :—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since 24th December, 1940, has had the power " to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

(*a*) employed in the business of a hay, corn, or chaff dealer;
(*b*) employed carting, cutting, or otherwise preparing firewood for sale or for use in some process, trade, business, or occupation;
(*c*) employed in connexion with the sale or distribution of wood, coal, or coke;
(*d*) employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal "—

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in November, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

Part 1.—Persons OTHER THAN those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

2.

IMPROVERS.	
Wages per Week of 44 Hours.	
	s. *d.*
Under 17 years of age	68 9
17 years of age	80 0
18 " "	91 4
19 " " or over—the appropriate rate prescribed under the heading " other employees."	

PROPORTION (BY ANY EMPLOYER).

One improver to the first three workers, receiving not less than 115s. per week of 44 hours, and thereafter one additional improver to every ten additional such workers.

OTHER EMPLOYEES.		
Wages per Week of 44 Hours.		
Firewood Saw-mills, Mallee Roots, &c.	*s.*	*d.*
Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker	128	0
Other benchmen	123	0
Lumpers	123	0
Trolleymen	123	0
Skip loaders	123	0
Truck loaders of wood 4 feet or over	123	0
Wagon or dray loaders	123	0
Block stackers	117	0
Wood cutters	128	0
Carters driving one, two, or three horses	128	0
And 6s. extra per week for every additional horse in excess of three.		
Drivers of motor vehicles having a carrying capacity—		
(*a*) not exceeding 25 cwt.	121	0
(*b*) exceeding 25 cwt. but not exceeding 3 tons	127	0
(*c*) exceeding 3 tons	133	0
And if a trailer is attached to the vehicle—1s. 6d. per day extra.		
Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles	133	0
All others	115	0
Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.		
Gas Producer Units.		
The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units :—		
(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.		
(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.		

IMPROVERS.	OTHER EMPLOYEES—(*continued*).
Wages per Week of 44 Hours.	Wages per Week of 44 Hours.
	Hay, Corn, or Chaff Stores. — s. d.
	Storeman in charge 126 0
	Carters driving one horse 121 0
	Carters driving two horses 124 0
	And 3s. extra per week for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(*a*) not exceeding 25 cwt. 122 0
	(*b*) exceeding 25 cwt., but not exceeding 3 tons 128 0
	(*c*) exceeding 3 tons 134 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra
	All others 120 0
	Wood, Coal, or Coke Yards.
	Carters driving one horse 120 0
	Carters driving two horses 123 0
	And 3s. extra per week for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(*a*) not exceeding 25 cwt. 121 0
	(*b*) exceeding 25 cwt., but not exceeding 3 tons 127 0
	(*c*) exceeding 3 tons 133 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra.
	All others 119 0
	Gas Producer Units.
	The following provisions shall apply to drivers of vehicles fitted with gas producer units :—
	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
NOTE.—The Board determines that no person shall be employed as an apprentice.	

CONDITIONS OF EMPLOYMENT.

3. (*i*) Except as in this Determination otherwise provided, the ordinary weekly total of hours shall be 44 in number, all to be worked on days other than Sunday.

(ii) Such ordinary weekly total, at the option of the employer, may be spread over five or six days and shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.

(iii) If a five-day week is worked the ordinary daily total of working hours shall be 8 4/5ths, and if a six-day week is worked such total shall be four on Saturday and eight on any other day.

(iv) Smoke-ohs shall be counted as part of time worked.

OVERTIME, ETC.

4. (*a*) Except as in this Determination otherwise provided, all time worked in excess of the ordinary weekly or daily hours of work shall be paid at one and a half times the ordinary prescribed rate for the first four hours, and at double the ordinary prescribed rate for the time thereafter.

(*b*) Horse drivers who, in excess of such weekly or daily total hours of work, are required to spend time in taking charge of teams at the yard, camp, or stable, or in returning teams thereto, shall be paid for such time at the ordinary rate.

(*c*) If an employee is required by his employer to be for any time anywhere only for the purposes of the employer in respect of the business in which the employee is employed, the employee shall be deemed to be on duty for the employer during such time and shall be paid at the appropriate prescribed rate (if any) for so much of such time as is spent in work, and at the ordinary minimum rate for so much of such time as is not so spent.

Provided that this clause shall not apply to any time spent by an employee in the course of going to or coming from any yard, camp, stable, depot or picking-up place of the employer, or in the course of going to a place of the employer, or in the course of going to a place of work for the purpose of starting work, or in the course of coming therefrom after ceasing work.

(*d*) Employees recalled to work after the expiration of their customary working time for the day, and after they have left work for the day, shall be paid at the least as for working two hours at one and a half times the prescribed rate.

TERMS OF ENGAGEMENT.

5. (*a*) Subject to exceptions and limitations hereinafter contained any employer shall have the option of engaging any employee either by the week or casually.

(*b*) (i) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.

(ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.

Employees on casual engagement shall be paid at the rate of time and a quarter.

(iii) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

(iv) No deduction shall be made from the wages of any employee, other than a pieceworker, unavoidably absent through illness for not more than 44 working hours in each year, i.e., 11 hours for each three months' service, commencing 1st December, 1942, provided he has submitted, within 48 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient, with such compensation, to make up the full pay for any such days.

(*c*) Notwithstanding the provisions of sub-clause (*b*) (iv) hereof if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 88 working hours, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to 6th April, 1946, shall be disregarded.

TIME WAGES.

6. Any person employed in a factory or shop on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to one-half the number of hours fixed, at the ordinary wages rate with an addition of thirty-three and a third per centum. For time worked beyond the 22 hours aforesaid, he shall be paid the ordinary wages rate up to, but not exceeding the rate prescribed by this Determination for an ordinary week's work.

CONTRACT WORK.

7. No person shall contract or enter into an agreement with any other person or persons to perform any work connected with the preparation of firewood for sale or for use in any trade or business at a lower rate or price than the appropriate wages rate or piecework price prescribed by this Determination.

SUNDAYS AND HOLIDAYS.

8. (*a*) Except as herein provided otherwise, if an employee is required to work on a holiday or on a Sunday, he shall be paid at double the ordinary prescribed rate.

(*b*) If a casual employee desires to work on a holiday and with the consent of the employer does so work, he shall be paid therefor at the ordinary prescribed rate.

(*c*) In the case of any other employee, other than a piecework, engaged by the week no deduction shall be made from his wages for the week because of his not working on a holiday.

(*d*) The expression "holiday" means any of the following days:—Australia Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, and Boxing Day.

ANNUAL HOLIDAY.

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

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

ALLOWANCES.

10. (*a*) An employee shall have the right to elect whether he shall travel each day to and from the job, or camp at such job. Having so elected, he shall be entitled to the special allowance where applicable, as provided in sub-clauses (*b*) and (*c*) hereof.

(*b*) Employees who, in order to be available for their work, have to live in a camp established either by the employer or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day on which they are required to hold themselves, and do hold themselves available in the camp throughout the said day to serve the employer's purpose on that or any other day, whether or not work is done on the said day, but this clause shall not apply to any Sunday, unless the employee is required to work on that Sunday.

(*c*) An employee who finds it necessary to travel five miles or over to his place of employment shall, unless transport is provided by the employer free of cost to the employee, be paid a travelling allowance of 1s. per day.

TIME RECORD.

11. (*a*) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times, and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(*b*) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day coming two days after a pay day between 10 a.m. and noon, or at such other times as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

WET WEATHER PROVISIONS.

12. (i) (*a*) In the event of rain being sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith and during the cessation of work employees shall hold themselves in readiness for work during ordinary working hours, and shall be paid for the actual time of waiting at ordinary time wages rates of pay.

(*b*) When weather conditions are suitable employees shall resume work immediately.

(ii) If the employer's representative considers the weather justifying the cessation of work is likely to continue for a lengthy period the payment, as set forth in sub-clause (i), may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

Provided that, for any day on which an employee is ready and willing to commence work, he shall be entitled to payment as though he had worked for a minimum of four hours.

(iii) The employer shall provide adequate and suitable shelter from the rain for the employee.

(iv) The employer shall provide adequate facilities for the employee to dry off his wet clothes.

SPECIAL TREATMENT OF INJURED.

13. The employer, as soon as reasonably possible, shall supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

FIRST-AID AND MEDICAL OUTFIT.

14. The employer shall provide at every main place of employment a first-aid outfit. Such outfit shall consist of at least the following:—Boracic acid, iodine, picric acid (bottle solution), 1-in. bandages, lint, cotton, triangle bandages, lysol, permanganate of potash, snake-bite scarifier, splints capable of being used in 12-in. lengths, and one pair of scissors.

ACCOMPANYING SICK OR INJURED EMPLOYEES.

15. No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance, to his home or nearest hospital. All expenses incurred in such patient's removal shall be paid by the employer, and no employee assisting or accompanying an injured or sick person shall lose any wages by so doing.

PIECE-WORK.

16. A schedule of piece-work prices (as shown hereunder) to be paid to any person for doing certain kinds of work has been fixed by the Board, and in addition to these prices, when required to do so, pieceworkers shall be paid three pence per ton extra to stack tops, or four pence per ton extra to stack and burn tops.

Piecework Prices.

Firewood Saw-mills, Mallee Roots, &c.

Cutting and Stacking or Cutting and Loading on to Wagons or Drays—

Grey box, 6 feet or over	6s. 2d. per ton (50 cubic feet) or 49s. 2d. per truck (Standard I.B.).
Ironbark or red box, 6 feet or over	5s. 10d. per ton (50 cubic feet) or 46s. 2d. per truck (Standard I.B.).
Grey box, red box or ironbark, 4 feet and under 6 feet	6s. 4d. per ton (50 cubic feet) or 63s. 6d. per truck (Standard I.B.) loaded to 5 feet. 70s. 0d. per truck (Standard I.B.) loaded to 5 feet 8 inches. 74s. 1d. per truck (Standard I.B.) loaded to 5 feet 10 inches.
Box or ironbark, 2 feet and under 4 feet	9s. 3d. per ton (50 cubic feet).
Mixed wood, i.e., all wood other than box, ironbark, or ti-tree—	
Over 6 feet	5s. 5d. per ton (50 cubic feet).
4 feet to 6 feet inclusive	5s. 8d. per ton (50 cubic feet).
2 feet and under 4 feet	7s. 6d. per ton (50 cubic feet).

The cutter shall have the right to determine where the wood is to be stacked for measurement, i.e., at the stump, on the vehicle, or at the place of delivery.

Stringybark or gum, over 6 feet	37s. 3d. per truck (Standard I.B.).
Dry gum, 6 feet or over	45s. 0d. per truck (Standard I.B.).
Dry gum, 5 feet	8s. 2d. per ton (50 cubic feet).
Ironbark or box, 5 feet	7s. 6d. per ton (50 cubic feet).
Boiler wood, (other than ironbark or box), 5 feet, cut from saplings not exceeding 2 feet 4 inches in circumference 2 feet from the ground— within the Shire of Beechworth, and at such places within a radius of 12 miles of the Post Office at Freeburgh, or 25 miles of the principal Post Offices at Ballarat and Warrnambool respectively as are included in the area to which this Determination applies	4s. 6d. per ton (50 cubic feet).

Cutting—

Ti-tree	8s. 2d. per ton (50 cubic feet).
Loading Wagons or Drays	7s. 10d. per truck (Standard I.B.).

Loading and Stacking Blocks—

If taken off ground within 15 feet of rails and placed in Standard I.B. truck	8s. 10d. per truck (Standard I.B.).
Trolleying from Stack to Bench	5s. 8d. per truck (Standard I.B.).

Truck Loading—

Wood, 4 feet to 6 feet inclusive	8s. 10d. per truck (Standard I.B.) loaded to 5 feet. 9s. 6d. per truck (Standard I.B.) loaded to 5 feet 8 inches. 9s. 10d. per truck (Standard I.B.) loaded to 5 feet 10 inches.

Stacking Wood 6 feet or over on end—

Taken from drays	3s. 6d. per truck (Standard I.B.).
Taken from wagons	4s. 2d. per truck (Standard I.B.).

Milling (other than by Self-acting Bench)—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Where four men are employed—		
Benching	5s. 6d. per truck (Standard I.B.).	6s. 10d. per truck (Standard I.B.).
Lumping	5s. 2d. ,, ,,	6s. 3d. ,, ,,
Handing up	5s. 2d. ,, ,,	6s. 3d. ,, ,,
Stacking	5s. 2d. ,, ,,	6s. 3d. ,, ,,
Benchman to sharpen saws also. Lumper, hander-up, and stacker to clean up also.		
Where three men are employed—		
Benching and handing up	7s. 3d. per truck (Standard I.B.).	8s. 8d. per truck (Standard I.B.).
Lumping and handing up	6s. 10d. ,, ,,	8s. 5d. ,, ,,
Stacking	6s. 10d. ,, ,,	8s. 5d. ,, ,,
Benchman to sharpen saws also. Lumper and stacker to clean up also.		
Where two men are employed	each 10s. 6d. ,, ,,	12s. 9d. ,, ,,
These men also to sharpen saws and clean up.		

Milling by Self-acting Bench—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Where three men are employed—		
Benching	6s. 4d. per truck (Standard I.B.).	7s. 9d. per truck (Standard I.B.).
Lumping	5s. 11d. ,, ,,	7s. 5d. ,, ,,
Stacking	5s. 11d. ,, ,,	7s. 5d. ,, ,,
Benchman to sharpen saws also. Lumper and stacker also to clean up.		
Where two men are employed—		
Benching and lumping	9s. 7d. ,, ,,	11s. 6d. ,, ,,
Stacking	8s. 11d. ,, ,,	11s. 2d. ,, ,,
Benchman to sharpen saws also. Stacker to clean up also.		
Where one man is employed	18 7d. ,, ,,	22s. 8d. ,, ,,
This man also to sharpen saws and clean up.		

Mallee Roots—

—	By Weight.	By Measurement.
	per ton. s. d.	per ton. s. d.
(a) Raising or digging out	6 4	5 2
(b) Cleaning or trimming	6 4	5 2
(c) Loading on to vehicles	3 4	1 7

NOTE.—To the weekly earnings of each pieceworker, the sum of 2s. shall be added, provided that where less than 44 hours is worked in any week, a proportionate amount shall be added in lieu of such sum.

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

17. IMPROVERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
	s. d.		s. d.
Under 17 years of age	68 9	Wood cutters, using axe, power crosscut, circular saw, or other method ..	128 0
17 years of age	80 0	Carters driving one, two, or three horses	128 0
18 " "	97 0	And 6s. extra per week for every additional horse in excess of three.	
19 " " or over :—the appropriate rate prescribed under the heading "other employees."		Drivers of motor vehicles having a carrying capacity—	
		(a) not exceeding 25 cwt.	121 0
		(b) exceeding 25 cwt. but not exceeding 3 tons	127 0
		(c) exceeding 3 tons but not exceeding 6 tons	133 0
		(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.	
		And if a trailer is attached to the vehicle—1s. 6d. per day extra.	
		Gas Producer Units.	
PROPORTION (BY ANY EMPLOYER).		The following provision shall apply to drivers of vehicles fitted with gas producer units :—	
One improver to the first three workers, receiving not less than 128s. per week of 44 hours and thereafter one additional improver to every ten additional such workers.		(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
		(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	
NOTE.—The Board determines that no person shall be employed as an apprentice.		Charcoal burning by retorts, metal or brick kilns, or pits—	
		(a) Operator in charge of plant	143 0
		(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	133 0
		Grinding or grading charcoal—	
		(a) Attendant in charge of plant—	
		(i) With four or more persons under his supervision	153 0
		(ii) With three or fewer persons under his supervision	149 0
		(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	143 0

CONDITIONS OF EMPLOYMENT.

18. (i) Except as in this Determination otherwise provided, the ordinary weekly total of hours shall be 44 in number, all to be worked on days other than Sunday.

(ii) (a) Such ordinary weekly total, at the option of the employer, may be spread over five or six days and, except on shift work, shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.

(b) If a five-day week is worked the ordinary daily total of working hours shall be 8 4/5ths, and if a six-day week is worked such total shall be four on Saturday and eight on any other day.

(iii) The employer may require employees to work such ordinary weekly total on a shift or relay, being one of either two or three shifts or relays worked in the 24 hours, but subject only to the following conditions :—

(a) Each shift shall be worked in one period with no break except for recognized meal intervals and smoke-oh.

(b) In each shift during which the employee does not receive the same amount of time for a meal interval or smoke-oh as that which day workers receive under this Determination he shall be paid at ordinary rates for twenty minutes' crib time and two smoke-ohs of ten minutes each.

(c) Where a shift comprises within its period any time between 7 p.m. and 6 a.m. the whole of the time worked during the shift shall be paid for at ordinary rate plus 7½ per cent.

(d) Where practicable, shifts shall be changed in rotation each week.

(iv) Smoke-ohs shall be counted as part of time worked.

OVERTIME, ETC.

19. (a) Except as in this Determination otherwise provided, all time worked in excess of the ordinary weekly or daily hours of work shall be paid at one and a half times the ordinary prescribed rate for the first four hours, and at double the ordinary prescribed rate for the time thereafter.

(b) Horse drivers who, in excess of such weekly or daily total hours of work, are required to spend time in taking charge of teams at the yard, camp, or stable, or in returning teams thereto, shall be paid for such time at the ordinary rate.

(c) If an employee is required by his employer to be for any time anywhere only for the purposes of the employer in respect of the business in which the employee is employed, the employee shall be deemed to be on duty for the employer during such time, and shall be paid at the appropriate prescribed rate (if any) for so much of such time as is spent in work, and at the ordinary minimum rate for so much of such time as is not so spent.

Provided that this clause shall not apply to any time spent by an employee in the course of going to or coming from any yard, camp, stable, depot or picking-up place of the employer, or in the course of going to a place of the employer, or in the course of going to a place of work for the purpose of starting work, or in the course of coming therefrom after ceasing work.

(d) Employees recalled to work after the expiration of their customary working time for the day, and after they have left work for the day, shall be paid at the least as for working two hours at one and a half times the prescribed rate.

TERMS OF ENGAGEMENT.

20. (a) Subject to exceptions and limitations hereinafter contained any employer shall have the option of engaging any employee either by the week or casually.

(b) (i) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.

(ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.

Employees on casual engagement shall be paid at the rate of time and a quarter.

(iii) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

(iv) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than 44 working hours in each year, i.e., 11 hours for each three months' service, commencing 1st December, 1941, provided he has submitted, within 48 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient, with such compensation, to make up the full pay for any such days.

(c) Notwithstanding the provisions of sub-clause (b) (iv) hereof if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 88 working hours which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to 6th April, 1946, shall be disregarded.

SUNDAYS AND HOLIDAYS.

21. (a) Except as herein provided otherwise, if an employee is required to work on a holiday or on a Sunday, he shall be paid at double the ordinary prescribed rate.

(b) If a casual employee desires to work on a holiday and with the consent of the employer does so work, he shall be paid therefor at the ordinary prescribed rate.

(c) In the case of any other employee engaged by the week no deduction shall be made from his wages for the week because of his not working on a holiday.

(d) The expression "holiday" means any of the following days:—Australia Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day.

ANNUAL HOLIDAY.

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

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

ALLOWANCES.

23. Employees who, in order to be available for their work, have to live in a camp established either by the employer or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day on which they are required to hold themselves, and do hold themselves available in the camp throughout the said day to serve the employer's purpose on that or any other day, whether or not work is done on the said day, but this clause shall not apply to any Sunday, unless the employee is required to work on that Sunday.

WASHING FACILITIES.

24. Each employer shall provide for all the employees suitable washing troughs or other conveniences, which shall be approved by the Secretary for Labour or his Inspector.

TIME RECORD.

25. (a) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day coming two days after a pay day between 10 a.m. and noon, or at such other times as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

WET WEATHER PROVISIONS.

26. (i) (a) In the event of rain being sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith, and during the cessation of work employees shall hold themselves in readiness for work during ordinary working hours, and shall be paid for the actual time of waiting at ordinary time wages rates of pay.

(b) When weather conditions are suitable employees shall resume work immediately.

(ii) If the employer's representative considers the weather justifying the cessation of work is likely to continue for a lengthy period the payment, as set forth in sub-clause (i), may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

Provided that, for any day on which an employee is ready and willing to commence work, he shall be entitled to payment as though he had worked for a minimum of four hours.

(iii) The employer shall provide adequate and suitable shelter from the rain for the employee.

(iv) The employer shall provide adequate facilities for the employee to dry off his wet clothes.

SPECIAL TREATMENT OF INJURED.

27. The employer, as soon as reasonably possible, shall supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

FIRST-AID AND MEDICAL OUTFIT.

28. The employer shall provide at every main place of employment a first-aid outfit. Such outfit shall consist of at least the following:—Boracic acid, iodine picric acid (bottle solution), 1-in. bandages, lint, cotton, triangle bandages, lysol, permanganate of potash, snake-bite scarifier, splints capable of being used in 12-in. lengths, and one pair of scissors.

SHELTER.

29. The employer shall provide adequate and suitable shelter, with seating accommodation for employees.

SANITATION.

30. In every camp where the pan system is not in use, the employer shall instal sanitary conveniences, and provide attention thereto. Where no camp is established, practicable and reasonable temporary provision shall be made by the employer.

ACCOMPANYING SICK OR INJURED EMPLOYEES.

31. No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance, to his home or nearest hospital. All expenses incurred in such patient's removal shall be paid by the employer, and no employee assisting or accompanying an injured or sick person shall lose any wages by so doing.

CHARCOAL BURNING.

32. (i) The lowest prices to be paid to any person employed burning charcoal from wood which has to be transported not more than half a mile to the retort or kiln in which it is to be burned shall be those prescribed in the following schedule, viz. :—

—	Price per Ton of Charcoal.	
	(a) Where more than 50 per cent. of the wood used has to be felled.	(b) In circumstances other than (a).
	s. d.	s. d.
Grey-box, red box, red gum, or ironbark	62 5	57 0
Any other variety of wood	67 10	59 8

The above prices shall include all necessary cutting, cartage to the retort or kiln, filling and sewing of bags, and the adequate provision by the employee of food for any horse which is being used in connexion with the work.

(ii) If the wood to be burned is situated more than half a mile from the retort or kiln, 2s. 6d. extra per ton of charcoal shall be paid for each extra half mile or portion thereof.

(iii) The employer shall supply, free of charge, all tools, vehicles, and equipment necessary.

NOTE.—To the weekly earnings of each pieceworker, the sum of 2s. shall be added, provided that where less than 44 hours is worked in any week, a proportionate amount shall be adddd in lieu of such sum.

Part 3.—All persons to whom this Determination applies.

PERIODICAL ADJUSTMENT OF WAGES.

33. The wages rates set out in clauses 2 and 17 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 and the weekly earnings of pieceworkers shall be automatically adjusted as prescribed by clause 34.

Provided that, where a pieceworker works less than 44 hours in any week, the sum to be added to or subtracted from his earnings shall be varied proportionately.

Basic Wage.

Place.	Needs Basic Wage Adjustable.	Loading. Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within the area to which this Determination applies	5 3 0	6 0	5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1948, the amounts of the Basic Wage shall be as prescribed in clause 33.

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

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

J. V. WILLOX, Secretary.

Melbourne, 29th October, 1947.

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