



VICTORIA GOVERNMENT GAZETTE.

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No. 75]

FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts.

DETERMINATION OF THE MANUFACTURING CHEMISTS 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—

(a) a wholesale or a manufacturing chemist;

(b) manufacturing toilet preparations, perfumery, essences, essential oils, food preservatives, branding fluids, deodorants, disinfectants, fungicides, insecticides, vermin destroyers, weed destroyers,"

has made the following Determination, namely:—

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

2.

WAGES.

	Apprentices.						Improvers.																													
	Males.			Females.			Males.			Females.																										
	Adjust-able Weekly Rate.	War Loading Non-adjust-able.	Total Weekly Wage.	Adjust-able Weekly Rate.	War Loading Non-adjust-able.	Total Weekly Wage.	Adjust-able Weekly Rate.	War Loading Non-adjust-able.	Total Weekly Wage.	Adjust-able Weekly Rate.	War Loading Non-adjust-able.	Total Weekly Wage.																								
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>																								
1st year	24	0	0	9	24	9	24	0	0	9	24	9	25	6	0	9	26	3	21	9	0	6	22	3												
2nd "	31	0	0	9	31	9	27	0	0	9	27	9	31	0	0	9	31	9	16	years	of	age	25	6	0	9	26	3	21	9	0	6	22	3		
3rd "	39	6	1	0	40	6	31	0	0	9	31	9	31	0	0	9	31	9	17	"	"	17	"	"	41	3	1	0	42	3	27	0	0	9	27	9
4th "	47	9	1	3	49	0	39	3	1	0	40	3	18	"	"	18	"	"	18	"	"	18	"	"	56	3	1	6	57	9	31	6	0	9	32	3
5th "	57	0	1	6	58	6	48	0	1	3	49	3	19	"	"	19	"	"	19	"	"	19	"	"	69	6	1	9	71	3	38	6	1	0	39	6
													20	"	"	20	"	"	20	"	"	20	"	"	87	0	2	3	89	3	48	0	1	3	49	3

NUMBER (in any place).

Apprentices.

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

Male Improvers.

One male improver to every three or fraction of three male workers receiving 114s. per week.

Female Improvers.

One female improver to every two or fraction of two female workers receiving 66s. 6d. per week.

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

OTHER EMPLOYEES.		Per Week of 44 Hours.		
		Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.
<i>Males.</i>				
(a) Employees in Warehouses.				
Foreman of any Department in which six or more workers are employed	142 0	3 0	145 0	
Foreman of any Department in which three to five workers are employed	133 0	3 0	136 0	
First Assistant in any Department in which five or more workers are employed	125 0	3 0	128 0	
Drug Department employee engaged in weighing, measuring, and wrapping under supervision	118 0	3 0	121 0	
Salesman in any Department under supervision	115 6	3 0	118 6	
All others	111 0	3 0	114 0	
(b) Employees (other than in Warehouses).				
<i>(i) In Alkaloid Extraction Department.</i>				
Foreman in charge of one or more persons	144 0	3 0	147 0	
First assistant	126 0	3 0	129 0	
Second assistant	120 0	3 0	123 0	
<i>(ii) In Alkaloid Refining Department.</i>				
Person in charge of refining operations and records	134 0	3 0	137 0	
Refinery operator purifying alkaloids	126 0	3 0	129 0	
Refinery operator (other)	120 0	3 0	123 0	
<i>(iii) In Other Places.</i>				
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	142 0	3 0	145 0	
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	133 0	3 0	136 0	
First Assistant where five or more workers are employed	125 0	3 0	128 0	
Other Stillman	123 0	3 0	126 0	
Assistant engaged in any of the following processes under supervision:—				
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	118 0	3 0	121 0	
(b) Granulating				
(c) Pill and Tablet Coating				
All others	111 0	3 0	114 0	
<i>Females.</i>				
Alkaloid Refining Department.				
Person in charge of refining operations and records	106 6	3 0	109 6	
Person filling and wrapping	85 3	2 3	87 6	
Other Places.				
Forewoman in charge of one to five workers	82 3	2 3	84 6	
Forewoman in charge of six or more workers	85 6	2 3	87 9	
Other adults	64 9	1 9	66 6	

3. **TIMES OF BEGINNING AND ENDING WORK:—**
 Times of Beginning. Times of Ending.
 7.30 a.m. .. 1 p.m. .. on the day the half-holiday is usually observed.
 7.30 a.m. .. 6 p.m. .. on the other working days of the week.

OVERTIME.

4. The following rates shall be paid for all work done:—
 Outside the times of beginning and ending work } Time and a half for the first three
 Within the times of beginning and ending work, in excess of 44 hours in any week } hours and double time thereafter.

TEA MONEY.

5. An employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid as follows for a meal:—

- (a) Males 16 years and over, when no notice of intention to work overtime was given the previous day 2s. 6d.
- (b) Female; and males under 16 years 2s. 6d.

Provided that when any employee is notified the previous day of the intention to work overtime and overtime is not worked he shall be entitled to the appropriate meal allowance as herein provided.

TERMS OF EMPLOYMENT.

6. (a) All employees shall be engaged by the week, and shall be paid weekly. A week's notice shall be given by the employer or employee to determine employment, or, in lieu of such notice, a week's wages shall be paid or forfeited, as the case may be. Such notice shall be given at the end of a working week. All time of absence from work shall be deducted from the employee's wages, except absence on the holidays hereinafter mentioned and except absence without deduction of pay in accordance with clause 9.

(b) Notwithstanding the provisions of sub-clause (a) hereof the employer may deduct payment for any time during which the employee cannot be usefully employed because of any strike, or any other cause for which the employer cannot reasonably be held responsible; but any such employee shall be entitled to payment for any of the holidays named in clause 7 which occur during such period.

(c) Where an employee is stood down under the provisions of sub-clause (b) hereof, the time lost to the employee shall not affect the continuity of employment.

HOLIDAYS.

7. All employees shall be entitled to the twelve holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Union Picnic Day, Labor Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

ANNUAL HOLIDAY.

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

(b) In addition to the annual holidays prescribed in sub-clause (a) hereof, 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 annual holidays prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

SICKNESS, ACCIDENTS.

9. (a) Any employee not attending duty shall lose his or her pay for the actual time of non-attendance unless he or she produces or forwards within 24 hours of the beginning of his or her absence evidence (which may be in the form of a statutory declaration) satisfactory to the management that his or her non-attendance was due to personal accident arising out of or in the course of his or her employment or to personal ill health sufficient to incapacitate him or her for his or her usual work.

An employee shall not be entitled to payment for non-attendance on the ground of accident or ill health for more than forty-four hours of working time in each year.

For the purposes of this clause a year shall mean a period of twelve months commencing on the 1st day of June in each year.

(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 132 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to 1st March, 1946, shall be disregarded.

DEFINITION OF FOREMAN.

10. Where three or more adults are employed in any department of a warehouse, one shall be deemed to be a foreman and entitled to the rate prescribed for such a foreman.

MEAL INTERVAL.

11. No employee shall be required to work for a longer period than five hours without an interval of at least half an hour for a meal.

SPECIAL RATES.

12. All work done on Sundays, New Year's Day, Australia Day, Easter Monday, Good Friday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, the special rates shall be payable only for the days so substituted.

SHIFT WORK.

13. By mutual agreement between an employer and his employees shifts may be worked subject to the following conditions:—

(a) The rates of pay for shift workers shall be:—

(i) On afternoon shift, $7\frac{1}{2}$ per cent. in excess of ordinary rates.

(ii) On night shift, 10 per cent. in excess of ordinary rates.

(b) Overtime shall be paid at the rate of time and a half for all time worked in excess of 8 hours per shift in any week in which six or more shifts are worked and in excess of 8 hours 48 minutes per shift in any week in which less than six shifts are worked.

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

(d) For the purposes of this clause "afternoon shift" means any shift finishing after 6 p.m. and at or before midnight and "night shift" means any shift worked wholly or partly between midnight and 7.30 a.m.

PROTECTIVE CLOTHING.

14. (a) Waterproof boots and protective clothing shall be provided by the employer when employees are required to work in wet places.

(b) Not more than two sets of overalls or other protective clothing per year shall be supplied by the employer, when necessary, free of cost to the employee.

RIGHT OF ENTRY OF UNION OFFICIAL.

15. 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 purposes 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 right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

PERIODICAL ADJUSTMENT OF WAGES.

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

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

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

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

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

J. V. WILLOX, Secretary.

Melbourne, 20th December, 1946.



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No. 76

FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 14 (FURNITURE DEALERS).

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

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

1. That as from the beginning of the first pay period to commence on or after the 26th December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices and Improvers.							Other Employees.			
Wages per Week of 46 Hours.							Wages per Week of 46 Hours.			
Experience.	Commencing Age.						Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.		
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		s. d.	s. d.	
1st year—							Person in charge of a shop (including a branch shop) Canvassers, travellers, window dressers, ticket writers, collectors (who, in addition to their duties of canvassing, travelling, or collecting, are in any way connected with the sale of goods), salesmen, or saleswomen— 21 years of age 22 years of age 23 years of age or over Storeman or packer (i.e. an adult either working singly or supervising other storemen or packers, who is in charge of a store or floor where goods are received or despatched) Other storemen or packers All others			
1st 6 months	24 0	30 6	34 0	41 6	51 0	58 6		148 0	143 0	
2nd 6 months	30 0	34 0	37 0	44 6	58 6	67 0				
2nd year—										
1st 6 months	38 0	38 0	44 6	51 0	67 0	72 6				
2nd 6 months	42 0	42 0	51 0	67 0	72 6	84 6				
3rd year ..	49 0	49 0	64 0	84 6	84 6	..				
4th year ..	64 0	64 0	84 6	..	..	..	
5th year ..	81 6	84 6	..	..	..	..
6th year ..	93 0	..	..	..	..	..
And thereafter the minimum wage.										
PROPORTION (within any shop).										
APPRENTICES.										
One apprentice to every three or fraction of three workers receiving not less than 105s. 6d. per week.										
IMPROVERS.										
One improver to every two or fraction of two workers receiving not less than 133s. per week.										

TIME WAGES.

3. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 23 hours be paid—

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

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

4. TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
Saturday	8 a.m.	12.45 p.m.
On the other working days of the week	8 a.m.	6 p.m.

MEAL INTERVAL.

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

OVERTIME.

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

SPECIAL RATE FOR PUBLIC HOLIDAYS.

7. Treble time shall be paid within the Metropolitan District and double time elsewhere for all work done on Easter Saturday, and time and a half for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, and on Cup Day (Metropolitan District only), and after 12.30 p.m. on Show Day (in localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* within the area to which this Determination applies). 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.

SUNDAYS.

8. Treble time shall be paid for all work done on Sundays.

TERMINATION OF EMPLOYMENT.

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

TEA MONEY.

10. Any employee who is required to work overtime in excess of two hours on any day shall receive an allowance of 2s. as tea money in addition to the rates provided in Clause 6.

RATIONING OF EMPLOYEES.

11. Where it is claimed by the employer that the exigencies of trade necessitate the rationing of employees, then such employer shall give at least seven days' notice of such rationing to the employee concerned.

ANNUAL HOLIDAY.

12. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holiday) Act 1946*, No. 3111, and any amendments which may be made thereto from time to time.

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

PROVISION OF BICYCLE OR OTHER MECHANICAL CONVEYANCE.

13. Where an employer directs an employee to provide himself with a bicycle or some other mechanical means of transport in order to carry out his duties, such an employee shall be entitled to an allowance (in addition to any other amount to which he may be entitled under this Determination) as follows:—

For provision of a bicycle	2s. 6d. per week.
For provision of a motor cycle	10s. per week.
For provision of a motor car	at the rate of 4d. per mile up to a maximum allowance of £3 per week.

SICK LEAVE.

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

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 18 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

PAYMENT OF FARES.

15. Where an employee is temporarily transferred from one branch of an employer's business to another, and such transfer necessitates the employee paying a higher fare in proceeding to and from his home, such excess amount shall be paid by the employer.

PAYMENT OF RENT.

16. A shopkeeper shall not charge any employee who is required to reside on the premises in connexion with the shop in which the business of such shopkeeper is carried on a greater sum as rent for such premises than 10s. per week.

REFERENCE.

17. An employee on severing his connexion with an employer shall be entitled to and shall receive a reference stating length of employment, character, and qualifications whilst in such employment.

REST PERIODS.

18. All employees shall be allowed two rest periods of not less than five minutes each on each day, the first between the time of commencing work and the mid-day meal interval, and the second between the mid-day meal interval and the ending of work.

CLOTHING ALLOWANCE.

19. Where any employee is required to wear, whilst at work, a washable outer garment (such as overalls, dust coat, &c.) such outer garment shall be provided and laundered by the employer.

PAYMENT OF WAGES.

20. Payment of wages (including overtime, allowances, fares, &c.) shall be made not later than Thursday in each week.

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

J. W. RYAN, *Secretary.*

Melbourne, 7th January, 1947.



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[1947

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 21 (BOOKSELLERS AND NEWSAGENTS).

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

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

- (a) in booksellers' or newsagents' shops,
- (b) in the trade of a wholesale bookseller or newsagent,
- (c) in a lending library conducted for profit,"

has made the following Determination, namely:—

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

2.

Apprentices or Improvers.			Other Employees.			
WAGES.	Per week of 47 hours within the City area and 48 hours elsewhere.		Per week of 47 hours within the City area and 48 hours elsewhere.			
	Males.	Females.	Within the Metropolitan District.		All other parts of Victoria where this Determination applies.	
	s. d.	s. d.	Males.	Females.	Males.	Females.
15 years of age or under	20 6	16 6				
16 years of age ..	23 6	20 6				
17 years of age ..	31 6	25 0				
18 years of age ..	41 6	28 6				
19 years of age ..	50 6	30 6				
20 years of age ..	60 0	38 6				
<p>PROPORTIONS (by any employer).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>An indenture of apprenticeship has been prescribed by the Board.</p> <p><i>Improvers.</i></p> <p>Two improvers to each adult worker receiving not less than 84s. per week of 48 hours in the case of a male adult and 46s. 6d. per week of 48 hours in the case of a female adult.</p>			<p>DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—</p> <p>Where two such persons are under his or her control 130 0 88 6 130 0 88 6</p> <p>Where three or more such persons are under his or her control 139 6 100 6 139 6 100 6</p> <p><i>All Others.</i></p> <p>(a) Employed in connexion with the sale or distribution of newspapers—</p> <p>21 years of age 84 0 46 6 84 0 46 6</p> <p>22 years of age 98 0 53 6 97 9 53 6</p> <p>23 years of age or over 108 6 60 6 106 0 56 6</p> <p>(b) Employed at any other work—</p> <p>21 years of age 84 6 46 6 84 0 46 6</p> <p>22 years of age 100 6 53 6 100 6 53 6</p> <p>23 years of age or over 115 6 63 6 112 6 59 6</p>			

OVERTIME.

3. (a) Any employee who in any week works for any time in excess of 47 hours within the City area and 48 hours elsewhere shall be paid for such extra time at the rate of time and a half.

(b) Any employee who is required to work between 12.45 p.m. and 4 p.m. on any Saturday shall be paid for such work at the rate of double time.

TIME WAGES.

4. (a) (This clause shall not apply to an employee at a Railway Bookstall sub-let to a newsagent.) 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 23½ hours within the City area and 24 hours elsewhere be paid at the ordinary wage rate with an addition of 33½ per cent. and thereafter the ordinary wage rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(b) An employee at a Railway Bookstall sub-let to a newsagent who works less than 48 hours in any week shall only be entitled to be paid *pro rata* according to the number of hours worked.

HOLIDAYS.

5. (Nothing in this clause shall apply to any employee who is required to work on any day mentioned therein in connexion with the sale or distribution of newspapers.) Employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, and Boxing Day, and after 12.30 p.m. on Show Day in localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* within the area to which this Determination applies; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this condition shall only apply for the day so substituted.

Any employee who is required to work on any day mentioned in this clause shall receive double time for such work.

MEAL MONEY.

6. 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 rates provided in clause 3.

ANNUAL HOLIDAY.

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

(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.

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

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year up to a period not exceeding 18 days, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

MEAL INTERVALS.

9. Employees shall be entitled to meal intervals as follows:—

- | | |
|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| (a) Between the 7th December and the 24th December in each year—three-quarters of an hour | } Between the hours of 11.45 a.m. and 2.45 p.m., and on a late trading night between the hours of 5 p.m. and 7 p.m. |
| (b) At any other period of the year—one hour | |

TERMINATION OF EMPLOYMENT.

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

DEFINITION.

11. "City area" shall mean the Central Area of the City of Melbourne enclosed by and including Flinders, Spencer, Latrobe, Victoria, and Spring streets.

PAY DAY.

12. Employees shall be paid weekly on a regular pay day other than a Friday or a Saturday.

REST PERIOD.

13. A rest interval of ten minutes shall be given to all employees during each morning and afternoon, and shall be counted as time worked.

BICYCLE ALLOWANCE.

14. If an employee is required to use his own bicycle in the business of his or her employer, an allowance of 6d. per day or part thereof shall be made for such use.

TIME AND WAGES RECORD.

15. Employers shall keep a Time and Wages Record, showing the name, age, and sex of each employee, the number of hours worked each day and each week, and the wages and overtime payments (if any) to each such employee. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees Federation of Australia (Victorian-Tasmanian Branch).

REFERENCE.

16. On an employee being dismissed or leaving his or her employment he or she shall be entitled to and shall receive from the employer a reference stating length of service and qualifications. This reference must be given to the worker immediately on the termination of his or her employment.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates for adult males set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 18.

Provided that the wages of other employees shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 17.

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

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

J. W. RYAN, Secretary.

Melbourne, 6th January, 1947.



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No. 78]

FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts

DETERMINATION OF THE SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

NOTE.—1. On the 9th March, 1921, this Board was appointed in lieu of the Drapers Board and the Men's Clothing Board.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of—

- (a) any article of men's or boys' clothing (whether made to order or otherwise), mercery, or wearing apparel, including underclothing, hats, and caps;
 (b) goods usually sold by drapers or haberdashers, including mantles, costumes, millinery, gloves, stockings, and underclothing," has made the following Determination, namely:—

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

2.

Apprentices or Improvers.				Other Employees.		
• Wages per Week of 43½ Hours.				• Wages per Week of 43½ Hours.		
Age.	Males.	Females.		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.	
	s. d.	s. d.		s. d.	s. d.	
Under 15 years of age	32 6	27 0				
At " " " "	32 6	27 0				
" 16 " " " "	40 0	32 6	Males.			
" 17 " " " "	48 6	37 6	Manager (other than departmental manager), i.e., a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop	148 0	148 0	
" 18 " " " "	58 0	45 0				
" 19 " " " "	73 0	52 6	Departmental manager, i.e., a person in control of three or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	140 0	140 0	
" 20 " " " "	90 6	61 6	Person in charge of an order tailoring establishment	148 0	148 0	

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors.

Apprentices or Improvers.	Other Employees.		
	* Wages per Week of 43½ Hours.		
		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
PROPORTION (in any Shop or Place).	<i>Males.</i>		
APPRENTICES.	<i>Males.</i>		
One male apprentice to every three or fraction of three male workers receiving not less than 107s. 6d. per week of 43½ hours.	Pattern-men, assemblers, or salesmen—	s. d.	s. d.
	21 years of age	117 0	107 6
	22 years of age	127 0	118 6
	23 years of age or over	134 0	129 0
	Canvassers, who are in any way connected with the sale of goods	137 0	137 0
	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods	137 0	137 0
	Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	126 0	126 0
	Packers or storemen	121 6	121 6
	Porters	121 6	121 6
	All others	134 0	129 6
	<i>Females.</i>		
One female apprentice to every three or fraction of three female workers receiving not less than 64s. 6d. per week of 43½ hours.	Manageress (other than departmental manageress), i.e., a person entrusted with the control or superintendence of a shop stocking frocks, dress or Manchester goods, drapery furnishing, prints, silks, or men's clothing, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop	148 0	148 0
An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.	Departmental manageress—		
	(a) in control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing departments, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department	140 0	140 0
	(b) In control of three or more saleswomen 23 years of age or over in any other department, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department	94 6	92 6
	Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments—		
	21 years of age	117 0	107 6
	22 years of age	127 0	118 6
	23 years of age or over	134 0	129 0
	Other saleswomen or pattern women, or assemblers—		
	21 years of age	69 0	64 6
	22 years of age	76 6	68 6
	23 years of age or over	80 6	76 6
	Packers	120 0	120 0
	Canvassers who are in any way connected with the sale of goods	80 6	80 6
	Porters	120 0	120 0
	All others	80 6	76 6
One male improver to every male person receiving not less than 107s. 6d. per week of 43½ hours.			
Two female improvers to one female person			
Four female improvers to two female persons, and thereafter—			
One female improver to each additional female person) of 43½ hours.			
Provided that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.			

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors.

3. DETERMINATION TO BE AVAILABLE FOR INSPECTION.

An employer shall cause to be kept in a conspicuous place, a copy of this Determination, on each floor of a building where work covered by this Determination is being performed. Such copy of the Determination shall readily be available for inspection at any time.

4. FLOOR SUPERVISORS, FLOOR WALKERS AND/OR SUPERINTENDENTS.

Floor supervisors, floor walkers and/or superintendents shall be paid 5 per centum over and above the rate fixed for persons 23 years or over, provided that any person acting as floor supervisor, floor walker and/or superintendent for less than 23 hours in any one week shall not be entitled to the additional 5 per centum.

5. TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
On the usual half-holiday	9 a.m.	12.45 p.m.
On the other working days of the week	9 a.m.	6 p.m.

6. OVERTIME.*

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

- (a) By persons (including apprentices and improvers) employed as salesmen or saleswomen—
- | | |
|------------------------------------------------------------------------------------|-------------------------------|
| (1) Before 9 a.m. | Five times the ordinary rate. |
| (2) Outside the times of ending work | Double time. |
| (3) Within the times of beginning and ending work in excess of 43½ hours | Double time. |
- (b) By all other persons (1) Outside the times of beginning and ending work. Double time.
(2) Within the times of beginning and ending work in excess of 43½ hours Double time.

7. MEAL MONEY.

Any employee required to work after the usual finishing hour of work or before the usual commencing hour of work beyond one hour shall be paid not less than 2s. 6d. meal money in addition to the overtime rates as prescribed for in this Determination.

8. TIME RATE.

Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 23 hours be paid—

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

and for each hour worked beyond the 23 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that no person shall be employed for less than four consecutive hours on any one working day between the hours of 9 a.m. and 6 p.m. on Monday to Friday or for less than 3½ hours on Saturday.

9. MEAL INTERVALS.

All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals viz. :—

From Monday to Friday, one hour for lunch between noon and 3 p.m.

10. REST PERIOD.

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

11. TERMINATION OF EMPLOYMENT.

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

12. NOTICE OF INTENTION TO RATION.

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

13. ANNUAL HOLIDAY.

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

(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.)

14. SICK LEAVE.

(a) Any employee not attending for duty who has had not less than 12 months' service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year up to a period not exceeding 18 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

15. SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

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

- | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| Sunday | Double time. |
| New Years Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, or after 12.30 p.m. on Show Day in localities mentioned in the Twelfth Schedule to the <i>Public Service Act 1928</i> within the area to which this Determination applies | Time and a half. |

Easter Saturday—

- | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| (a) In the area enclosed by and including Flinders-street, Spence-street, Lonsdale-street, and Spring-street in the City of Melbourne | Five times the ordinary rate. |
|-------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|

- | | |
|--------------------------------------------------------------------|--------------|
| (b) In all other places where this Determination applies | Double time. |
|--------------------------------------------------------------------|--------------|

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

* NOTE.—Section 117 (2) Act 3877 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.

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

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

16. BICYCLE ALLOWANCE.

Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 1s. 6d. per week in addition to the ordinary wage shall be paid to such employee.

17. REFERENCE.

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

18. TIME AND WAGES RECORDS.

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

19. PAYMENT OF WAGES.

All wages due shall be paid not later than Thursday in each week, and must be paid during working hours.

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

J. W. RYAN, Secretary.

Melbourne, 19th December, 1946.



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FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts.

DETERMINATION OF THE LIMEBURNERS BOARD.

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

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

- (a) making lime;
(b) pulverizing or bagging limestone;

has made the following Determination namely:—

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

<i>Apprentices or Improvers. (Day Shift.)</i>	<i>Other Employees. (Day Shift.)</i>
Wages Per Week of 44 Hours.	Wages Per Week of 44 Hours.
<i>s. d.</i>	<i>s. d.</i>
16 years of age or under 45 6	Lime burners or feeders 120 0
17 years of age 52 6	Drawers 120 0
18 years of age 64 0	Crusher hands 115 6
19 years of age 80 0	Operator of a mechanical bagging machine 120 0
20 years of age 110 0	Hydrator attendant 129 6
	Lime screeners 118 6
	Attendant on an automatic feeder 121 0
	Drawers' assistants 115 6
	Slack lime workers 115 6
	All others 112 6

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 112s. 6d. per week of 44 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

EXTRA PAYMENT FOR EMPLOYEES ON AFTERNOON OR NIGHT SHIFT.

3. Employees on Afternoon or Night Shift shall receive the rates provided in clause 2, plus 5 per cent.

SHIFTS.

4. That the hour of beginning and the hour of ending each shift shall be as follows:—

	Time of Beginning—	Time of Ending—
Monday to Friday (Day Shift)	8 a.m.	5 p.m.
Saturday "	8 a.m.	12 noon
Where two Shifts are worked.		
Monday to Saturday (Day Shift)	7 a.m.	3 p.m.
" " (Afternoon Shift)	3 p.m.	11 p.m.
Where three Shifts are worked.		
Monday to Saturday (Day Shift)	7 a.m.	3 p.m.
" " (Afternoon Shift)	3 p.m.	11 p.m.
" " (Night Shift)	11 p.m.	7 a.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer, and the majority of the employees, but in no case shall the total length of any shift be increased.

OVERTIME.

5. The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half.

TIME WAGES.

6. Any person employed on time wages for less than the number of hours provided for an ordinary week's work shall be paid, for each hour 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 sixty-six and two-thirds per centum;
- (b) In any other week At the ordinary wages rate with an addition of thirty-three and one-third per centum;

and for each hour worked beyond the 22 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

SUNDAYS.

7. Time and a half shall be the special rate payable for all work done on Sundays.

PUBLIC HOLIDAYS.

8. Double time shall be the special rate payable for all work done on Christmas Day, Boxing Day, New Year's Day, Australia Day, 21st April (Labour Day), Good Friday, Easter Monday, Anzac Day, and King's Birthday; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

CRIB TIME.

9. When shifts are worked time allowed as crib time shall be deemed to be time worked.

SICK LEAVE.

10. Where an employee is disabled by personal ill health (not attributable to misconduct) proof of which sickness is given to the employer by medical certificate or other satisfactory evidence within 24 hours of the employee's consequential absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work one day in each two months, or for a proportionate aggregate in a longer period, but not exceeding six days in any year of employment.

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.

(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.)

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 13, provided that the wage of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be made to the nearest 6d.

In addition to the total basic wage provided in this clause the rates set out in clause 2 contain margins granted prior to the coming into operation of this Determination, and in addition increased margins and a war loading as follows:—

- Drawers' assistants, an increase in marginal rate of 5s. per week, plus 4s. as emergency war loading.
- Slack lime workers, an increase in marginal rate of 5s. per week, plus 4s. as emergency war loading.
- Other adult employees, an increase in marginal rate of 2s. per week, plus 4s. as emergency war loading.
- Apprentices and improvers, receive a *pro rata* war loading and a *pro rata* increase in wages, based on an increase of 2s. per week in the marginal rate of adult employee classified as all others.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

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

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

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

J. W. RYAN, Secretary.

Melbourne, 24th December, 1946.



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No. 80]

FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 8 (DAIRY PRODUCE AND COOKED MEAT).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder; such portions of the City of Sandringham as are not within the said district; 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 persons employed in the trade of a seller of Dairy Produce or Cooked Meat,” has made the following Determination, namely:—

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

2.

Apprentices or Improvers.			Other Employees.				
Males.	Females.		WAGES.	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1928</i> (No. 3677).	All other parts of Victoria where this Determination applies.	Per Week of—	
WAGES.	Per Week of 48 Hours.	Per Week of 48 Hours.					Males.	Hours.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>		
Under 15 years of age ..	21 0	15 years of age or under ..	24 6	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	131 6	127 0	46
15 years of age ..	29 0	16 years of age ..	28 9	Travelling salesman—			
16 years of age ..	39 3	17 years of age ..	35 9	21 years of age ..	105 3	101 3	49*
17 years of age ..	52 3	18 years of age ..	45 9	22 years of age ..	113 3	109 3	49*
18 years of age ..	65 0	19 years of age ..	50 6	23 years of age or over ..	118 6	114 6	49*
19 years of age ..	75 0	20 years of age ..	55 9	All others—			
20 years of age ..	86 9			21 years of age ..	105 3	101 3	46
PROPORTION (in any shop or place).		PROPORTION (in any shop or place).		22 years of age ..	113 3	109 3	46
<i>Apprentices.</i>		<i>Apprentices.</i>		23 years of age or over ..	118 6	114 6	46
One apprentice to every three or fraction of three male workers receiving not less than the minimum wage.		One apprentice to every three or fraction of three female workers receiving not less than the minimum wage.		<i>Females.</i>			
<i>Improvers.</i>		<i>Improvers.</i>		Manageress (i.e., principal employee in any shop where females only are employed, except a shop in which an owner or partner is working manager)—			
One improver to first two or fraction of three, two to three; and thereafter one improver to every additional two male workers not under the age of 23 years.		One improver to first three or fraction of three, two to four; and thereafter one to every additional three female workers receiving not less than the minimum wage.		In charge of three or more assistants ..	95 9	93 6	46
				In charge of less than three assistants ..	80 6	78 0	46
				All others ..	66 3	64 3	46

* Including time occupied in attending horses or motor vehicles.

NOTE.—Section 109 of the “*Factories and Shops Act 1928*” (No. 3677) provides that a shopkeeper shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such shopkeeper is carried on a greater sum as rent for such premises than ten shillings per week.

Section 176 of the *Factories and Shops Act 1928* (No. 3677) provides that, where the provisions of a Determination of a Wages Board apply, a true copy of such Determination shall be posted in some conspicuous place in such a position as to be easily read by the persons employed therein. Penalty not exceeding £10.

Section 174 of the *Factories and Shops Act 1928* (No. 3677) provides that where any person is employed to perform two or more classes of work to which a rate fixed by a wages board is applicable then such person shall be paid in respect of the time occupied in each class of work at the rate fixed by the Board for such work.

OVERTIME.

3. All time worked—

- (a) in excess of the number of hours fixed as a week's work,
 (b) after 12.45 p.m. on Saturday,

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

TIME RATE.

4. Any person employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed in this Determination for an ordinary week's work be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

TERMINATION OF EMPLOYMENT.

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

ALLOWANCE.

6. Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 3s. per week if a male, and 2s. 6d. per week if a female, in addition to the ordinary rate.

SPECIAL RATES.

7. Double time shall be the special rate payable for all work done on Sunday, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Show Day (in localities mentioned in the Twelfth Schedule to the *Public Service Act 1928*), Cup Day (in the Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3877) and the Order in Council thereunder), Christmas Day, Boxing Day, New Year's Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

ANNUAL HOLIDAY.

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

(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.)

PAYMENT OF WAGES.

9. Payment of wages, including overtime, tea money, special rates, &c., shall be made not later than Thursday of each week, and during working hours.

MEAL INTERVALS.

10. All employees shall be allowed not less than one hour for a meal interval which must be taken between the hours of 12 noon and 2 p.m., and not more than five hours shall be worked between each meal. During such meal interval employees shall be allowed to leave the employer's premises.

NOTICE TO WORK OVERTIME.

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

TEA MONEY.

12. Any employee required to work overtime shall be paid not less than 2s. 6d. tea money in addition to the overtime rates as prescribed for in this Determination.

Provided that such tea money shall not be payable when a meal is supplied by the employer.

NOTICE OF INTENTION TO RATION.

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

BICYCLE ALLOWANCE.

14. Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 3s. 6d. per week for such period as the bicycle is used.

REFERENCE.

15. On an employee being dismissed or leaving his or her employment he or she shall be entitled to and shall receive from the employer a reference stating the length of service, character, and qualifications. Such reference shall be given to the employee immediately on the termination of employment.

FARES.

16. Fares shall be paid by the employer to an employee who is required to work in more than one shop on the same day

REST PERIOD.

17. An interval of ten minutes each morning and afternoon shall be given as a rest period to all employees, and shall be counted as time worked.

SICK LEAVE.

18. (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 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 18 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

TIME AND WAGES RECORD.

19. Time and wages records showing the name of each employee, the hours worked by and the wages and overtime paid to each employee, shall be kept by the employer and completed weekly.

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

J. W. RYAN, Secretary.

Melbourne, 6th January, 1947.



VICTORIA
GOVERNMENT GAZETTE.

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No. 81]

FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts.

DETERMINATION OF THE MARINE STORES 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 of payment which may be paid to any person or persons or classes of persons employed either inside or outside a factory in the process, trade, or business of a marine store dealer or a dealer in old metals or bottles" has made the following Determination namely:—

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

2.

WAGES PER WEEK OF 44 HOURS.

Apprentices or Improvers.		Adults.	
	£ s. d.		£ s. d.
Under 17 years of age .. .. .	.. .. . 2 1 6	Leading hand .. .. .	.. .. . 5 18 0
17 years and under 18 years of age .. .. .	.. .. . 2 11 6	Bottle washer—machine or hand .. .. .	.. .. . 5 15 0
18 years and under 19 years of age .. .. .	.. .. . 3 3 6	Yardman or general hand .. .. .	.. .. . 5 15 0
19 years and under 20 years of age .. .. .	.. .. . 3 7 9	All other adult employees .. .. .	.. .. . 5 15 0
20 years and under 21 years of age .. .. .	.. .. . 4 5 0		

PROPORTION.

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

Improvers.—One improver to every three workers receiving not less than the minimum wage.

In the above amounts a special war allowance of 3s. per week is included in each.

CASUAL EMPLOYMENT.

3. A casual employee shall mean and be deemed to be an employee engaged for a less period than a week. Such casual employee shall be paid 2s. per day in addition to the ordinary day's pay.

HOURS.

4. Each employee shall have a fixed starting and quitting time, alterable at seven days' notice. The ordinary hours of labour for all employees shall be 44 hours per week; on Monday to Friday inclusive, 8 hours and 48 minutes per day exclusive of meal hours. The said hours shall be worked between 7 a.m. and 6 p.m.

OVERTIME SUNDAY AND HOLIDAY RATES.

5. (a) All work performed in excess of 8 hours and 48 minutes on any one day Monday to Friday inclusive and all work performed on Saturday shall be overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) All work performed on Sunday shall be paid for at the rate of double time.

(c) When an employee works on a holiday he shall be paid ordinary rates in addition to the ordinary rates prescribed for such holidays in clause 7 of this Determination.

TERMS OF EMPLOYMENT.

6. All employees (other than those provided for in Clause 3) shall be engaged by the week, and shall be paid on the Thursday or Friday in each week. A week's notice shall be given by the employer or employee to determine employment, or in lieu of such notice a week's wages shall be paid.

Such notice shall be given at the end of a working week.

No. 81.—477/47.

HOLIDAYS.

7. An employee shall be entitled to be absent from his employment without deduction of pay on any holiday. In this Determination the word "holiday" means the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, Boxing Day, Show Day, Cup Day, Picnic Day, and also other public Government gazetted holidays observed as such generally by the mercantile community.

ANNUAL LEAVE.

8. Annual leave of two weeks additional to the public holidays prescribed by clause 7 of this Determination shall be granted within two months of becoming due: Provided that such leave may be observed between the months of May to October inclusive. A *pro rata* leave of absence shall be granted to any employee who has worked for three months or more and such *pro rata* leave shall be taken between the months of May and October inclusive. For an employee continuing in the service of his employer, such leave must be taken annually thereafter. Fourteen days' notice of annual leave shall be given by the employer and such leave shall commence as from the ordinary starting time on Monday morning. Annual or *pro rata* annual leave must not be exchanged for payment except when employment is terminated. If the employment is terminated annual leave or *pro rata* annual leave shall be adjusted immediately.

SICK LEAVE.

9. Employees who have 12 months' service or more at 12th April, 1945, shall be entitled to 44 working hours for sick leave and shall have sick leave of 44 working hours for each subsequent 12 months' service. Employees who have completed less than 12 months' service shall be entitled to sick leave of 11 working hours for each completed three months of service: Provided that after 12 months' service such employee shall be entitled to 44 working hours' sick leave and thereafter 44 working hours' sick leave for each subsequent 12 months of service. Within 18 working hours of the commencement of such absence satisfactory evidence must be submitted by the employee that same is caused by personal ill-health. Should the employer require a doctor's certificate, the employer shall defray the cost of same if payment is involved for such certificate, but such payment shall not exceed an amount of ten shillings and sixpence.

DINING ROOMS AND SHOWERS.

10. Each employer shall provide adequate dining rooms and hot and cold water showers when practicable.

PIECE-WORK OR CONTRACT WORK.

11. When any bottle washing is let out by contract, the employer shall stipulate to the contractor that he shall pay the minimum rates of wages and observe the hours prescribed by this Determination.

PROTECTIVE CLOTHING AND BOOTS.

12. (a) Where an employee is called to work on bottle washing-machines, he shall be provided with waterproof apron and clogs free during the time he shall be called upon to perform such duties.

(b) Where an employee is called upon to work with acid he shall be provided with a pair of rubber gloves and working among broken glass he shall be provided with a pair of leather gloves.

(c) If required to work in rain each employee shall be supplied with adequate protective clothing while so employed.

UNION OFFICIALS.

13. An official of the Federated Liquor and Allied Trades Employees Union of Australia authorized by the Secretary in writing and who has first reported to the employer or his representative in responsible charge at the place of employment may interview members of such organization working there, provided that he does not interfere with the work of employees during actual working hours or enter any part of the business premises whereto the employer or his representative may reasonably refuse permission.

DEFINITIONS.

14. (a) "Foreman" shall mean and be deemed to be a person who is responsible for other employees' work, and has the power to engage or dismiss an employee, subject to the approval of the employer.

(b) "Leading Hand" is an employee who exercises supervision over the work of other employees.

EXHIBITION OF DETERMINATION.

15. This Determination shall be exhibited in a conspicuous place by each employer on his premises.

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 in clause 17.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1947, the amount of the basic wage shall be as prescribed in clause 16.

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

(d) The wages rates for apprentices and improvers set out in clause 2 shall be adjusted proportionately to adjustments of the basic wage. The following rates, upon which adjustments shall be made and which were established upon a basic wage of £4 13s. shall be the basis for adjustments from time to time as occasion demands :—

	£			s.			d.		
Under 17 years of age	1	18	6						
17 years and under 18 years of age	2	8	0						
18 years and under 19 years of age	2	19	0						
19 years and under 20 years of age	3	3	0						
20 years and under 21 years of age	3	19	0						

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

J. W. RYAN, Secretary.

Melbourne, 6th January, 1947.



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FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts.

DETERMINATION OF THE BOILERMAKERS BOARD.

NOTE.—(1) This Determination applies to the whole of the State of Victoria.

(2) Boilermaking.—Boilermaking and/or steel construction was proclaimed on the 1st December, 1937, as an Apprenticeship Trade under the *Apprenticeship Act 1928*, for the Metropolitan District.

Full particulars of the Apprenticeship Regulations for this trade may be obtained on application to the Secretary, Apprenticeship Commission, Melbourne (price 3d.).

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

- (a) Boilermaking ;
 (b) Iron or steel working in connexion with—
 (1) Ship or bridge building,
 (2) Girder, tank, wagon, or truck making,
 (3) Wrought iron or steel pipe making,
 (4) Structural iron or steel work"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 5th December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

Adults.	Day Shift.		
	Wages per Week of 44 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman) ..	6 7 0	6 13 6	6 4 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	6 0 0	6 6 6	5 17 0
Blacksmith's striker	5 18 0	6 4 6	5 15 0
Blacksmith's striker on double fires and other assistant ..	6 0 0	6 6 6	5 17 0
Boiler (inside) chipper and cleaner	6 4 0	6 10 6	6 1 0
Boilermaker and/or structural steel tradesman	7 2 0	7 8 6	6 19 0
Boilersmith and/or angle iron smith	7 5 0	7 11 6	7 2 0
Cold saw operator	6 0 0	6 6 6	5 17 0
Dogman	6 0 0	6 6 6	5 17 0
Driller using portable machines	6 19 0	7 5 6	6 16 0
Driller using stationary machines	5 19 0	6 5 6	5 16 0
Employee assisting a ship plate bender or plate setter ..	6 0 0	6 6 6	5 17 0
Employee directly assisting an employee whose margin above the basic wage is 14s. or more	5 18 0	6 4 6	5 15 0
Friction saw operator	5 18 0	6 4 6	5 15 0
Furnaceman on heavy angle iron or heavy plate	6 6 0	6 12 6	6 3 0
Furnaceman's assistant	5 18 0	6 4 6	5 15 0
Holder-up	6 0 0	6 6 6	5 17 0
Machinist—			
1st class	7 2 0	7 8 6	6 19 0
2nd class	6 10 0	6 16 6	6 7 0
3rd class	6 3 0	6 9 6	6 0 0

WAGES—continued.

Adults.	Day Shift.		
	Wages per Week of 44 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Machinist, steel construction—			
1st class	6 5 0	6 11 6	6 2 0
2nd class	5 19 0	6 5 6	5 16 0
Marker off (a tradesman the greater part of whose time is occupied in marking off and/or template making) ..	7 6 0	7 12 6	7 3 0
Painter of ironwork using spray	5 19 0	6 5 6	5 16 0
Painter of ironwork (other than ship painter) using brush ..	5 18 0	6 4 6	5 15 0
Plate setter and frame bender	7 4 0	7 10 6	7 1 0
Press and block hand assisting a boiler or angle ironsmith ..	6 0 0	6 6 6	5 17 0
Process worker	5 17 0	6 3 6	5 14 0
Rigger and/or splicer	6 4 0	6 10 6	6 1 0
Rivet heater	6 0 0	6 6 6	5 17 0
Welder—			
1st class (other than when using Cutler machine) ..	7 5 0	7 11 6	7 2 0
1st class (using Cutler machine)	6 12 0	6 18 6	6 9 0
2nd class	6 3 0	6 9 6	6 0 0
3rd class	5 19 0	6 5 6	5 16 0
Welder-tack	6 1 0	6 7 6	5 18 0
Employee not elsewhere classified	5 9 0	5 15 6	5 6 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines	6 0 0	6 6 6	5 17 0
Cement mixer	6 1 0	6 7 6	5 18 0
Cement liner	6 4 0	6 10 6	6 1 0
Cement liner operator	6 10 0	6 16 6	6 7 0
Employee in charge of ring making machines	6 4 0	6 10 6	6 1 0
Employee rounding and straightening steel pipes	6 3 0	6 9 6	6 0 0
Employee on tar dip and sand rolling	6 0 0	6 6 6	5 17 0
Faucet maker in charge of furnace	6 7 0	6 13 6	6 4 0
Faucet maker's assistant	6 0 0	6 6 6	5 17 0
Machine operator (in charge of machines)	6 4 0	6 10 6	6 1 0
Pipe builder	6 4 0	6 10 6	6 1 0

Leading Hands.

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

Provided that an employee in an electric supply undertaking detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

Tradesmen in Large Power Houses.

Tradesmen and/or welders and their assistants employed in large operating power houses (i.e., power houses developing more than 3,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

Ship Repairing.

Employees engaged on ship repairs shall be paid the following additional margins:—

	s. d.
Tradesmen	3 0 per week.
All other labour	2 0 „ „

3.

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Boilermaker and/or structural steel tradesman and/or welder—first class.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indentures.

(d) 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.

(e) The training of apprentices to boilermaking or structural steel work 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.

Proportion.

(f) (i) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

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

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

(ii) Notwithstanding anything hereinbefore provided in the trade of boilermaker, an employer may with the consent of the Apprenticeship Commission and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by this Determination.

Adult Apprentices.

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

Probationary Period.

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

Wages.

(i) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippaland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	22½	.. ..	0 9	23 0	24 6	22 6
2nd year	30	1 0	1 0	32 0	34 0	31 0
3rd year	45	1 6	1 6	48 0	51 0	46 6
4th year	75	2 0	2 3	79 0	84 0	77 0
5th year	95	2 0	3 0	100 0	106 0	97 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	26	.. ..	0 9	26 6	28 6	26 0
2nd year	45	1 0	1 6	47 6	50 6	46 0
3rd year	75	2 0	2 3	79 0	84 0	77 0
4th year	95	2 0	3 0	100 0	106 0	97 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

(k) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

Payment by Results.

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

Lost Time.

(m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or on 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 his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(p) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned:—

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable.			
			Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.	
			<i>Junior Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	25	0 6		25 6	27 0	24 6
16 years of age ..	35	0 9		35 6	38 0	34 6
17 years of age ..	47½	1 0		48 6	51 6	47 0
18 years of age ..	60	1 0		61 0	65 0	59 0
19 years of age ..	75	2 0		77 0	82 0	74 6
20 years of age ..	90	2 0		92 0	98 0	89 6

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

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

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

(b) The minimum rate payable to a junior employee of eighteen years or more with less than six months' experience under this Determination shall, until he has had such six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his age and in addition thereto the constant loading prescribed for such an employee.

(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates:—

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carry material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ¼ in. diameter.
- (ix) Passing hot rivets in confined spaces.
- (x) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (xi) Punching machines handling plates weighing more than 84 lb.
- (xii) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) Junior employee shall not be employed—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles: or
using electric arc or oxy-acetylene blow-pipe, or
- (ii) if under 18 years of age—
die setting on power presses;
as furnaceman or assistant to furnacemen; or
as operators of power-driven guillotines.

Clauses 5 to 26 inclusive of the Determination as published in *Government Gazette* No. 111 of the 26th June, 1946, shall remain in force.

SPECIAL RATES.

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

Boiling-down Works.

(a) Working in boiling-down works—1d. per hour extra.

Cold Places.

(b) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

Confined Spaces.

(c) Working in confined space (as defined), 3d. per hour extra.

Dirty Work.

(d) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

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

Height Money.

(e) Boilermakers and welders and their assistants and drillers engaged in the erection, repair, and/or maintenance of steel frame buildings, bridges, gasometers, and similar structures at a height of 50 feet or more directly above the nearest horizontal plane shall be paid at the rate of 6s. per week extra.

Hot Places.

(f) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes rest after two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

Lead Works.

(g) Working in lead works—1d. per hour extra.

Meat Digestors and Oil Tanks.

(h) Working on repairs in oil tanks or meat digestors—1½d. per hour extra. Provided that if any employee is so engaged for more than half of one day or shift he shall be paid the prescribed allowance for the whole day or shift.

Sanitary Works.

(i) Working in sanitary works—1d. per hour extra.

Slag Wool.

(j) Employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat cold or noise, shall when so employed on ship construction or ship repairing or on the construction, repair or demolition of furnaces, walls, floors and/or ceiling be paid 4d. per hour extra.

Slaughtering Yards.

(k) Working in slaughtering yards—1d. per hour extra.

Smoke-boxes, &c.

(l) Working on repairs to smoke-boxes or fire-boxes of locomotives or on repairs to the smoke-box, up-take, funnel, flue, furnace or combustion chamber of marine type of boilers, or on repairs to smoke-boxes, fire-boxes, furnace or flues of other types of boilers—1d. per hour extra.

War-damaged Ships.

(m) All employees engaged in the cutting and removal of torn, twisted, and displaced structural materials from vessels which have been damaged by bomb, mine, shell, or torpedo shall be paid extra rates as follows—

- (i) where such damaged structural materials are covered in oil residue and/or other unusually obnoxious substances, and there is a risk of such materials falling, or there are difficulties in the way of securing a safe foothold for working—2d. per hour extra;
- (ii) where the work is carried out in the presence of explosives or combustible materials under conditions under which there is a risk of fire or explosion—4d. per hour extra;
- (iii) where as well as working under the conditions specified in paragraph (i) hereof an employee works under those specified in paragraph (ii) hereof—6d. per hour extra.

The question of whether the conditions specified in paragraphs (i) or (ii) hereof or both of them exist in any particular case shall be settled by agreement between the foreman and the workman concerned provided that in cases of disagreement the matter shall be settled as provided in sub-clause (d) hereof in the case of dirty work, and the provisions of that clause shall apply to claims under this sub-clause. In any case in which it is agreed or decided that the specified conditions exist the extra rate prescribed shall be paid for the whole of the time the employees are engaged cutting and removing the materials mentioned.

Wet Places.

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

Special Rates not Cumulative.

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

Rates not Subject to Penalty Additions.

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

TRAVELLING AND BOARD.

6. (a) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job (in excess of the time normally spent in travelling from his home to such workshop or depot and returning) he shall be paid travelling time, and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

An employee who with the approval of his employer uses his own means of transport for travelling to or from outside jobs shall be paid the amount of excess fares which he would have incurred in using public transport unless he has an arrangement with his employer for a regular allowance.

(b) An employee—

- (i) engaged in one locality to work in another; or
- (ii) sent from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities, and, for a period not exceeding three months, expenses.

(c) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (b) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(d) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays, when it shall be time and a half.

(e) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all-night travel, eight hours out of every twenty-four.

(f) "Expenses" for the purpose of this clause means:—

(i) All fares reasonably incurred.

For boat travel the fares allowed shall be first-class on coastal boats, and on interstate boats where there is no second-class as distinct from steerage; and for rail travel, second-class, except where all-night travelling is involved, when they shall be first-class, with sleeping berth where available.

(ii) Reasonable expenses incurred whilst travelling, including 2s. 6d. for each meal taken.

(iii) A reasonable allowance to cover the cost incurred for board and lodging.

(g) A camping allowance of 3s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles or other temporary shelter is necessary; Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sunday.

(h) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop; Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

HOURS OF WORK.

Day Workers.

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

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

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

Five-Days Week.

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

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

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

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

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

Forgers, &c.

(c) The ordinary weekly hours of employment of forgers, forge furnacemen, and their assistants, shall consist of five days of 9½ hours each, including crib time, for which no deduction of pay shall be made. The rates in this Determination shall be for a 44-hours week and hourly rates shall be ascertained by dividing the weekly rates by 44.

8.

SHIFT WORK.

Definitions.

(a) For the purposes of this clause—

- "Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.
- "Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.
- "Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.
- "Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

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

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

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

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

Hours—Other than Continuous Work.

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

- (i) 44 in any week to be worked in five shifts of 8 hours 48 minutes, on Monday to Friday inclusive or five shifts of 8 hours and one shift (Saturday) of 4 hours, or
- (ii) 88 in fourteen consecutive days in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week, or
- (iii) 132 in 21 consecutive days in which case an employee shall not, without payment of overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

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

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

Rosters.

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

Variation by Agreement.

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

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

Afternoon or Night Shift Allowances.

(f) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent. more than the ordinary rates for such shifts.

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

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

An employee who—

- (i) during a period of engagement on shift works night shift only ; or
- (ii) remains on night shift for a longer period than four consecutive weeks ; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

Overtime.

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

- (i) if employed on continuous work be paid at the rate of double time ; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter, except in each case when the time is worked—
- (iii) by arrangement between the employees themselves ;
- (iv) for the purpose of effecting the customary rotation of shifts ; or
- (v) is due to the fact that the relief man does not come on duty at the proper time ; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 15 (b) hereof.

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

Sundays and Holidays.

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

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

Junior Employees.

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

MIXED FUNCTIONS.

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

OVERTIME.

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

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

Rest Period After Overtime.

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

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

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

Call Back.

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

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

Saturday Work—Five-days Week.

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

Standing By.

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

Meal Hours—General.

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

Meal Hours—Maintenance Employees.

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

Crib Time.

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

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

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

Tea Money.

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

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

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

Transport of Employees.

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

HOLIDAYS AND SUNDAY WORK.

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

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

Exceptions.

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

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

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

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

PIECEWORK.

12. The Board determines, under the provisions of section 150 of the Factories and Shops Acts, 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.

EXTRA RATES NOT CUMULATIVE.

13. Extra rates in this Determination, except rates prescribed in clause 5, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

14. (a) Wages shall be paid weekly or fortnightly.
- (b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day. Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.
- (c) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.
- (d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work, shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.
- (e) On or prior to pay day, the employer shall state to each employee in writing the amount of wages to which he is entitled the amount of deductions made therefrom, and the net amount being paid to him.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

15. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.
- (b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.
- (c) An employee not attending for duty shall, except as provided by clause 16 hereof, lose his pay for the actual time of such non-attendance.

Casual Employment.

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

Late Comers.

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

SICK LEAVE.

16. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—
- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to Workers' Compensation.
 - (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
 - (iii) He shall prove to the satisfaction of his employer (or in the event of dispute, the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
 - (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 44 hours of working time.

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

Single Day Absences.

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

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

Attendance at Hospital, &c.

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

ANNUAL LEAVE.*Period of Leave.*

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

Seven-day Shift Workers.

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

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

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 11 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

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

Broken Leave.

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

Calculation of Continuous Service.

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

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

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness, injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 16 shall be accepted as a notification under this sub-clause.

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

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

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

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

Calculation of Service.

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

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

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

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

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 11 of this Determination.

Payment for Period of Leave.

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

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3½ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for 7½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

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

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (f) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve monthly qualifying period.

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

18.

MISCELLANEOUS.

(a)

ACCOMMODATION AND CONVENIENCES.

Boiling Water.

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

Drinking Water.

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

First Aid Outfit.

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

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

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

Lockers.

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

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

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

(b) CLOTHING, EQUIPMENT, AND TOOLS.

Damage to Clothing and Tools.

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

Gas Masks.

(ii) The employer shall ensure that sufficient masks are available to enable each employee when engaged on repairs to refrigeration plants outside the employer's premises, to take one with him.

Gloves.

(iii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one) or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said equipment shall be provided.

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

Goggles.

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

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

Masks.

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

Protective Equipment—Welding.

(vi) Employers shall provide a sufficient supply of the undermentioned equipment to enable each welder and his assistant when engaged on work necessitating its use to be supplied with same:—

(i) Suitable asbestos sheets,

(ii) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields),

(iii) Anti-flash goggles,

(iv) Aprons, leather sleeves and leggings (or coveralls of flame-proof material) and gauntlet gloves; and

(v) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Where electric arc operators are working screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

Tools.

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

Hand-rivetting.

(c) Hand-rivetting on rivets $\frac{3}{8}$ inch diameter and upwards shall be performed double handed.

(d) *Ventilation.*

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

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

(ii) the atmosphere may otherwise become vitiated,

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

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

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

SHOP STEWARDS.

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

RIGHT OF ENTRY OF UNION OFFICIALS.

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

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

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

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

- (i) That he discloses to the employer or his representative the complaint which he desires to investigate;
- (ii) that he makes his investigations in the presence of the employer or his representative (if the employer so desires);
- (iii) that he does not interfere with work proceeding in the workshop or plant;
- (iv) that he conducts himself properly.

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

(Name of organization.)

THIS IS TO CERTIFY THAT
organization.

is a duly accredited representative of the above-named

General Secretary.

(Seal.)

Date—

Specimen Signature of Holder—

STRICTLY NOT TRANSFERABLE.

TIME AND WAGES BOOK.

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

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

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

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

NOTICE BOARD.

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

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

DEFINITIONS.

23. (1) "Confined space" means a compartment or space access to which is through a man-hole or similar opening, or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and includes such a space—

- (a) in the case of a ship, inside complete tanks, chain lockers, and peaks; in bilges, under engine beds, under engine-room and stokehold floors, or under or inside boilers;
- (b) in the case of a locomotive, inside the barrels of boilers, fire-boxes, water spaces of tenders, side tanks, bunker tanks, saddle tanks, or smoke boxes;
- (c) in other cases, inside boilers, steam drums, mud drums, fire-boxes of vertical or road vehicle boilers, furnaces, flues, combustion chambers, receivers, buoys, tanks, superheaters, or economizers.

(2) "Ship repairs" means—

- (a) All repair work done on ships.
- (b) All work, other than the making of spare parts and stores, done in a workshop used for ship repairs only.
- (c) Work done in a workshop used for both ship repairing, general engineering, metal moulding, steel construction, and other heavy metal fabrication on which employees are engaged both on the ship and in the workshop.

(3) "Sunday" means all time between midnight Saturday and midnight Sunday.

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

(5) "Fitter" means a tradesman of one or more of the following classes:—Mechanical fitter, electrical fitter, pipe fitter on refrigeration work, and/or high pressure work which includes live steam and hydraulic press work, points and crossings fitter, and window-frame fitter.

(6) "Welder—1st class" means a tradesman using electric arc and/or oxy-acetylene blowpipe, and/or coal gas-cutting plant or flame hardening who is required to apply general trade experience as a welder or flame hardener respectively.

(7) "Welder—2nd class" means an adult employee using an electric arc or oxy-acetylene blowpipe who is not a welder 1st class or welder 3rd class.

(8) "Welder—3rd class" means an adult employee using an electric spot or butt welding machine, or cutting scrap with an oxy-acetylene blowpipe.

(9) "Other smiths" includes ajax-forged, blacksmith bulldozer, Bradley hammer smith, drop-hammer smith, chain smith, engine smith, general smith, motor smith, oliver smith, ship smith, spring smith, rolling-stock smith, and wheelwright smith.

(10) "Boilermaker" means a tradesman who is required to develop work from drawings or prints, or to make templates, or to apply general trade experience in the fabrication erection, and/or repairing of steel or iron ships, or boilers or other vessels subject to greater pressure than the weight of their contents including iron and steel receivers or retorts, also rivetting by hand or machine caulking, chipping, and operating all machines used in connexion with the foregoing (other than stationary drilling machines).

(11) "Machinist—1st class (steel construction)" means an adult employee engaged on work other than that defined in "Boilermaker" and "Structural steel tradesman" solely operating one or more of the following machines:—Bending rollers, guillotines, shearing machines, hydraulic presses of over 200 tons pressure, portable drillers, portable reamers and tappers.

(12) "Machinist—2nd class (steel construction)" means an adult employee engaged on work other than that defined in "Boilermaker" and "Structural steel tradesman" solely operating one or more of the following machines:—Mangling nipping and notching, roll straightening, punching, cropping, hydraulic presses of 200 tons pressure or under, stationary drillers, stationary reamers and tappers, plate-edge planers, and other machines.

(13) "Structural steel tradesman" means a tradesman engaged in assembling, plating, bolting (temporary or otherwise), riveting by hand or machine, caulking, chipping, staying, reaming, drilling (other than on stationary machines), or who in the course of his work operates machines for punching and shearing, rolling, bending, angle or plate straightening, or hydraulic presses, or nipping and notching machines, in connexion with the making and/or repairing of tanks, water locks, towers (other than agricultural and pastoral types), wagons, tenders, trucks, rolling-stock, bridges, girders, columns, principals (roofs or otherwise), trusses, structural iron and steel work, but not including parts of standardized frame buildings made in quantities.

(14) "Furnaceman" means an employee in charge of a furnace used for smelting metals or ores, boiler plate furnaces, case hardening and/or annealing furnaces, and such heating furnaces where the weight of individual pieces of material is 5 cwt. or more or the area of the material exceeds 4 square feet.

(15) "Rigger and/or splicer" means an adult workman who is responsible for the erection of tackle and/or who is required amongst other duties to splice wire rope.

(16) "Piecworker" means an employee required to work any job at a price fixed.

(17) "Double fires" means work in connexion with which a furnace or fire is used and on which two or more men are assisting or working with a smith in treating the material which has been through the furnace or fire.

(18) "Process worker" means an employee engaged on—

(a) Repetition work on any automatic, semi-automatic, or single purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or

(b) in the assembling of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or

(c) in specialized processes—not requiring use of hand tools except hammers, pliers, screw drivers, spanners, and files, and such tools as are necessary for deburring or removing rags or edging.

(19) "Window-frame making" means the making in quantities of metal window frames, metal doors and grilles, and metal ornamentations used in buildings.

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*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 25.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
Victoria—	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts	5 0 0	6 0	5 6 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne				

ADJUSTMENT OF BASIC WAGE.

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

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

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

MARGINAL RATES.

26. In addition to the basic wage provided in clause 24 the margins and war loadings set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins Per Week.	Wartime Loadings Per Week.
Boilermaking and steel construction section—	<i>s. d.</i>	<i>s. d.</i>
Assembler window-frame making (non-tradesman)	18 0	3 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	11 0	3 0
Blacksmith's striker	9 0	3 0
Blacksmith's striker on double fires and other assistant	11 0	3 0
Boiler (inside) chipper and cleaner	15 0	3 0
Boilermaker and/or structural steel tradesman	30 0	6 0
Boilersmith and/or angle iron smith	33 0	6 0
Cold saw operator	11 0	3 0
Dogman	11 0	3 0
Driller using portable machines	27 0	6 0
Driller using stationary machines	10 0	3 0
Employee assisting a ship plate bender or plate setter	11 0	3 0
Employee directly assisting an employee whose margin above the basic wage is 14s. or more	9 0	3 0
Friction saw operator	9 0	3 0
Furnaceman on heavy angle iron or heavy plate	17 0	3 0
Furnaceman's assistant	9 0	3 0
Holder-up	11 0	3 0
Machinist—		
1st class	30 0	6 0
2nd class	20 0	4 0
3rd class	14 0	3 0
Machinist, steel construction—		
1st class	16 0	3 0
2nd class	10 0	3 0
Marker-off (a tradesman the greater part of whose time is occupied in marking off and/or template making)	34 0	6 0
Painter of ironwork using spray	10 0	3 0
Painter of ironwork (other than ship painter) using brush	9 0	3 0
Plate setter and frame bender	32 0	6 0
Press and block hand assisting a boiler or angle ironsmith	11 0	3 0
Process worker	8 0	3 0
Rigger and/or splicer	15 0	3 0
Rivet heater	11 0	3 0
Welder—		
1st class (other than when using Cutler machine)	33 0	6 0
1st class (using Cutler machine)	22 0	4 0
2nd class	14 0	3 0
3rd class	10 0	3 0
Welder—tack	12 0	3 0
Employee not elsewhere classified	Nil	3 0
Steel pipe making section—		
Assistant at ring making machines	11 0	3 0
Cement mixer	12 0	3 0
Cement liner	15 0	3 0
Cement liner operator	21 0	3 0
Employee in charge of ring making machines	15 0	3 0
Employee rounding and straightening steel pipes	14 0	3 0
Employee on tar dip and sand rolling	11 0	3 0
Faucet maker in charge of furnace	18 0	3 0
Faucet maker's assistant	11 0	3 0
Machine operator (in charge of machines)	15 0	3 0
Pipe builder	15 0	3 0

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

J. W. RYAN, Secretary.

Melbourne, 18th December, 1946.

[1961]



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts.

DETERMINATION OF THE IRONMOULDERS BOARD.

Notes.—A. This Determination applies to the whole of the State of Victoria.

B. (a) Section 168 of the *Factories and Shops Act 1928* (No. 3677) extends the powers of this Board to "Steel moulding."

(b) The following trades were proclaimed on 13th January, 1932, as apprenticeship trades under the *Apprenticeship Act 1928* for the Metropolitan Districts:—Jobbing Moulding and Coremaking, Jobbing Brass Moulding and Coremaking.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Russell-street, Melbourne, C.1. (Price 3d.)

IN accordance with the provisions of the *Factories and Shops Acts*, the Wages Board appointed to "determine the lowest prices or rates of payment which may be paid to any person or persons or classes of persons (other than moulders employed in moulding metal bedsteads) employed in the process, trade, or business of an ironmoulder," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 5th December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Adults.	Per Week of 44 Hours—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
Bank pipe moulder—			
5 and 6 inch, headman	6 17 0	7 3 6	6 14 0
5 and 6 inch, footman	6 6 0	6 12 6	6 3 0
4 inch and under, headman	6 10 0	6 16 6	6 7 0
4 inch and under, footman	6 2 0	6 8 6	5 19 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster	6 0 0	6 6 6	5 17 0
Dresser of pipes, including dresser on emery wheels	6 3 0	6 9 6	6 0 0
<i>Persons Employed in making Pipes by Machinery—</i>			
Coremakers—			
5 and 6 inch, faucet	6 17 0	7 3 6	6 14 0
5 and 6 inch, spigot	6 6 0	6 12 6	6 3 0
4 inch and under, faucet	6 10 0	6 16 6	6 7 0
4 inch and under, spigot	6 2 0	6 8 6	5 19 0
Finishers and casters—			
5 and 6 inch	6 17 0	7 3 6	6 14 0
4 inch and under	6 10 0	6 16 6	6 7 0

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WAGES—continued.

Adults.	Per Week of 44 Hours—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker	7 2 0	7 8 6	6 19 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	6 1 0	6 7 6	5 18 0
2nd six months' experience	6 4 0	6 10 6	6 1 0
3rd six months' experience	6 7 0	6 13 6	6 4 0
Thereafter	6 12 0	6 18 6	6 9 0
Dresser and grinder (when using portable machine)	6 5 0	6 11 6	7 2 0
Dresser and grinder (other)	6 3 0	6 9 6	6 0 0
Furnaceman—cupola	6 10 0	6 16 6	6 7 0
Furnaceman—electric	6 9 0	6 15 6	6 6 0
Furnaceman—other	6 7 0	6 13 6	6 4 0
Assistant furnaceman	6 1 0	6 7 6	5 18 0
Loader and unloader of annealing furnace	6 1 0	6 7 6	5 18 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	6 1 0	6 7 6	5 18 0
(b) other	6 11 0	6 17 6	6 8 0
*Employee directly assisting an employee whose margin above the basic wage is 14s. or more	6 1 0	6 7 6	5 18 0

(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)

*Upon its true construction this classification applies to employees in foundries employed:—

- (i) mixing of facing or core sand in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders' Assistants";
- (ii) wheeling sand to moulders or core shop;
- (iii) conveying metal either by hand runway or wheel bogie to moulders;
- (iv) removing castings, runners, risers, scrap or pig;
- (v) knocking out boxes and castings;
- (vi) knocking off runners;
- (vii) returning sand to moulders; and
- (viii) cleaning up.

Leading Hands.

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

3. APPRENTICESHIP

(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereunder provided:—Moulder and/or coremaker—Jobbing.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

Cancellation or Suspension of Indenture.

(d) 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.

Proportion.

(e) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three, or fraction of three, tradesmen in the trade concerned.

The exceptions are: Jobbing moulder and/or coremaker—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

(h) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	22½	..	0 9	1 3 0	1 4 6	1 2 0
2nd year	30	1 0	1 0	1 12 0	1 14 0	1 11 0
3rd year	45	1 6	1 6	2 8 0	2 11 0	2 6 6
4th year	75	2 0	2 3	3 19 0	4 4 0	3 17 0
5th year	95	2 0	3 0	5 0 0	5 6 0	4 17 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	26	..	0 9	1 6 6	1 8 6	1 6 0
2nd year	45	1 0	1 6	2 7 6	2 10 6	2 6 0
3rd year	75	2 0	2 3	3 19 0	4 4 0	3 17 0
4th year	95	2 0	3 0	5 0 0	5 6 0	4 17 0

An employee who is under 21 years of age on the expiration of his apprenticeship, and thereafter works as a minor in the occupation to which he has been apprenticed, shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

(l) 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 on which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served: Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(o) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALE AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the under-mentioned :—

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
		<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
<i>I.—Adult Females.</i>						
Under three months' experience	65	3 0	..	3 8 0	3 12 0	3 6 0
All others	75	3 0	..	3 18 0	4 3 0	3 15 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	..	2 1 0	2 3 6	2 0 0
18 years of age	47½	1 3	..	2 8 6	2 12 0	2 7 6
19 years of age	55	1 6	..	2 16 6	3 0 0	2 15 0
20 years of age	62½	2 0	..	3 4 6	3 8 6	3 2 6
<i>III.—Junior Males.</i>						
Under 16 years of age	25	0 6	1 0	1 6 6	1 8 0	1 5 6
16 years of age	33	0 9	1 9	1 15 6	1 17 6	1 14 6
17 years of age	60	1 0	3 0	3 4 0	3 8 0	3 2 0
18 years of age	75	2 0	4 0	4 1 0	4 6 0	3 18 6
19 years of age and over	90	2 6	4 6	4 17 0	5 3 0	4 14 6

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

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

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading specified for such an employee :

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates :—

- (i) Assisting steel furnace ladleman, other than in daubing or repairing ladles.
- (ii) Breaking up pig iron.

(d) Junior employees shall not be employed—
if under 18 years as furnacemen or assistants to furnacemen.

SPECIAL RATES.

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

Wet Places.

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

Hot Places.

(b) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra ; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperature exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

Special Rates not Cumulative.

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

Rates not Subject to Penalty Additions.

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

TRAVELLING AND BOARD.

6. (a) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time ; but for all time reasonably spent in reaching and returning from such job (in excess of the time normally spent in travelling from his home to such workshop or depot and returning) he shall be paid travelling time, and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

An employee who with the approval of his employer uses his own means of transport for travelling to or from outside jobs shall be paid the amount of excess fares which he would have incurred in using public transport unless he has an arrangement with his employer for a regular allowance.

- (b) An employee—
- (i) engaged in one locality to work in another: or
 - (ii) sent from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities, and, for a period not exceeding three months, expenses.
- (c) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (b) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.
- (d) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays, when it shall be time and a half.
- (e) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all-night travel, eight hours out of every twenty-four.
- (f) "Expenses" for the purpose of this clause means:—
- (i) All fares reasonably incurred.
For boat travel the fares allowed shall be first-class on coastal boats, and on interstate boats where there is no second-class as distinct from steerage; and for rail travel, second-class, except where all-night travelling is involved, when they shall be first-class, with sleeping berth where available.
 - (ii) Reasonable expenses incurred whilst travelling, including 2s. 6d. for each meal taken.
 - (iii) A reasonable allowance to cover the cost incurred for board and lodging.
- (g) A camping allowance of 3s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles or other temporary shelter is necessary; Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sunday.
- (h) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop; Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

HOURS OF WORK.

Day Workers.

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

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

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

Five-Days Week.

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

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

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

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

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

SHIFT WORK.

Definitions.

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

- "Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.
- "Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption, except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.
- "Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.
- "Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

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

The ordinary hours of such shift workers shall not exceed—

- (i) 8 in any 1 day; or
- (ii) 48 in any 1 week; or
- (iii) 88 in 14 consecutive days; or
- (iv) 176 in 28 consecutive days.

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

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

Hours—Other than Continuous Work.

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

- (i) 44 in any week to be worked in five shifts of 8 hours 48 minutes, on Monday to Friday inclusive, or five shifts of 8 hours and one shift (Saturday) of 4 hours; or
- (ii) 88 in 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift, or more than six shifts in any week.
- (iii) 132 in 21 consecutive days, in which case an employee shall not, without payment of overtime, be required to work more than eight consecutive hours on any shift, or more than six shifts in any week; or

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

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

Rosters.

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

Variation by Agreement.

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

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

Afternoon or Night Shift Allowances.

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

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

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

An employee who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

Overtime.

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

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

except in each case when the time is worked—

- (iii) by arrangement between the employees themselves;
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 14 (b) hereof.

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

Sundays and Holidays.

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

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

Junior and Female Employees.

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

MIXED FUNCTIONS.

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

OVERTIME.

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

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

Rest Period After Overtime.

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

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

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

Call Back.

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

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

Saturday Work—Five-days Week.

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

Standing By.

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

Meal Hours—General.

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

Meal Hours—Maintenance Employees.

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

Crib Time.

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

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

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

Tea Money.

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

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

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

Transport of Employees.

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

HOLIDAYS AND SUNDAY WORK.

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

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

Exceptions.

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

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

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

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

EXTRA RATES NOT CUMULATIVE.

12. Extra rates in this Determination, except rates prescribed in clause 5, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

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

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

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

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

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

CONTRACT OF EMPLOYMENT.*Weekly Employment.*

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

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

(c) An employee not attending for duty shall, except as provided by clause 15 hereof, lose his pay for the actual time of such non-attendance.

Casual Employment.

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

Late Comers.

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

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

SICK LEAVE.

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

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer (or, in the event of dispute, the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 44 hours of working time.

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

Single Day Absences.

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

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

Attendance at Hospital, &c.

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

*ANNUAL LEAVE.**Period of Leave.*

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

Seven-day Shift Workers.

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

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

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 11 of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

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

Broken Leave.

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

Calculation of Continuous Service.

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

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

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 15 shall be accepted as a notification under this sub-clause.

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

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

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

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

Calculation of Service.

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however that in respect of service before 1st January, 1946, the annual leave shall be allowed at the rate of $3\frac{3}{4}$ hours for each completed one month of continuous service and in respect of service after that date at the rate of $7\frac{1}{2}$ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day, any broken part of a day in the result not exceeding half a day to be disregarded.

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

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

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

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 11 of this Determination.

Payment for Period of Leave.

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

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for $3\frac{3}{4}$ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for $7\frac{1}{2}$ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

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

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

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

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

Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.

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

MISCELLANEOUS.

Accommodation and Conveniences

Boiling Water.

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

Drinking Water.

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

First Aid Outfit.

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

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

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

Lockers.

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

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

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

Clothing, Equipment and Tools.

Damage to Clothing and Tools.

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

Goggles.

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

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

Tools.

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

Dressing Castings.

(c) Where practicable the dressing and rumberling of castings shall not be carried out in close proximity to employees not doing that work.

Ladles.

(d) (i) All ladles of a holding capacity of 15 cwt. or more in use at the time of the making of this Determination shall be fitted with safety worm gear or an equivalent safety fitting; and all ladles of a holding capacity of 10 cwt. or more hereafter brought into operation shall be fitted with safety worm gear.

(ii) Where molten metal is carried in ladles by hand the weight of molten metal shall not exceed :—

Single-handled ladles—60 lb., including the weight of the ladle.

Other ladles—¼ cwt. per man.

(iii) Where molten metal is carried by hand a clear passageway not less than 2 ft. 6 in. wide shall be made.

Females—Rest Period and Seats.

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

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

Ventilation.

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

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

(ii) the atmosphere may otherwise become vitiated, the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

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

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

SHOP STEWARDS.

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

RIGHT OF ENTRY OF UNION OFFICIAL.

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

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

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

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

- (i) That he discloses to the employer or his representative the complaint which he desires to investigate ;
- (ii) that he makes his investigations in the presence of the employer or his representative (if the employer so desires) ;
- (iii) that he does not interfere with work proceeding in the workshop or plant ;
- (iv) that he conducts himself properly.

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

(Name of Organization.)

THIS IS TO CERTIFY THAT
organization.

is a duly accredited representative of the above-named

(SEAL)

General Secretary.
Date

Specimen signature of holder

Strictly not transferable.

TIME AND WAGES BOOK.

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

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

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

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

NOTICE BOARD.

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

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

DEFINITIONS.

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

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

"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.

"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 made by a machine process.

"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.

"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.

PERIODICAL ADJUSTMENT OF WAGES.

23. 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 in clause 24.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Victoria— Within 20 miles of G.P.O., Melbourne: 10 miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts Yallourn—6s. 6d. in excess of basic wage for Melbourne. Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE

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

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the basic wage shall be as prescribed in clause 23.

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

MARGINAL RATES.

25. In addition to the basic wage provided in clause 23, the margins and war loadings set out in this clause shall be the minimum rate payable to employees therein named :—

Classification.	Margins	War-time Loadings
	Per Week.	Per Week.
	<i>s. d.</i>	<i>s. d.</i>
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.</i>		
Bank pipe moulders—		
5 and 6 inch, headman	25 0	6 0
5 and 6 inch, footman	14 0	6 0
4 inch and under, headman	18 0	6 0
4 inch and under, footman	10 0	6 0
Vertical pipe moulders—		
Rammer, coremaker, corer, or caster	8 0	6 0
Dresser of pipes, including dresser on emery wheels	11 0	6 0
<i>Persons Employed in making Pipes by Machinery.</i>		
Coremakers—		
5 and 6 inch, faucet	25 0	6 0
5 and 6 inch, spigot	14 0	6 0
4 inch and under, faucet	18 0	6 0
4 inch and under, spigot	10 0	6 0
Finishers and casters—		
5 and 6 inch	25 0	6 0
4 inch and under	18 0	6 0
<i>Metal Moulding.</i>		
Jobbing moulder and/or coremaker	30 0	6 0
Plate and machine moulder and/or coremaker—		
1st six months' experience	9 0	6 0
2nd six months' experience	12 0	6 0
3rd six months' experience	15 0	6 0
Thereafter	20 0	6 0
Dresser and grinder (when using portable machine)	13 0	6 0
Dresser and grinder (other)	11 0	6 0
Furnaceman—cupola	18 0	6 0
Furnaceman—electric	17 0	6 0
Furnaceman—other	15 0	6 0
Assistant furnaceman	9 0	6 0
Loader and unloader of annealing furnace	9 0	6 0
Dresser, shot blast and sand blast—		
(a) who operates from outside a properly enclosed cabin	9 0	6 0
(b) other	19 0	6 0
Employee directly assisting an employee whose margin above the basic wage is 14s. or more	9 0	6 0

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

J. W. RYAN, Secretary.

Melbourne, 19th December, 1946.

[1973]



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 15 (GROCERS).

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

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

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

2.		Wages.					
Apprentices or Improvers.		Other Employees.		Within the Cities of Ballarat and Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	Within the Cities of Geelong, Geelong West, and Warrnambool, and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.	Per Week of—
WAGES.				s. d.	s. d.	s. d.	Hours.
	Per Week of 46 Hours.						
	s. d.						
Under 15 years of age ..	25 0	Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager ..	139 9	141 9	145 9	46	
15 years of age ..	33 6	Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits ..	131 6	133 6	137 6	46	
16 years of age ..	45 0	Canvasser, i.e., an employee soliciting or collecting orders ..	117 0	119 0	123 0	46	
17 years of age ..	55 9	Driver of motor vehicle with a carrying capacity of not more than 25 cwt. ..	112 0	114 0	118 0	46*	
18 years of age ..	67 9	Driver of motor vehicle with a carrying capacity of over 25 cwt. ..	114 9	116 9	120 9	46*	
19 years of age ..	86 3	Driver of three or more horses ..	117 0	119 0	123 0	46*	
20 years of age ..	95 0	Driver of two horses ..	114 9	116 9	120 9	46*	
Provided that any apprentice or improver without previous experience entering the trade at 16, 17, or 18 years of age may be paid for his first and second years' service 20 per cent. less than the rates fixed above.		Driver of one horse ..	112 0	114 0	118 0	46*	
The Board has prescribed a form of indenture which must be used.		Stableman ..	109 6	111 6	115 6	46	
PROPORTION (in any shop or place).		All others—					
Apprentices.		21 years of age ..	111 6	111 6	111 6	46	
One apprentice to every three or fraction of three workers receiving not less than 11s. 6d. per week of 46 hours.		22 years of age ..	112 3	114 3	118 3	46	
Improvers.		23 years of age or over ..	117 0	119 0	123 0	46	
One improver to every three workers receiving not less than the rates fixed in this Determination for grocers' assistants 23 years of age or over.							
"Worker" includes an owner or partner acting as working manager.							

* Including time occupied in attending to horses or motor vehicles.

3. TIMES OF BEGINNING AND ENDING WORK.

	Drivers.		All others except Stablenen.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
On Saturday	8.15 a.m.	12.45 p.m.	8.25 a.m.	12.45 p.m.
On the other working days of the week	8.30 a.m.	6.30 p.m.	8.40 a.m.	6 p.m.

4. OVERTIME.

The following rate shall be paid for overtime :—

Stablenen—

For all work done in excess of 46 hours in any one week

All others—

Outside the hours fixed in Clause 3

Within the hours fixed in Clause 3 in excess of the number of hours fixed for an ordinary week's work

} Time and a half.

5. ORDINARY WEEK'S WORK.

The number of hours which shall constitute an ordinary week's work shall be as follow :—

Stablenen 46 hours.

All others 46 hours.

6. TIME WAGES.

Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for each hour worked up to 23 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 23 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.

7. ALLOWANCES.

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

(b) Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance of sixpence for each day or part thereof upon which he is so required to use such bicycle.

8. TERMINATION OF EMPLOYMENT.

Except in a case where an employee has been guilty of misconduct, 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.

9. MEAL INTERVAL.

A meal interval of at least one hour shall be allowed between the hours of 12 noon and 2 p.m. daily.

10. SPECIAL RATES.

Time and a half shall be the special rate payable for all work done on Show Day (in such localities mentioned in the Twelfth Schedule to the *Public Service Act 1928*, as are within the area to which this Determination applies), and double time the special rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day or Boxing Day; but, if any other day be substituted by Act of Parliament or Proclamation for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

11. MEAL MONEY.

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

12. ANNUAL HOLIDAY.

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

13. REFERENCES.

Every employee, on the termination of his engagement, shall be given by the employer, if the employee so desires, a certificate setting out the employee's length of service and qualifications.

14. RENT OF RESIDENCE.

The employer shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such employer is carried on, a greater sum as rent for such premises than 10s. 0d. per week.

15. SICK PAY.

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

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year up to a period not exceeding 18 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

16. PAY DAY.

Payment of wages, including overtime, meal money, special rates, and allowances shall be made not later than Thursday of each week.

17. TIME AND WAGES RECORD.

The employer shall keep a time and wages record showing the name of each worker, the number of hours worked each week, and the wages and overtime paid each week. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia or of the Grocers' Association of Victoria.

18. PAYMENT OF FARES.

Where an employee is required by his employer to work at a shop or branch other than that at which he is ordinarily employed, he shall be paid the additional fares, if any, incurred by him in so doing. Provided that this clause shall not apply to any employee who is transferred to another store or branch for a period of not less than one week.

19. REST PERIOD.

A rest interval of ten minutes shall be given to all employees during each morning and afternoon, and shall be counted as time worked.

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

J. W. RYAN, Secretary.

Melbourne, 6th January, 1947.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts.

DETERMINATION OF THE WICKER AND BABY 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 now has power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of—

(a) Manufacturing—

- (i) baby carriages or dolls' carriages, or parts thereof (other than wheels);
- (ii) reed tex, hy-tex, or similar materials;
- (iii) any goods made of wicker, bamboo, cane, reed tex, hy-tex, or similar materials;

(b) Assembling or putting together any parts of baby carriages or dolls' carriages—

has made the following Determination, namely:—

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

	(b) Juvenile Workers, i.e., Females under 21 Years of Age (other than Apprentices or Improvers) Employed as Machinists, Sewers, or Cutters.	(c) Other Employees.
2.		
(a) Apprentices or Improvers.		
WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.
1st year s. d. 2nd " 25 6 3rd " 32 0 4th " 44 9 5th " 51 3 6th " 57 6 6th " 67 6	s. d. 43 3	Section 1.—Baby Carriages, Dolls' Carriages, or Parts thereof.
PROPORTION (IN ANY FACTORY OR PLACE).		MALES.
Apprentices.		Foremen in charge of four or more workers Ironworkers, painters, upholsterers, hood makers, body makers, or assemblers .. 127 3 6 6 133 9 Sprayers 106 0 3 0 109 0 All others 106 0 3 0 109 0
One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. A form of indenture has been prescribed by the Board.		FEMALES.
Improvers.		Machinists, sewers, or cutters 61 6 2 3 63 9 Folding hood makers 69 0 2 6 71 9
One improver to every five workers receiving not less than 109s. per week of 44 hours.		Section 2.—All Other Parts of the Trade.
		Foremen in charge of four or more workers Persons employed— (a) Making baskets 125 9 6 6 132 3 (b) Repairing baskets 125 9 6 6 132 3 (c) Fitting, lining, or lettering baskets .. 125 9 6 6 132 3 (d) Making furniture 120 6 6 6 127 0 (e) Making reed tex, hy-tex, or similar materials 120 6 6 6 127 0

WEEKLY HOURS.

3. That the number of hours to constitute an ordinary week's work shall be 44 to be worked in five days.

TIMES OF BEGINNING AND ENDING WORK.

4. That the times of beginning and ending work shall be:—

Time of beginning (not earlier than).	..	7.45 a.m.	..	..	..	Time of ending (not later than).
Monday, Tuesday, Wednesday, Thursday or Friday	..	7.45 a.m.	..	..	..	5.30 p.m.

OVERTIME.

5. That the following rates shall be payable for overtime:—

- (a) Within the times of beginning and ending work prescribed in Clause (4) herein, but in excess of 44 hours in any week } Time and a quarter.
- (b) Outside the times of beginning and ending work prescribed in Clause (4) herein—
 - (i) On Saturday until 12 noon } .. time and a quarter.
 - (ii) On Saturday after 12 noon } .. time and a half.
 - (iii) On Monday to Friday, between 5.30 p.m. and 7 p.m., or before 7.45 a.m. } .. time and a quarter.
 - (iv) On Monday to Friday, after 7 p.m. } .. time and a half.

Provided that no person shall be employed working overtime at less than 9d. per hour.

SPECIAL RATES FOR SUNDAYS.

6. All work done on Sundays shall be paid for at the rate of double time.

HOLIDAYS, ANNUAL LEAVE AND SICK PAY.

Holidays.

7. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day. All work done on the said holidays shall be paid for at ordinary rates in addition to the provisions of sub-clause (c) hereof.

Annual Leave.

(b) All weekly wage employees shall be granted their annual leave at Christmas time. Such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by sub-clause (a) hereof and if any of such holidays falls within the period of annual leave and is observed on a day which would have been an ordinary working day there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas-New Year holidays.

Loaded Rate to provide Credits from which Payment for Holidays, Annual Leave and Sick Pay shall be Made.

- (c) (i) Each weekly wage employee shall be credited by the employer with a sum equal to 4½ hours pay for each week of continuous service.
- (ii) On or before the pay preceding a holiday, the amount of time that the employee will work short because of the holiday and the wage equivalent of such time shall be ascertained.
- (iii) If on such pay day there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent, the employer shall on the next succeeding pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that the payments from credits in respect of Good Friday and Easter Monday shall be made on the pay day immediately preceding Good Friday.
- (iv) If on such pay day the amount standing to such credit is less than such wage equivalent the employer shall on that pay day, pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid.
- (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week's pay, pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated the employer may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
- (vi) On the pay day preceding the Christmas holidays the employer shall pay to the employee such amount as is then standing to the employee's credit, plus credits up to the end of the 52nd week in the year.
- (vii) In the event of an employee being absent for any cause (other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year) the employer may reduce the amount to be credited to such employee by an amount pro rata to such absence.

PAY DAY.

8. All employees shall be paid weekly on any other day than Saturday.

No employer shall hold more than two days' pay in hand.

Any employee kept waiting for his or her pay on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime rates after that quarter of an hour and as for a quarter of an hour at least.

TIME BOOK OR RECORD.

9. (a) Employers shall provide at each shop, factory, or place where work is being carried on, a time book or record which shall contain a correct account of the hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

*** PIECE-WORK PRICES.**

10. (a) That the lowest piece-work price payable to any person for wholly or partly preparing or manufacturing any article of the description referred to in the following schedules shall be the price fixed by such schedules in respect of such article.

(b) Where the material is not stated in the schedules the article may be made of willow or cane.

(c) Any piece-worker who works more than 44 hours in any week within the times of beginning and ending work, as set forth in Clause 4 of this Determination, shall be paid for such extra time 7d. per hour in addition to piece-work earnings.

(d) For work done outside the times of beginning and ending work, as set forth in Clause 4 of this Determination, piece-workers shall be paid, in addition to piece-work earnings, as follows:—

Before 7.45 a.m. or between 5.30 p.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, and on Saturday until 12 noon	7d. per hour.
After 12 noon on Saturday or 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, or before 7 a.m. on any day	3s. 6d. per hour

(e) Every piece-worker shall complete in their entirety all processes or operations necessary for the production of the article the manufacture of which he or she is engaged.

(a) SQUARE WORK.

Articles of Basketware.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes	End Stakes.	Price.
BASKETS—									
Arm .. .. .	..	9 inches	5½ inches	6½ inches	..	..	..	..	20s. 11d. per doz.
	..	10 "	6 "	7 "	..	..	..	..	22s. 3d. "
	..	11 "	6½ "	7½ "	..	..	..	..	24s. 1d. "
	..	12 "	7 "	8 "	..	..	..	..	25s. 5d. "
									Split Whole Cane. Cane. each each
Grocers'—Cane stakes, blunt corners, cross handles; first five sizes three rounds of upsetting and one round of waling on top; two largest sizes four rounds of upsetting, two rounds of waling on top, and (if required) handles each end	5	12 inches	9 inches	6 inches	16 inches	12 inches	8	6	2s. 8d. 3s. 0d.
	6	14 "	10 "	7 "	18 "	13 "	10	7	3s. 4d. 3s. 8d.
	6	16 "	11 "	8 "	20 "	14 "	10	7	3s. 10d. 4s. 1d.
	7	18 "	12 "	9 "	22 "	15 "	12	8	4s. 6d. 4s. 11d.
	7	20 "	13 "	10 "	24 "	16 "	12	8	5s. 0d. 5s. 10d.
	8	22 "	14 "	11 "	26 "	17 "	14	9	5s. 11d. 6s. 6d.
	8	24 "	15 "	12 "	28 "	18 "	14	10	7s. 3d. 7s. 11d.
Wirebottom, same price									
		14 inches	10 inches	7 inches	18 inches	13 inches	10	7	3s. 6d.
		16 "	11 "	8 "	20 "	14 "	10	7	4s. 1d.
Grocers' open cane bottom ..	..	18 "	12 "	9 "	22 "	15 "	12	8	4s. 9d.
	..	20 "	13 "	10 "	24 "	16 "	12	8	5s. 11d.
	..	22 "	14 "	11 "	26 "	17 "	14	9	6s. 7d.
	..	24 "	15 "	12 "	28 "	18 "	14	10	7s. 9d.
Corner pins—									
1st 3 sizes .. .. .	..	..	..	..	..	..	..	..	3½d each basket extra
Other sizes .. .. .	..	..	..	..	..	..	..	..	4½d. "
Iron worked in bottoms and across handles—									
1st 3 sizes .. .. .	..	..	..	..	..	..	..	..	3½d. "
Other sizes .. .. .	..	..	..	..	..	..	..	..	4½d. "
Lemonade.—Three rounds of upsetting, one round of waling on top, handle each end (24 bottles), split cane siding	10	21 inches	14 inches	6 inches	..	..	12	8	7s. 3d. each
Lemonade.—Three rounds of upsetting, wale under and over holes (24 bottles); one deep partition and siding (split cane)	10	21 inches	14 inches	10 inches	..	..	12	8	8s. 10d. each
If deep partitions whole cane..	..	..	..	..	..	..	..	..	6½d. each basket extra
If footed (one round of waling under foot) .. .. .	..	..	..	..	..	..	..	..	11½d. "
Lemonade.—Three rounds of upsetting, one round of waling on top handle or finger holes each end (24 bottles); two deep partitions, one each way; split cane siding	10	21 inches	14 inches	6 inches	..	..	12	8	9s. 11d. each
If deep partitions whole cane	..	..	..	..	..	..	..	..	6½d. each basket extra
Parcel.—Split cane sides, round cane bottoms, blunt corners, first four sizes, four rounds of upsetting; other size, five rounds, two rounds of waling on top; handles on top of border; if made with holes, one round of waling under holes and one on top	6	16 inches	10½ inches	9½ inches	19½ inches	13 inches	11	8	3s. 6d. each
	7	18 "	12 "	10 "	22 "	15 "	12	9	4s. 0d. "
	7	20 "	13½ "	12 "	25 "	17 "	13	9	5s. 4d. "
	8	22 "	15 "	14 "	27 "	19 "	14	10	6s. 8d. "
	8	24 "	16 "	18 "	31 "	21 "	14	10	7s. 10d. "
Parcel.—Fitted round cane bottoms, blunt corners, four rounds of upsetting on the first four sizes, five rounds on the other sizes, two rounds of waling on top of three smallest sizes; other sizes three rounds; centre fit on five largest sizes; one round of pairing on centre fit of two largest sizes. (Depths are under the border)	6	18 inches	11 inches	9 inches	22 inches	15 inches	19	13	3s. 8d. each
	7	20 "	12 "	10 "	24 "	16 "	19	13	4s. 5d. "
	7	22 "	13 "	12 "	26 "	17 "	21	14	5s. 4d. "
	7	24 "	14 "	14 "	28 "	18 "	23	15	6s. 5d. "
	8	26 "	16 "	16 "	30 "	19 "	24	16	7s. 8d. "
	8	28 "	17 "	18 "	34 "	22 "	26	17	8s. 6d. "
	9	30 "	18 "	20 "	36 "	23 "	28	17	10s. "
Corner pins .. .. .	..	..	..	..	..	..	..	..	6½d. each basket extra
Porter.—Split cane; blunt corners, two handles; clogged; three rounds of upsetting. One round of waling; partitions to have four sticks—									
(6 bottles)	5	13½ inches	9 inches	6 inches	..	..	8	6	4s. 5d. each
(12 ")	8	18 "	13 "	6 "	..	..	10	8	5s. 10d. "
(24 ")	12	27 "	18 "	6 "	..	..	14	10	8s. 10d. "

* See Footnotes.

* See Footnotes.

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 22s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

SQUARE WORK—continued.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
BASKETS—continued.									
Porter, deep, (24 bottles); clogged, three or four rounds of upsetting, one centre wale (wale under and over holes), shallow partition 7 inches, deep partition 11½ inches, whole cane neck, split cane sides, split and round cane bottoms, without lid, split cane partitions, short partition to have four sticks, long partitions three sticks, deep partitions seven sticks ..	11	26½ inches	17½ inches	12 inches	..	..	13	9	11s. 3d. each
Lids, split cane filling, whole cane sticks, ends banded and back irons top clogged	2s. 6d. "
Round cane partitions	6½d. each basket extra
Short partitions deeper than 7 inches	3½d. "
Clogs under lids	3d. each clog extra
Brewery—Four rounds of split cane upsetting, one round of waling in the centre and under and over holes, split cane sides and partitions, whole cane neck, split and round cane bottom, two partitions on sides, without lid ..	11	24½ inches	17 inches	13½ inches	..	..	13	9	10s. 5d. each
Lids, split cane, with round cane each end, outside sticks batten lined with cane, iron hinges, two iron bands each end, clogs on top	3s. 2d. "
Plate worked in centre of front lid, and bolted on to same	3d. each extra
Plunger (hole to be bored for it to pass through)	6½d. " "
Two name plates, wired on	6½d. " "
Number plates	3½d. " "
Wire ties through two partitions on sides	1d. " "
Clogs under lid	5d. " "
Soiled Linen, Willow Skein— Four rounds of upsetting, two four-rod centre wales, twelve rods on top, round corners (wood bottoms and skeins provided by employer)	..	14 inches	14 inches	27 inches	..	..	44	..	10s. 11d. each
..	..	16 "	16 "	30 "	..	..	48	..	12s. 6d. "
..	..	18 "	18 "	33 "	..	..	50	..	14s. 2d. "
Cane or willow bottoms— 12 inches	9½d. extra
14 or 16 inches	1s. 1d. "
18 inches	1s. 3d. "
Soiled Linen, Cane—Four rounds of upsetting, two four-rod centre wales, twelve rods on top, round corners, split cane sidings (wood bottoms provided by employer)	..	14 inches	14 inches	27 inches	..	..	..	..	9s. 9d. each
..	..	16 "	16 "	30 "	..	..	..	..	11s. 5d. "
..	..	18 "	15 "	33 "	..	..	..	..	13s. 8d. "
Corner Pins— 14 inch	6½d. each basket extra
16 "	9½d. "
18 "	1s. 1d. "
Stakes nailed on— 14 inch	7½d. each extra
16 "	7½d. " "
18 "	11d. " "
Soiled Linen—Corner, three corner posts— 14x14, 26 round, 16 front stakes	14 inches	14 inches	27 inches	..	..	10	..	8s. 9d. each
16x16, 28 " 17 "	16 "	16 "	30 "	..	..	11	..	10s. 0d. "
18x18, 30 " 18 "	18 "	18 "	33 "	..	..	12	..	11s. 5d. "
(wood bottoms provided by employer)
Stakes nailed on— 14 inch	7½d. each extra
16 "	7½d. " "
18 "	11d. " "

* See Footnotes.

* See Footnotes.

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 22s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

SQUARE WORK—continued.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
BASKETS—continued.									
Soiled Linen—Corner, three corner posts, made of whole cane, pith or willow skein—									
14x14, 26 round, 16 front stakes	..	14 inches	14 inches	27 inches	..	..	10	..	12s. 0d. each
16x16, 28 " 17 "	..	16 "	16 "	30 "	..	..	11	..	13s. 10d. "
18x18, 30 " 18 "	..	18 "	18 "	33 "	..	..	12	..	16s. 4d. "
(wood bottoms provided by employer)									
Stakes nailed on—									
14 inches .. .. .	..	..	..	..	..	..	..	..	7½d. each extra
16 " " " " " "	..	..	..	..	..	..	..	..	7½d. " "
18 " " " " " "	..	..	..	..	..	..	..	..	11d. " "
Tumbler—Square holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waleing on top	8	16 inches	12 inches	4 inches	..	..	12	9	7s. 7d. each
Tumbler—Round holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waleing on top.	8	16 inches	12 inches	4 inches	..	..	12	9	12s. 5d. each
Winchester—Three rounds of upsetting, one round of waleing, handles each end (6 bottles)	8	18 inches	11½ inches	10 inches	..	..	10	..	8s. each
Wine—Two rounds of upsetting on first two sizes; other size, three rounds, one round of waleing on top—									
(6 bottles)	5	12 inches	7½ inches	7 inches	..	..	9	6	4s. 5d. each
(12 ")	8	16 " "	12 " "	7 " "	..	..	10	8	5s. 11d. "
(24 ")	12	24 " "	16 " "	7 " "	..	..	14	10	8s. 10d. "
HAMPERS.—									
Picnic—Arch Top, corner posts, three rounds of upsetting, twelve rounds of waleing on top, handles on lid, two holes in cover for staples, depth at sides	4	8 inches	5 inches	5 inches	..	..	8	5	3s. 8d. each
	4	9 " "	5½ " "	5½ " "	..	..	8	5	4s. 4d. "
	4	10 " "	6 " "	6 " "	..	..	9	6	4s. 10d. "
	5	12 " "	7½ " "	7½ " "	..	..	10	7	5s. 8d. "
	6	14 " "	10 " "	8½ " "	..	..	11	8	6s. 7d. "
	6	16 " "	11 " "	9½ " "	..	..	12	8	7s. 8d. "
	7	17 inches	11 inches	8 inches	..	..	11	8	7s. 0d. each
	7	19 " "	12 " "	9 " "	..	..	12	8	8s. 5d. "
	8	21 " "	13 " "	10 " "	..	..	13	9	9s. 9d. "
Picnic—Randed, four rounds of upsetting, six rounds of waleing on top	8	24 " "	14 " "	12 " "	..	..	14	9	12s. 2d. "
	7	17 " "	11 " "	10 " "	..	..	11	8	7s. 9d. "
	7	19 " "	12 " "	11 " "	..	..	12	8	9s. 4d. "
	8	21 " "	13 " "	12 " "	..	..	13	9	10s. 7d. "
	8	24 " "	14 " "	13 " "	..	..	14	9	12s. 9d. "
Swing handles .. .. .	..	..	..	..	..	..	..	..	1s. 2d. per basket extra
Picnic (Slewed)—First three sizes, three rounds of upsetting, last four sizes four rounds of upsetting, six rounds of waleing on top. Depth under wale outside. Two holes in cover for staples	5	12 inches	8½ inches	6½ inches	..	..	9	6	4s. 4d. each
	6	14 " "	10 " "	7 " "	..	..	10	7	4s. 10d. "
	6	16 " "	11 " "	8 " "	..	..	10	7	5s. 8d. "
	7	18 " "	12 " "	9 " "	..	..	11	8	6s. 6d. "
	7	20 " "	13 " "	10 " "	..	..	12	8	7s. 3d. "
	7	22 " "	14 " "	11 " "	..	..	12	9	8s. 5d. "
	8	24 " "	15 " "	12 " "	..	..	13	10	10s. 0d. "
Picnic—Skein—Flat top, two rounds of upsetting, handle on lid, one hole in lid for staple. Two rounds of waleing on top	4	7 inches	4½ inches	4½ inches	..	..	7	4	2s. 8d. each
	4	8 " "	5 " "	5 " "	..	..	7	5	3s. 0d. "
	4	9 " "	5½ " "	5½ " "	..	..	7	5	3s. 8d. "
	4	10 " "	7 " "	7 " "	..	..	9	6	4s. 8d. "
	5	11 " "	8 " "	8 " "	..	..	10	7	5s. 2d. "
If made Arch top—									
First three sizes .. .. .	..	..	..	..	..	..	..	..	6½d. extra
Last two sizes .. .. .	..	..	..	..	..	..	..	..	1s. 2d. "
Wool—Fitched, six rounds of upsetting, three rounds of waleing on top. Two centreitches—one round of waleing on each, bi-staked	10	32 inches	27 inches	36 inches	40 inches	32 inches	15	11	15s. 1d. each
	10	30 " "	30 " "	31 " "	38 " "	34 " "	13	12	15s. 1d. "
	8	36 " "	24 " "	36 " "	48 " "	36 " "	15	10	17s. 1d. "
	10	36 " "	30 " "	36 " "	54 " "	42 " "	17	12	18s. 11d. "
	10	42 " "	26 " "	36 " "	48 " "	31 " "	16	12	18s. 11d. "
Wood bi-stakes .. .. .	..	..	..	..	..	..	..	..	1s. 3d. each basket extra
Randing top or bottom—									
First two sizes .. .. .	..	..	..	..	..	..	..	..	2d. per inch extra
Other sizes .. .. .	..	..	..	..	..	..	..	..	3½d. "
Packing pillars over two or four stakes	..	..	..	..	..	..	..	..	6½d. each pillar
Cart or Mill, made light—Four rounds of upsetting, two rounds of waleing under border and under and over finger-holes (if any). Handles if required. Blunt corners	5	18 inches	10 inches	10 inches	..	..	10, 11	6	3s. 5d. 4s. 2d.
	6	20 " "	11 " "	11 " "	..	..	11, 12	7	4s. 0d. 4s. 8d.
	7	22 " "	12 " "	12 " "	..	..	12, 13	8	4s. 7d. 5s. 6d.
	8	24 " "	14 " "	14 " "	..	..	13, 14	9	6s. 8d. 8s. 0d.
Scale of inches for above (L.B. + W.B + D.)—									
35 inches	3s. 4d. 4s. 1d.
36 " " " " " "	3s. 6d. 4s. 2d.
37 " " " " " "	3s. 7d. 4s. 4d.
38 " " " " " "	3s. 8d. 4s. 5d.

* See Footnotes.

* See Footnotes.

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 (b) The weekly earnings of each piecworker shall be increased by the sum of 22s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecwork prices.

SQUARE WORK—continued.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
HAMPERS—continued.									
Cart or Mill—continued.									
Scale of Inches &c.—continued.									
39 inches .. .. .	..	..	..	..	..	..	..	..	Split Cane. each. 3s. 11d.
40 " .. .. .	..	..	..	..	..	..	..	..	Whole Cane. each. 4s. 6d.
41 " .. .. .	..	..	..	..	..	..	..	..	3s. 11d. 4s. 7d.
42 $\frac{3}{4}$ " .. .. .	..	..	..	..	..	..	..	..	4s. 1d. 4s. 10d.
43 " .. .. .	..	..	..	..	..	..	..	..	4s. 2d. 4s. 11d.
44 " .. .. .	..	..	..	..	..	..	..	..	4s. 5d. 5s. 2d.
45 " .. .. .	..	..	..	..	..	..	..	..	4s. 2d. 4s. 11d.
46 " .. .. .	..	..	..	..	..	..	..	..	4s. 6d. 5s. 3d.
47 " .. .. .	..	..	..	..	..	..	..	..	4s. 8d. 5s. 7d.
48 " .. .. .	..	..	..	..	..	..	..	..	5s. 0d. 5s. 11d.
49 " .. .. .	..	..	..	..	..	..	..	..	5s. 4d. 6s. 5d.
50 " .. .. .	..	..	..	..	..	..	..	..	5s. 10d. 6s. 10d.
Over 50 " .. .. .	..	..	..	..	..	..	..	..	6s. 2d. 7s. 6d.
G.P.O.—Split cane sides and corner pins, three wood and six cane sticks (four to be double in the bottom) in two largest sizes. Three wood and four cane sticks in the smallest size. Four rounds of upsetting and two rounds of waleing on top. Two rounds of centre waleing. Two handles in centre wale. Two runners in each side. Outsiders double in smallest size. Sizes over and above those mentioned	..	20 $\frac{1}{2}$ inches	17 $\frac{1}{2}$ inches	31 inches	..	..	12	10	Split cane, 4d. per inch extra; $\frac{1}{2}$ whole cane, 5d. per inch extra
	..	20 $\frac{1}{2}$ "	15 $\frac{1}{2}$ "	31 "	..	..	12	9	12s. 11d. each
	..	16 $\frac{1}{2}$ "	15 $\frac{1}{2}$ "	24 $\frac{1}{2}$ "	..	..	10	9	12s. 7d. "
	..	..	..	..	..	..	..	..	10s. 5d. "
G.P.O.—Three rounds of upsetting on first three sizes, two rounds on the smallest size, one round of waleing on top, tin worked in centre of smallest size, two pairs of wales in centre. Lids tied on with green hide (two ties), wire bands each end of lid. In between sizes, <i>pro rata</i> . Pull through runners	..	27 inches	14 inches	8 inches	..	..	17	8	Round cane, 9s. 7d. each
	..	15 "	14 "	12 "	..	..	11	10	6s. 8d.
	..	14 "	11 "	9 "	..	..	10	9	5s. 8d.
	..	10 "	6 $\frac{1}{2}$ "	..	..	..	8	6	Split cane, 3s. 11d. each
Pigeon—Single deck with a door in lid (if drop door to be bordered down), four rounds of upsetting, five inches of siding, one round of waleing on first four sizes, two rounds on larger sizes, two inch vents all round under border, one round of waleing on fitch of first five sizes, two rounds on other sizes, one handle on top of first four sizes, handle each end on other sizes, trap lid on top 8 inches x 6 inches, large lid to open in first five sizes and to be bordered in on other sizes, to be tied with six bands, lids to be made of four randed patches, three inches deep, drop lids on front light randed	7	16 inches	11 inches	10 inches	..	..	14	10	4-pigeon baskets, 5s. 9d. each
Each additional deck	8	20 "	12 "	10 "	..	..	16	12	6s. 6d. "
Drop doors on single deck—	8	20 "	13 "	10 "	..	..	18	12	7s. 10d. "
First three sizes	8	22 "	13 "	10 "	..	..	18	12	8s. 5d. "
Next three sizes	8	24 "	13 "	10 "	..	..	20	12	6-pigeon baskets, 9s. 9d. each
Other sizes	9	27 "	15 "	10 "	..	..	22	13	11s. 1d. "
Wooden frames on bottom—	9	30 "	18 "	10 "	..	..	23	15	12s. 8d. "
First four sizes	9	33 "	18 "	10 "	..	..	25	15	13s. 4d. "
Next three sizes	9	34 "	18 "	10 "	..	..	26	15	14s. 4d. "
Other sizes	9	39 "	18 "	10 "	..	..	27	15	15s. 6d. "
Troughs for deck	10	42 "	21 "	10 "	..	..	30	16	16s. 8d. "
Partitions for single birds	10	45 "	21 "	10 "	..	..	32	16	17s. 8d. "
	11	48 "	24 "	10 "	..	..	33	18	19s. 0d. "
	..	..	..	..	..	..	..	..	$\frac{1}{2}$ of above prices
First three sizes	..	..	..	..	..	..	..	..	2s. 4d. extra
Next three sizes	..	..	..	..	..	..	..	..	2s. 10d. "
Other sizes	..	..	..	..	..	..	..	..	4s. 6d. "
First four sizes	..	..	..	..	..	..	..	..	1s. 8d. extra
Next three sizes	..	..	..	..	..	..	..	..	1s. 11d. "
Other sizes	..	..	..	..	..	..	..	..	2s. 4d. "
Troughs for deck	..	..	..	..	..	..	..	..	4s. 6d. "
Partitions for single birds	..	..	..	..	..	..	..	..	3 $\frac{1}{2}$ d. each extra

* See Footnotes.

* See Footnotes.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Lid Sticks.	Price.
HAMPERS—continued.										
Trunk Lid (other than Luncheon hampers) round cane, corner pins, five rounds of upsetting, five-rod wale to form rim for lid to rest on, running border, one round of pairing on top of five-rod wale, handles under wale at ends, one extra stake all round (depths under wale)	8	24 inches	15 inches	14 $\frac{1}{2}$ inches	..	..	13	6	9	13s. 6d. each
	9	27 "	16 "	16 $\frac{1}{2}$ "	..	..	14	9	9	15s. 11d. "
	9	30 "	18 "	19 $\frac{1}{2}$ "	15	10	10	19s. 0d. "
	10	32 "	20 "	19 $\frac{1}{2}$ "	15	10	11	21s. 7d. "
	10	34 "	22 "	22 $\frac{1}{2}$ "	16	10	11	24s. 11d. "

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 (b) The weekly earnings of each pieceworker shall be increased by the sum of 22s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

SQUARE WORK—continued.

HAMPERS—continued.

SPECIFICATIONS.

Lidded Hampers.—Split and round cane, baskets 16 inches deep or under four rounds of upsetting; 17 to 23 inches deep, five rounds; 24 inches deep or over, six rounds; over 18 inches deep to have a centre wale two rounds, and two rounds of top waling; two battens each side and one each end (if required). Hampers up to 20 inches wide in bottom to have two bands each end of lid; up to 24 inches, three bands; over 24 inches, four bands (cane or iron), rope handles

Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Side Stakes.	End Stakes.	Lid Sticks.	Inches.
8	22 inches	13 inches	13 inches	12	6	9	48
8	23 "	14 "	14 "	13	6	9	51
8	24 "	15 "	15 "	13	8	9	54
8	25 "	16 "	16 "	13	9	10	57
8	26 "	17 "	17 "	14	10	10	60
8	27 "	18 "	18 "	14	10	10	63
9	28 "	19 "	19 "	15	10	10	66
9	29 "	20 "	20 "	15	11	10	69
9	30 "	21 "	21 "	16	11	11	72
9	31 "	22 "	22 "	16	12	11	75
10	32 "	23 "	23 "	17	12	11	78
10	33 "	24 "	24 "	17	13	12	81
10	34 "	25 "	25 "	18	13	12	84
10	35 "	26 "	26 "	18	14	12	87
11	36 "	27 "	27 "	19	14	12	90
11	37 "	28 "	28 "	19	15	13	93
11	38 "	29 "	29 "	20	15	13	96
11	39 "	30 "	30 "	20	16	14	99
12	40 "	31 "	31 "	21	16	14	102
12	41 "	32 "	32 "	21	17	14	105
12	42 "	33 "	33 "	22	17	14	108
12	43 "	34 "	34 "	22	18	15	111
12	44 "	35 "	35 "	23	18	15	114

SCALE OF INCHES AND PRICES—LIDDED HAMPERS.

Inches.	Split and Round Cane.		Inches.	Split and Round Cane.		Inches.	Split and Round Cane.	
	s. d.	s. d.		s. d.	s. d.		s. d.	s. d.
42	..	9 5	67	13 5	14 11	92	23 7	26 6
43	..	9 7	68	13 9	15 1	93	24 1	27 1
44	..	9 10	69	13 11	15 6	94	24 5	27 11
45	..	10 0	70	14 1	15 9	95	25 0	28 5
46	..	10 5	71	14 4	16 1	96	25 7	28 10
47	..	10 8	72	14 7	16 7	97	26 2	29 8
48	9 4	10 7	73	14 10	16 8	98	26 8	30 2
49	9 6	10 8	74	15 1	17 1	99	27 2	30 10
50	9 8	11 1	75	15 4	17 4	100	27 11	31 4
51	9 11	11 2	76	15 8	17 9	101	28 3	31 11
52	10 1	11 6	77	16 0	18 0	102	28 9	32 6
53	10 5	11 7	78	16 5	18 7	103	29 3	33 1
54	10 7	12 0	79	16 10	19 1	104	29 10	33 8
55	10 8	12 2	80	17 3	19 8	105	30 5	34 2
56	11 0	12 3	81	17 8	20 1	106	30 10	34 10
57	11 2	12 7	82	18 1	20 7	107	31 4	35 4
58	11 3	12 9	83	18 9	21 2	108	31 10	36 1
59	11 6	12 11	84	19 4	22 0	109	32 4	36 8
60	11 8	13 3	85	19 11	22 7	110	32 7	37 4
61	12 0	13 8	86	20 5	23 1	111	33 5	37 11
62	12 2	13 9	87	20 10	23 7	112	33 11	38 5
63	12 6	14 0	88	21 6	24 2	113	34 4	39 1
64	12 8	14 4	89	22 1	24 9	114	35 0	
65	12 10	14 6	90	22 5	25 4			
66	13 2	14 7	91	23 0	25 11			

* See Footnotes.

* See Footnotes.

Under and over depth allowing 2 inches each way, 1d. per inch.

WAREHOUSE BASKETS (without Lids)—

Up to 20 inches deep, four rounds of upsetting; 21 to 24 inches deep, five rounds; over 24 inches deep, six rounds; all sizes, two rounds of waling on top. A centre wale of two rounds on split cane baskets over 18 inches deep, and round cane baskets over 20 inches deep.

Split cane baskets to have two handles (rope or cane). Round cane baskets to have finger holes or rope handles.

Inches.	Split Cane.		Inches.	Split Cane.	
	s. d.	s. d.		s. d.	s. d.
50	6 3	7 4	75	11 7	13 8
51	6 4	7 5	76	11 9	13 9
52	6 7	7 8	77	12 2	14 1
53	6 8	7 10	78	12 3	14 5
54	6 9	8 2	79	12 6	14 7
55	7 1	8 4	80	12 8	14 11
56	7 3	8 9	81	12 9	15 1
57	7 5	9 0	82	12 11	15 5
58	7 7	9 3	83	13 4	15 8
59	7 11	9 6	84	13 6	15 11
60	8 2	9 8	85	13 8	16 1
61	8 7	9 11	86	13 11	16 6
62	8 10	10 1	87	14 1	16 8
63	9 1	10 6	88	14 6	17 2
64	9 3	10 8	89	14 9	17 7
65	9 5	10 11	90	15 1	17 11
66	9 8	11 2	91	15 5	18 5
67	9 11	11 6	92	15 9	18 9
68	10 1	11 8	93	16 1	19 2
69	10 3	12 0	94	16 4	19 5
70	10 7	12 2	95	16 10	20 0
71	10 9	12 7	96	17 3	20 4
72	11 1	12 9	97	17 7	20 10
73	11 2	13 2	98	18 1	21 1
74	11 5	13 4	99	18 4	21 6

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 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

SQUARE WORK—continued.

WAREHOUSE BASKETS (without Lids)—continued.

Inches.	Split Cane.		Round Cane.		Inches.	Split Cane.		Round Cane.	
	s.	d.	s.	d.		s.	d.	s.	d.
100	18	10	22	0	111	22	2	26	2
101	19	1	22	3	112	22	6	26	7
102	19	5	22	8	113	22	8	26	11
103	20	0	23	2	114	23	1	27	3
104	20	2	23	5	115	23	5	27	6
105	20	6	23	10	116	23	10	28	1
106	20	11	24	3	117	24	2	28	5
107	21	1	24	8	118	24	8	28	10
108	21	5	25	0	119	24	11	29	5
109	21	7	25	5	120	25	4	29	10
110	21	11	25	10					

Under and over depth allowing 2 inches each way, 1d. per inch.

Articles of Basketware.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
PERAMBULATORS—									
Children—									
(Single) 4 inches of siding	18 inches	12 inches	..	28 inches	..	15	10 & 10	6s. 3d. each
(Double) 5 inches of siding	22 "	12 "	..	32 "	..	17	11 & 11	7s. 7d. "
If boards prepared	1s. 1d. each extra
Market or Laundry—Two rounds of waleing on top and bottom	..	24 inches	15 inches	back. foot. 18in. 17in.	29 inches	19 inches	16	11	7s. 3d. each
If boards prepared	26 "	15 "	18in. 17in.	31 "	19 "	17	11	8s. 1d. "
Rush and Buff (Common)—									
No. 1—48 holes 6 posts	24 inches	12 inches	..	..	..	..	..	4s. 5d. each
No. 1—48 holes 6 posts, 3 bows	24 "	12 "	..	..	..	..	..	5s. 7d. "
No. 2—54 holes 6 posts	26 "	14 "	..	..	..	..	..	5s. 2d. "
If posts lapped and close front	9½d. each body extra
Splash boards	6½d. each extra
If boards prepared	1s. 1d. "

(b) OVAL WORK.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
BASKETS—							
Arm ..	8 inches	..	5½ inches	..	..	25	14s. 11d. per doz.
If bulged ..	9 "	..	6 "	..	..	25	16s. 2d. "
..	10 "	..	7 "	..	..	25	17s. 7d. "
..	..	..	..	..	..	..	1s. 4d. per doz. extra
Adelaide Cod—Three inches of round cane on bottom and top, centre split cane reversed	26 inches	11 inches	10 inches	31 inches	..	..	4s. 11d. each
Lids ..	..	..	..	..	..	..	1s. 8d. each extra
Barracouta—Two rounds of upsetting, five sets of layers in the bottom of large size	24 inches	9 inches	9 inches	30 inches	..	33	4s. 4d. each
Lids 24 inch ..	26 "	10 "	10 "	33 "	..	33	4s. 7d. "
Lids 26 inch ..	..	..	..	..	..	..	1s. 3d. each extra
..	..	..	..	..	..	..	1s. 5d. "
..	..	..	..	..	..	..	Split Round cane. each.
Butchers'—Two rounds of upsetting on first four sizes, three rounds on last two sizes. One round of waleing on top	12 inches	..	6 inches	18 inches	..	28	2s. 5d. 2s. 9d.
..	14 "	..	7 "	20 "	..	32	3s. 0d. 3s. 6d.
..	16 "	..	8 "	23 "	..	32	3s. 0d. 3s. 6d.
..	18 "	..	9 "	25 "	..	32	3s. 5d. 4s. 4d.
..	20 "	..	10 "	27 "	..	36	4s. 2d. 4s. 11d.
..	22 "	..	11 "	29 "	..	36	4s. 8d. 5s. 9d.
..	14 inches	..	7 inches	21 inches	..	32	3s. 0d. 3s. 6d.
..	16 "	..	8 "	24 "	..	32	3s. 0d. 3s. 6d.
..	18 "	..	9 "	27 "	..	32	3s. 5d. 4s. 4d.
..	20 "	..	10 "	30 "	..	36	4s. 4d. 5s. 0d.
..	22 "	..	11 "	32 "	..	36	4s. 8d. 5s. 9d.
..	24 "	..	12 "	34 "	..	36	5s. 6d. 6s. 6d.
Fish Pads—Common (complete) five scalloms in lid	11½ inches	..	9 inches	15 inches	..	25	3s. 6d. each
..	12 "	..	9 "	16 "	..	25	3s. 6d. "
..	13 "	..	9 "	17 "	..	25	3s. 6d. "
Hat—Half bi-staked, after slewing 6 inches from upsetting, two handles on top	22 inches	..	17 inches	32 inches	..	36	6s. 3d. "
..	20 inches	10 inches	18 inches	22 inches	..	36	7s. 2d. each
..	22 "	11 "	19 "	24 "	..	36	8s. 1d. "
..	24 "	12 "	20 "	26 "	..	36	8s. 10d. "
..	26 "	14 "	21 "	28 "	..	38	9s. 7d. "
Shallows—Three rounds of upsetting, and one round of waleing—							
Four layers ..	24 inches	..	4 inches	29 inches	..	40	4s. 7d. each
Five layers ..	26 "	..	4½ "	31 "	..	44	5s. 6d. "
Six layers ..	28 "	..	5 "	33 "	..	44	6s. 3d. "
..	..	..	..	..	..	..	Half bi-staked. each.
..	..	..	..	..	..	..	Full bi-staked. each.
Wool—Fitched, four rounds of upsetting on first three sizes, one middle fitch with two rounds of waleing, two rounds on top of fitch, five rounds of upsetting and two middle fitches on two last sizes. Handles on second fitch	28 inches	..	18 inches	36 inches	..	40	8s. 3d. 10s. 5d.
..	32 "	..	19 "	41 "	..	44	10s. 1d. 12s. 2d.
..	36 "	..	20 "	46 "	..	48	11s. 0d. 13s. 8d.
..	36 "	..	28 "	48 "	..	48	12s. 9d. 15s. 5d.
..	42 "	..	30 "	54 "	..	52	14s. 7d. 17s. 8d.

* See Footnotes.

* See Footnotes.

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OVAL WORK—continued.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
BASKETS—continued.							
Wool—Carrying—Three rounds of upsetting and two rounds of waleing, handles on top, round cane siding	20 inches	..	18 inches	28 inches	..	36	6s. 1d. each
	22 "	..	18 "	30 "	..	36	6s. 10d. "
Wool-washing—Round cane—Four rounds of upsetting on first two sizes, five on the last four sizes, two rounds of waleing on centre, and two on top of first four sizes, three on last two sizes	30 inches	..	24 inches	42 inches	..	44	11s. 5d. each
	36 "	..	26 "	48 "	..	44	13s. 1d. "
	40 "	..	28 "	52 "	..	48	15s. 8d. "
	46 "	..	30 "	58 "	..	52	18s. 9d. "
	50 "	..	32 "	62 "	..	56	22s. 7d. "
56 "	..	34 "	68 "	..	60	25s. 0d. "	
BASSINETTES—CANE—							
Bowed—Seven layers, to be opened, three at head, three at shoulders, four at foot and two at shoulders, to have two fitches with two rounds of waleing on top fitch, full bi-staked	28 inches	12 and 13 inches	13 inches	36 inches	..	52	5s. 10d. each
Hooded—Seven layers, to be opened, three at head, three at shoulders, four at foot, and two at shoulders, to have two fitches on body and two on crown, with two rounds of waleing on top fitch, full bi-staked	28 inches	12 and 13 inches	12 inches	36 inches	..	54	6s. 10d. each

Articles of Basketware.	Seat.	Foot.	Back.	Back.	Stand.	Back.	Arm.	Price.
CHAIRS—								
Basket (A.B.C.)—Cane, one fitch on skirt, three fitches on back, 3 inches close work on top, four rounds of upsetting	16 x 18	D	W	S	S	S	9	8s. 10d. each
	18 x 20	10	19	21	25	29	9	9s. 11d. "
	20 x 22	10	21	23	27	31	10	11s. 6d. "
	22 x 24	11	23	25	29	33	11	12. 11d. "
Larger sizes, for every 2 inches	..	..	..	..	..	..	..	2s. 1d. extra
Close woven feet split or round cane	..	..	..	..	..	..	..	1s. 7d. "
Liverpool—Stick frame, stand iron turned, 20 inches front, 18½ inches back, 49 inches long, 10 scalloms in seat, seat filled 28 inches, bent square, height of stand 13 inches at front, 12 inches at back, across 32 inches, 5 inches from floor, staked all round, bi-staked in back, one round of upsetting and four rounds of waleing in back, plaited border, and iron-lapped all round—								
Cane	..	..	..	..	..	..	..	15s. 1d. each
Pith	..	..	..	..	..	..	..	15s. 11d. "
Pith, with stand lapped	..	..	..	..	..	..	..	17s. 6d. "
Wing—Seat 22 inches long, front 22 inches, back 20 inches, 10 bottom sticks, all lined, 13 stakes at back, 14 at front, 11 at sides, 5 rounds of upsetting, 24 bi-stakes, one straight fitch, one cross fitch, stand 14 inches deep when bordered, 16 pairs of back stakes, arm 10½ inches deep, back legs 13½ inches deep, depth of back 33 inches, three fitches in back, 3 inches of close work on top, 13 stakes lapped up each leg for side wings, three bits of upsetting, two fitches starting at bottom of arm to be 4 and 8 inches, outside width 24 inches, plaited border	..	..	..	..	..	..	..	18s. 7d. each

* See Footnotes.

* See Footnotes.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
HAMPERS—							
Game or rabbit	19 inches	..	13 inches	26 inches	..	27	4s. 4d. each
If made of round cane	..	..	..	..	..	..	7½d. each basket extra
Lids	..	..	..	..	..	..	1s. 3d. each extra

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 22s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

(c) ROUND WORK

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
BASKETS—								
Arm—Nell Gwynne .. .. .	..	..	8 inches	9 inches	..	..	..	15s. 8d. per doz.
	..	..	9 "	10 "	..	..	..	17s. 4d. "
	..	..	10 "	11 "	..	..	..	19s. 3d. "
Bone—Four rounds of upsetting, two rounds of centre waleing, two rounds of waleing on top, two handles on sides and two on top	7½	..	22 inches	22 inches	..	24 inches	29	7s. 11d. each
	7½	..	24 "	24 "	..	26 "	31	8s. 9d. "
Carrying—Three rounds of upsetting on first three sizes, four rounds on last two sizes, two rounds of waleing on top, two handles	5½	..	12 inches	15 inches	..	18 inches	23	3s. 0d. each
	6	..	15 "	18 "	..	21 "	25	4s. 0d. "
	6	..	17 "	20 "	..	23 "	27	4s. 8d. "
	6½	..	19 "	22 "	..	25 "	29	5s. 9d. "
	7	..	21 "	24 "	..	27 "	31	6s. 4d. "
Coal—Three rounds of upsetting on two first sizes, four rounds on 3rd size, five rounds on 4th, 5th, 6th, and 7th sizes, seven rounds on 8th size; two rounds of centre waleing on 4th, 5th, and 6th sizes, three rounds on last two sizes; two rounds of waleing on top of first four sizes; three rounds on 5th, 6th, and 7th sizes; four rounds on last size. Four palings to be worked in sides (if required)	6½	..	16 inches	20 inches	..	21 inches	25	4s. 1d. each
	6½	..	18 "	22 "	..	23 "	27	4s. 7d. "
	7½	..	20 "	24 "	..	25 "	29	5s. 2d. "
	7½	..	22 "	26 "	..	28 "	31	6s. 7d. "
	8½	..	24 "	28 "	..	30 "	33	10s. 1d. "
	8½	..	26 "	32 "	..	32 "	35	10s. 11d. "
	9½	..	27 "	34 "	..	36 "	39	14s. 6d. "
	9½	..	30 "	34 "	..	42 "	39	17s. 1d. "
Handles .. .. .	..	..	..	..	..	..	..	6½d. each basket extra
Extra Stakes—								
1st two sizes .. .. .	..	..	..	..	..	..	..	2d. per stake extra
Next three sizes .. .. .	..	..	..	..	..	..	..	3½d. "
Other sizes .. .. .	..	..	..	..	..	..	..	4d. "
Runners—								
1st three sizes .. .. .	..	..	..	..	..	..	..	1½d. each extra
Hop—Four rounds of upsetting on first four sizes, two rounds of waleing and five rounds of upsetting on last size:—								
1 bushel	9½	..	12 inches	14½ inches	..	17 inches	40	6s. 0d. each
1½ "	10	..	13 "	15½ "	..	18 "	42	6s. 8d. "
1½ "	10½	..	14 "	16½ "	..	19 "	44	7s. 7d. "
2 "	10½	..	15 "	18½ "	..	21 "	46	8s. 3d. "
5 "	12	..	20 "	23 "	..	27 "	54	10s. 1d. "
Horse—Two rounds of upsetting on small and three rounds on large size; one round of waleing on small size, two on large size, two handles on top	6	..	12 inches	13 inches	..	17 inches	23	2s. 4d. each
	6½	..	18 "	22 "	..	24 "	29	4s. 0d. "
Linon, soiled—Cane, three rounds of upsetting on first size four rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top, split cane or belly pith siding	7½	12 inches	..	24 inches	..	..	29	6s. 3d. each
	7½	14 "	..	30 "	..	..	31	8s. 3d. "
	8½	16 "	..	33 "	..	..	33	9s. 8d. "
	8½	18 "	..	36 "	..	..	35	10s. 8d. "
	9	20 "	..	39 "	..	..	35	12s. 9d. "
Linon, soiled—Willow skeins lapping—pith or round cane three rounds of upsetting on first size, four rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top	7½	12 inches	..	24 inches	..	..	31	9s. 9d. each
	7½	14 "	..	30 "	..	..	33	10s. 11d. "
	8½	16 "	..	33 "	..	..	35	13s. 3d. "
	8½	18 "	..	36 "	..	..	37	14s. 2d. "
	9	20 "	..	39 "	..	..	37	17s. 0d. "
Malt—Small size to have four rounds of upsetting and two rounds of waleing on top. Large size five rounds of upsetting and two rounds of waleing in the centre. Two handles on top	6½	..	19 inches	18 inches	..	22 inches	27	5s. 2d. each
	9	..	24 "	27 "	..	28 "	37	10s. 1d. "
Paper—Full bi-staked, 4 inches of close work on first three sizes, 4½ inches on other sizes	7	..	8 inches	13 inches	13 inches	..	28	2s. 7d. each
	7	..	9 "	14 "	14 "	..	28	2s. 10d. "
	8	..	10 "	15 "	15 "	..	32	3s. 4d. "
	8½	..	11 "	16 "	16 "	..	34	3s. 5d. "
	8½	..	12 "	17 "	17 "	..	34	3s. 9d. "
Paper—Split cane, siding close ..	7	..	7 inches	12 inches	12 inches	..	28	2s. 8d. each
	7	..	8 "	13 "	13 "	..	28	2s. 10d. "
	7	..	9 "	14 "	14 "	..	28	3s. 2d. "
	8	..	10 "	15 "	15 "	..	32	3s. 3d. "
If made with handles .. .. .	..	..	..	..	..	..	..	5½d. each extra
If made in quantities of not less than one dozen at a time .. .. .	..	..	..	..	..	..	..	6½d. per doz. deducted
Plate—Four rounds of upsetting, and two rounds of waleing on top, cross handles, with slot (split cane)	6½	..	11 inches	13 inches	..	14 inches	26	3s. 11d. each
	6½	..	12 "	13 "	..	15 "	26	4s. 8d. "
	7½	..	13 "	14 "	..	16 "	30	5s. 9d. "
	7½	..	14 "	14 "	..	18 "	32	7s. 2d. "
Phosphate—seven rounds of upsetting, seven rounds of centre waleing, three rounds of waleing on top, two runners, six battens worked in sides	8½	..	25 inches	30 inches	..	38 inches	35	14s. 0d. each
Stable—Split cane sides, three rounds of upsetting, two rounds of waleing on top, with one handle	6½	..	11 inches	8 inches	..	20 inches	27	3s. 3d. each
	7½	..	12 "	9 "	..	22 "	29	3s. 8d. "

* See Footnotes.

* See Footnotes.

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 22s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

(e) EXTRAS, ETC.

* See Footnotes.	Haaps with hole reduced round a rod 2½d. each Tongue locks 4½d. " Registered fittings 4½d. " G.P.O. fittings 4½d. " Iron bands on outside lid sticks 2½d. " " " on lids (extra numbers) 2½d. " Fittings bolted or fitted to hampers 1½d. per bolt Hinges (extra) 1½d. each Hoop iron in bottle basket 6½d. extra Hoop iron in baskets where not specified (including two laps round border) 4½d. each iron extra Bottom sticks (extra) 1½d. per stick Lid sticks (extra) 1½d. " Rounds of upsetting (extra) 2½d. per round " waling (extra) 2½d. " Stakes beyond number specified 1½d. per stake Runners in baskets where not specified 2d. each Split cane bands around border (4 laps) 2d. " Round " " " 2½d. " Handles tied down 2½d. each tie extra Willow staking of baskets except arm baskets 2½d. each basket extra Baskets made from cane previously worked in some other capacity (except jar casing) 7½d. per basket extra Hide on upsetting of hampers where not specified (including lid ends)— 30 inches or less 1s. 9d. per basket Over 30 inches 2s. 5d. " Hide cut into strips 7½d. " Borders or corner stakes lapped with hide 1½d. for 3 laps Double turning on corner posts of baskets (other than Traveller's samples)— Up to 12 inches deep 7½d. per basket extra " 24 " 1s. 3d. " " Above 24 " 1s. 9d. " "	* See Footnotes.
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- * Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
- (b) The weekly earnings of each pieceworker shall be increased by the sum of 2s.
- (c) For all baskets made with Queensland split cane, round cane rates shall apply.
- (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE-WORKERS' EARNINGS.

11. The wages rates for males set out in clause 2 (c) are based upon the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such wages rates and the weekly earnings of piece-workers shall be automatically adjusted as prescribed by Clause 12. Provided that the wages of juniors and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

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

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

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

J. V. WILLOX, Secretary.

Melbourne, 8th January, 1947.



Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

	Per Week of 44 Hours.		
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Wage.
Males—			
Varnish maker or natural gum runner	s. d. 133 6	s. d. 3 0	s. d. 136 6
Varnish maker's assistant	118 0	3 0	121 0
Tinter of paint, lacquer or enamel	121 0	3 0	124 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine, or as chemical colour maker, resin treater, oil boiler or burner, lacquer solution or thinner maker, or as a gum runner (other than a natural gum runner)	116 0	3 0	119 0
All others	113 0	3 0	116 0
Females	66 9	2 0	68 9

A shift worker employed on afternoon or night shift shall be paid an allowance of 1s. per shift in addition to the ordinary rate.

Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid 5s. per week in addition to rate specified.

(3) **TIMES OF BEGINNING AND ENDING WORK FOR PERSONS OTHER THAN SHIFT WORKERS.—**

	Time of Beginning.	Time of Ending.
When the weekly hours are worked in five days—		
Monday to Friday (inclusive)	7 a.m.	6 p.m.
When the weekly hours are worked in six days—		
Monday to Friday (inclusive)	7.30 a.m.	5.30 p.m.
Saturday	7.30 a.m.	12 noon

An employer shall give his employees at least twenty-four hours' notice of any change in the working hours.

(4) **OVERTIME.—**The rate of time and a half for the first two hours and thereafter double time shall be paid to persons other than shift workers for all work done—

(a) Outside the hours fixed as the time of beginning and ending work.

(b) Within the hours so fixed—

(i) in excess of 8 hours 48 minutes in any one day, where the weekly hours are worked in five days.

(ii) in excess of 8 hours 10 minutes in any one day Monday to Friday inclusive, or 3 hours 30 minutes on Saturday, where the weekly hours are worked in five and a half days.

(5) **CALCULATING OVERTIME WHEN HOLIDAY OCCURS.—**If in any week there occurs a holiday to which an employee, whether a shift worker or not, is entitled under clause (7), then such time as would ordinarily have been worked on such day shall, for the purpose of calculating overtime, be regarded as time worked.

(6) **SPECIAL RATES.—**Double time shall be the rate payable to all persons (other than those employed as shift workers in the manufacturing of titanium white) for all work done on Sunday, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), King's Birthday, Christmas Day, Boxing Day, and New Year's 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.

(7) **HOLIDAYS.—**All employees (other than those employed in the manufacturing of titanium white) shall be entitled to the following holidays without deduction of pay:—26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), Anzac Day, King's Birthday, Christmas Day, Boxing Day, and New Year's Day.

Provided that for a week in which any of the above holidays is observed on a Saturday an employee who works his weekly hours in five days (Monday to Friday inclusive) shall be paid for four hours at ordinary rates in addition to his wages for such week.

(8) **SHIFT WORK.—**(a) The provisions of this sub-clause apply only to shift workers employed in the manufacturing of titanium white:—

(i) Employees on shifts shall work such shifts up to six per week as may be required.

(ii) A shift shall consist of eight hours, inclusive of 40 minutes to be allowed for meal breaks.

(iii) All work done by a shift worker outside the ordinary hours of his shift or on Sundays or Public Holidays shall be paid for as follows:—

On Sundays or Public Holidays mentioned in clause (6)—

if on his day off in the week Double time.

if not on his day off in the week Time and a half.

On any other day, outside the ordinary hours of his shift Time and a half.

(iv) The rates prescribed in paragraph (iii) shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time.

(v) The hour worked from 11 p.m. to 12 midnight on Sundays or Public Holidays mentioned in clause (6) by ordinary shift shall not be considered as time worked on Sundays or such Public Holidays.

Provided that the hour from 11 p.m. to 12 midnight on Saturday shall be considered as time worked on Sunday.

(b) The provisions of this sub-clause apply to shift workers, other than those employed in the manufacturing of titanium white:—

(i) A shift shall consist of 8 hours 48 minutes, inclusive of crib time.

(ii) Afternoon or night shift means any shift which commences between 12.30 p.m. and 12.30 a.m.

(iii) The rate of time and a half shall be paid to a shift worker for all work done—

In excess of 8 hours 48 minutes in any day;

In excess of 44 hours in any week.

(9) **MIXED FUNCTIONS.—**An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift: if for less than half of one day or shift he shall be paid the higher rate for the time so worked.

(10) **BOOTS, GLOVES, OVERALLS, AND RESPIRATORS.**—When the character of the work renders protective measures necessary, and the Secretary for Labour so directs, an employer shall provide, free of cost, for the use of employees, boots, gloves and overalls.

On the request of any employee using or handling dry pigments or gums, he shall be supplied with a respirator by his employer free of cost.

No two employees shall be required to use the same respirator, but a previously used respirator may, after sterilization, be given up to the exclusive use of another employee.

(11) **MEAL INTERVAL.**—A meal interval of 45 minutes shall be given between 11.30 a.m. and 1.30 p.m. Any employee not having received the prescribed meal interval by 1.30 p.m. shall, until relieved for such meal interval, be paid at the rate of double time for all time worked after 12.45 p.m.

(12) **BOILING WATER.**—A sufficient supply of boiling water for all employees shall be provided at meal times.

(13) **MEAL ALLOWANCE.**—A meal allowance of 1s. 6d. shall be paid to employees on any day when required to work for a period of not less than two hours after the usual finishing time unless notice has been given the day before such extra time is worked.

(14) **WASHING AND CLEANING TIME.**—Employees shall be allowed five minutes in the employer's time for cleaning and washing before any meal time and before finishing time daily. Hot water and soap shall be supplied by the employer for the use of his employees.

(15) **CONDITIONS OF EMPLOYMENT.**—(a) No employee shall be employed other than as a weekly employee.

(b) A weekly employee, to become entitled to the weekly wage prescribed by this Determination, must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) Seven days' notice shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, neglect of duty or misconduct (in which case wages shall be paid up to time of dismissal only without any allowance for holiday pay) or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(16) **SICK LEAVE.**—(a) If an employee absents himself from duty, the employer may make a deduction from the employee's wage proportionate to the length of the absence, provided that this sub-clause shall not apply to absence on holidays in accordance with clause (7), and as to cases of illness is subject to the sub-clause (b) next hereto.

(b) If the absence from duty of an employee engaged by the week be reasonable because of his own illness, and he produce to the employer satisfactory evidence thereof by medical certificate or otherwise, no deduction shall be made in respect of such absence except so far as it exceeds in the aggregate six days during any one year of the employment or a proportionately less time during any shorter period of the employment. Provided that this sub-clause shall not apply to any employee who has not been in the employment for three months.

(c) If in any year of employment he has not taken sick leave up to six days to which he is entitled under this clause an employee shall, in the next succeeding year, be entitled to one day for each three days not so taken, in addition to the days which accrue during such succeeding year, i.e., to accumulate to eight days in two years.

Sick leave shall not be cumulative beyond this extent.

(17) **ANNUAL LEAVE.**—Any employee who has been in the service of an employer for a period of not less than twelve months, shall be granted as holidays with pay a working week of 44 hours to commence on the 27th December. Notwithstanding anything contained in this clause, an employer may require his employees to continue work on the working days between the Christmas holidays and New Year's Day, in which case he shall grant within three months thereafter to every employee so entitled a continuous holiday of a working week of 44 hours.

Provided that any employee, who leaves or is dismissed before the expiration of any twelve months' service, or who leaves or is dismissed after having completed twelve months' service without receiving holidays under this clause, shall be given or paid for holidays pro rata in accordance with the length of service, viz., one day for each completed ten weeks of service.

Payment for such holiday pay shall be calculated on an average of the four completed weeks immediately preceding such holidays.

(18) **DEFINITIONS.**—Varnish maker is one who (a) is capable of selecting in their proper proportions the ingredients necessary for making standard varnishes, and (b) has the duty of combining these ingredients by the application of heat at the proper time in their proper order and at their proper temperatures, and (c) is so employed, and includes a runner of natural gum.

Tinter of paint, lacquer or enamel is one who is invested with discretion as to the kind and quantity of colouring matter to be added to a mixture in order to make it conform to a certain specified colour, or to match a given colour sample or colour standard.

(19) **RIGHT OF ENTRY OF UNION OFFICIAL.**—A duly accredited representative of the Federated Miscellaneous Workers' Union of Australia shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate union business on the following conditions:—

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

(b) That he interview employees in a room provided for the purpose by the employer, which room should be adequate to accommodate, at the same time, the whole of the employees subject to this determination. Where no such room is provided the representative shall be permitted to interview employees where they are taking their meal.

(c) That not more than one representative in all 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 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.

PERIODICAL ADJUSTMENT OF WAGES.

(20) 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 21. Provided that the wages of female adults, and of improvers, shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be to the nearest 3d., and to be made upon the rates prescribed in the Determination which came into force on 22nd February, 1940.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 20.

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

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

J. V. WILLOX, Secretary.

Melbourne, 6th January, 1947.



VICTORIA

GOVERNMENT GAZETTE.

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FRIDAY, FEBRUARY 7.

[1947

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 Order in Council thereunder; such portions of the City of Sandringham as are not included within the said Metropolitan District; 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 December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2 (i)

Improvers.	Other Employees.		
WAGES PER WEEK OF 44 HOURS.	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.
Under 17 years of age 47 0	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. 121 0 per week of 44 hours	s. d. 124 0 per week of 44 hours
17 years of age .. 55 0	Drivers of motor wagons— (a) having a capacity of 2 tons or less ..	115 0 " 44 "	118 0 " 44 "
18 " .. 67 9	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	120 0 " 44 "	123 0 " 44 "
19 " .. 75 0	(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer	126 0 " 44 "	129 0 " 44 "
20 " .. 83 0	Carters driving one horse	111 0 " 44 "	114 0 " 44 "
	Carters driving two horses	116 0 " 44 "	119 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 hrs.
PROPORTION.	<i>Wood Yards, or Wood, Coal, and Coke (Combined) Yards.</i>		
One improver to the first four or fraction of four workers receiving not less than 112s. per week of 44 hours, and thereafter one improver to each additional four such workers.	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. 114 0 per week of 44 hours	s. d. 117 0 per week of 44 hours
	Drivers of motor wagons— (a) having a capacity of 2 tons or less ..	115 0 " 44 "	118 0 " 44 "
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	120 0 " 44 "	123 0 " 44 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	126 0 " 44 "	129 0 " 44 "
	Carters driving one horse	111 0 " 44 "	114 0 " 44 "
	Carters driving two horses	116 0 " 44 "	119 0 " 44 "
	And for every additional horse	0 6 extra per day ..	0 6 extra per day ..
	All others	112 0 per week of 44 hours	115 0 per week of 44 hours
	<i>Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.</i>		
	Drivers of motor wagons— (a) having a capacity of 2 tons or less ..	115 0 per week of 44 hours	118 0 per week of 44 hours
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	120 0 " 44 "	123 0 " 44 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	126 0 " 44 "	129 0 " 44 "
	Carters driving one horse	111 0 " 44 "	114 0 " 44 "
	Carters driving two horses	116 0 " 44 "	119 0 " 44 "
	And for every additional horse	0 6 extra per day ..	0 6 extra per day ..
	All others	125 0 per week of 44 hours	128 0 per week of 44 hours
	<i>Firewood Saw Mills (i.e., Places where Mechanical Power is used to saw Firewood).</i>		
	Benchmen	118 0 per week of 44 hours	121 0 per week of 44 hours
	Drivers of motor wagons— (a) having a capacity of 2 tons or less ..	115 0 " 44 "	118 0 " 44 "
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	120 0 " 44 "	123 0 " 44 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	126 0 " 44 "	129 0 " 44 "
	Carters driving one horse	111 0 " 44 "	114 0 " 44 "
	Carters driving two horses	116 0 " 44 "	119 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

See also Clauses 2 (ii) and 3.

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.

4. TRAVELLING TIME.

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.

5. PROHIBITION OF EMPLOYMENT.

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—first four hours' work—ordinary rate; thereafter .. 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—first four hours' work—ordinary rate; thereafter .. 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 (26th January), 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 Order in Council thereunder, and such portions of the City of Sandringham as are not included within the said Metropolitan District), 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 LEAVE.

Period of Leave.

11. (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.

Annual Leave Exclusive of Public Holidays.

(b) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 8 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to that period one working day for each such holiday falling as aforesaid.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work on the working day immediately preceding the first day or, 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.

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

Calculation of Continuous Service.

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

- (i) any interruption or determination of the employment by the employer if such interruption or determination 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 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.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 12 shall be accepted as a notification under this sub-clause.

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

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

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

Calculation of Service.

(e) 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 service before the 1st January, 1946, the annual leave shall be allowed at the rate of 3½ hours for each completed one month of continuous service and in respect of service after that date at the rate of 7½ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transmittee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or 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.

(f) 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.

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

Time of Taking Leave.

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

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 8 of this Determination.

Payment for Period of Leave.

(j) Each employee before going on leave shall be paid two weeks' wages. For the purposes of this sub-clause and sub-clause (k) hereof, wages shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(k) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3½ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for 7½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

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

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall 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 (k) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

SICK LEAVE.

12. (a) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than four days in any year, commencing on 1st December annually, 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 twelve days, which shall be the maximum amount of 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 December, 1944, 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.

WOOD OR COAL.

14. The lowest piece-work prices payable to any persons for doing work of a description referred to in the following Schedule shall be—

		<i>Cutting Wood.</i>			
4-ft. or over—one cut..	..	..	..	per ton	2s. 6d.
		<i>Splitting Wood.</i>			
Box, redgum, or ironbark	..	..	..	per ton (40 cubic feet)..	3s. 2d.
Box, redgum, or ironbark	..	..	..	" (by weight)..	4s. 6d.
Culled box, redgum, ironbark	..	..	..	" "	5s. 10d.
Blocks (box, redgum, or ironbark)	..	..	..	per truck (Standard I.)	30s. 1d.
1-ft. blocks, common wood	..	..	..	per ton (40 cubic feet)..	2s. 8d.
2-ft. blocks, common wood	..	..	..	" "	2s. 3d.
1-ft. blocks, common wood	..	..	..	per truck (Standard I.)	21s. 8d.
2-ft. blocks, common wood	..	..	..	" "	20s. 7d.
Mallee roots	..	..	..	per ton (by weight)	4s. 6d.
		<i>Loading Wood.</i>			
Split box, redgum, or ironbark (culled or otherwise)	..	..	..	per ton (by weight)	9d.
Box blocks	..	..	..	" "	9d.
1-ft. blocks, common wood	..	..	..	per ton (40 cubic feet)..	9d.
2-ft. blocks, common wood	..	..	..	" "	9d.
1-ft. culled common wood	..	..	..	" "	9d.
		<i>Unloading Wood or Coal.</i>			
Unloading wood, under 5 feet, from Standard I. truck	..	..	..	per truck	3s. 5d.
Unloading wood, 5 feet or over, from Standard I. truck	..	..	..	" "	3s. 11d.
Unloading wood from Standard I. truck and trimming the stack	..	..	..	" "	5s. 6d.
Unloading coal from trucks	..	..	..	" "	4s. 5d.
Unloading coal from trucks and trimming same	..	..	..	" "	5s. 9d.
		<i>Sawing Wood.</i>			
Sawing by hand 2-ft. common wood	..	..	..	per ton (40 cubic feet)..	5s. 0d.
		<i>Bagging, Stacking, Carrying, &c.</i>			
Bagging, weighing, and assisting in loading of split wood or blocks	..	..	..	per ton (by weight)	3s. 2d.
Carrying and stacking wood	..	..	..	per truck (Standard I.)	5s. 6d.
		<i>Billeting Wood.</i>			
Billeting	..	..	..	per ton (by measurement)	1s. 2d.

NOTE.—To the weekly earnings of each pieceworker the sum of 19s. 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.

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.
Within the area to which this Determination applies.	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 15.

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

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

J. V. WILLOX, Secretary.

Melbourne, 23rd December, 1946.

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No. 88]

FRIDAY, FEBRUARY 7.

[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 price 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 December, 1946, 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.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
First Year ..	21 9	1 3	23 0	30 0	1 9	31 9	
Second Year ..	30 0	1 9	31 9	40 3	2 3	42 6	
Third Year ..	40 3	2 3	42 6	58 3	3 3	61 6	
Fourth Year ..	58 3	3 3	61 6	80 0	4 6	84 6	
Fifth Year ..	80 0	4 6	84 6	..	..	..

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 130s. per week of 44 hours, and thereafter one improver to every six additional such workers.

No. 88.—491/47.

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 Wage.	Non-adjustable *War Loading.	Total Weekly Wage.
	Adjustable Weekly Rate.	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 ..	25 6	1 6	27 0	..	..	..	..	..	..
15 " " ..	28 6	1 6	30 0	23 9	1 6	25 3	28 6	1 9	30 3
16 " " ..	33 0	2 0	35 0	26 0	1 6	27 6	33 0	2 0	35 0
17 " " ..	38 6	2 3	40 9	33 0	2 0	35 0	38 6	2 3	40 9
18 " " ..	43 6	2 6	46 0	35 6	2 3	37 9	44 3	2 9	47 0
19 " " ..	48 6	2 9	51 3	39 3	2 6	41 9	50 6	3 0	53 6
20 " " ..	57 6	3 3	60 9	42 3	2 6	44 9	55 6	3 6	59 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 ..	137 0	6 0	143 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamentor, or ornamental worker under his or her charge ..	132 0	6 0	138 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers ..	124 0	6 0	130 0
All other males ..	106 0	6 0	112 0
Females engaged in general work ..	65 3	4 0	69 3

	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 4	0 2	3 6

* 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 include —

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

TIME OF BEGINNING AND ENDING WORK.

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

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 initiated 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 four 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 8 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.
Throughout the State	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 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 February, 1947, the amounts of the Basic Wage shall be as proscribed in clause 24.

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

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

J. V. WILLOX, Secretary.

Melbourne, 6th January, 1947.



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No. 89]

FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts.

DETERMINATION OF THE BOARDING HOUSES 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 30th June, 1925, has had the power "to determine the lowest prices or rates which may be paid to any persons employed in Boarding Houses with accommodation for four or more boarders" has made the following Determination, namely:—

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

(2)

APPRENTICES OR IMPROVERS.

	Wages per Week.						PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	Males.			Females.			
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
During 1st 6 months' experience	20 6	0 9	21 3	19 6	0 9	20 3	<p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
" 2nd " "	26 6	1 0	27 6	23 3	1 0	24 3	
" 3rd " "	32 6	1 3	33 9	30 0	1 3	31 3	
" 4th " "	37 0	1 3	38 3	32 6	1 3	33 9	
" 5th " "	44 0	1 6	45 6	..	..	..
" 6th " "	51 9	2 0	53 9	..	..	..
4th Year's experience and thereafter the minimum wage.	71 6	2 9	74 3	

OTHER EMPLOYEES.	WAGES PER WEEK. †	
	*Minimum Wage, without Board and Lodging.	
	Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, and Warrnambool, the Town of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Porter	110 0	107 0
Head Waiter	114 0	111 0
Other Waiters	110 0	107 0
First Cook, where the number of persons employed in the kitchen is eight or more	144 0	141 0
Five, six or seven	129 0	126 0
Three or four	119 6	116 6
Two or less	115 0	112 0
Second Cook, where the number of persons employed in the kitchen is eight or more	124 0	121 0
Five, six, or seven	115 0	112 0
Other Second Cooks	112 6	109 6
Sweets Cook	115 0	112 0
Grill, Relieving, or Assistant Cook	112 6	109 6
Pantryman or Kitchenman	110 0	107 0
Persons not otherwise provided for	110 0	107 0

† Except in the case of an apprentice or an improver, the minimum wage shall be, where the employer—
(a) boards the employee with three meals per day, 15s. per week less, or
(b) boards and lodges the employee, 20s. per week less.

(2)—continued.

OTHER EMPLOYEES.	WAGES PER WEEK.†	
	*Minimum Wage, without Board and Lodging.	
	Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, and Warrnambool, the Town of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
<i>Females.</i>	<i>s. d.</i>	<i>s. d.</i>
Housekeeper	78 0	75 0
Laundress	66 6	63 6
Housemaid, Parlourmaid, or General	63 6	60 6
Head Waitress	66 6	63 6
*Other Waitresses	63 6	60 6
First Cook	78 0	75 0
Second Cooks	70 0	67 0
Sweets Cook	72 0	69 0
Grill, Relieving, or Assistant Cook	68 6	65 6
Pantrymaid or Kitchenmaid	63 6	60 6
Persons not otherwise provided for	63 6	60 6

* Except in the case of an apprentice or an improver, the minimum wage shall be, where the employer—
 (a) boards the employee with three meals per day, 15s. per week less, or
 (b) boards and lodges the employee, 20s. per week less.

† NOTE.—WAR LOADINGS: For convenience War Loadings as follows:—

Males	4s. 0d. per week
Females	2s. 6d. ..

have been included in wages for employees classified under heading of other employees, but war loadings are not to be taken into account when computing the penal rates payable for overtime or for work done on public holidays stated in clause (7).

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any Boarding House is required to keep a time-book or other record in the prescribed form wherein each employee shall enter daily a record of the hours worked.

(3) HOURS.—The number of hours to constitute an ordinary week's work shall be 46.

(4) TERMS OF EMPLOYMENT.—All employees (other than casual employees) shall be engaged by the week and shall be paid weekly. Except in the case of misconduct by either employer or employee forty-eight hours' notice shall be given by the employer or employee to terminate employment, or in lieu of such notice, two days' wages shall be paid by the employer or forfeited by the employee. When notice of termination of service has been given, employees shall be paid within 24 hours from the expiry of such notice.

(5) CASUAL LABOUR.—Casual employees, i.e., persons employed for less than the number of hours fixed for an ordinary week's work shall be paid as follows:—

For the first 23 hours	Time and a half
Thereafter	Time and a third

Provided that the earnings of a casual employee shall not exceed the ordinary wages rates for an ordinary week's work.

(6) OVERTIME.—The following rates shall be paid for overtime:—

For all work done outside a period of 13 hours per day from the time of their beginning to the time of their ending work	Time and a half ..	} Calculated on the full rate, i.e., the rate fixed before deducting board and lodging.
For all work done in any week (within a period of 13 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work	Time and a half ..	

(7) SPECIAL RATES.—The special rate payable to persons for work done on Christmas Day or Boxing Day, and New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, and King's Birthday shall be time and a half, calculated on the rates fixed before deducting board and lodging; 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 on the day so substituted.

ANNUAL HOLIDAY.

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

(9) PAYMENT FOR TRANSPORT.—Where an employee is engaged for a country or a seaside boarding house, and has to travel 20 miles or more to take up service, he or she shall be paid for his or her transport both ways if—

- (a) he or she serves with satisfaction to his or her employer for four weeks; and
- (b) is willing to complete the full period of his or her engagement.

(10) UNIFORMS.—Where any female employee is required by the employer to wear a special uniform (other than a black, white, or black and white dress, white apron and cap) such uniform shall be provided and laundered by the employer.

(11) UNION OFFICIALS RIGHT OF ENTRY.—Any official of the Federated Liquor and Allied Trades Employees Trades Union of Australasia authorized in writing by the Secretary for Labour shall have the right to enter any establishment or premises covered by this Determination in order to inspect time-sheets and to interview employees on any matter connected with their employment. Such accredited official before entering such establishment or premises shall produce the authority in writing mentioned on a demand by the employer or his representative for such production.

(12) DEFINITION.—"Sweets Cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer

(13) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for "Other Employees (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 14.

Provided that proportionate adjustments to all other rates shall be made at the same time as follows:—

- (a) The rates for "Other Employees (Females)" shall be automatically increased or decreased by half of the increase or decrease in the basic wage.
- (b) The rates for 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.
			Per week. £ s. d.	Per week. s. d.	
Throughout the State	5 0 0	6 0	5 6 0		Melbourne

ADJUSTMENT OF BASIC WAGE.

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

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

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

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

J. V. WILLOX, Secretary.

Melbourne, 9th January, 1947.

[1007]



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FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts.

DETERMINATION OF THE BOARDING SCHOOL EMPLOYEES BOARD.

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

In accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed at domestic work in or in connexion with sub-primary, primary, or secondary boarding schools, has made the following Determination, namely:—

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

WAGES.

2. (a)

Apprentices or Improvers.

Males.	Per Week.	Females.	Per Week.
	<i>s. d.</i>		<i>s. d.</i>
Under 17 years of age	56 3	Under 16 years of age	34 0
17 years of age and under 18	87 6	16 years of age and under 17	40 9
18 years of age and under 19	78 9	17 years of age and under 17½	47 6
19 years of age and under 20	90 0	17½ years of age and under 18	54 3
20 years of age and under 21	101 3	18 years of age and under 19	61 3
		and thereafter the minimum wage.	

Proportion (in any place).

Apprentices.—One apprentice to every four or fraction of four workers of either sex receiving not less than the minimum wage.

Improvers.—One improver to every four or fraction of four workers of either sex receiving not less than the minimum wage.

(b)

Other Employees.

Males.	Per Week.	Females.	Per Week.
	<i>£ s. d.</i>		<i>£ s. d.</i>
First Cook, where the number of persons employed in the kitchen is		First Cook, where the number of persons employed in the kitchen is	
Eight or more	7 10 6	Eight or more	4 17 9
Five, six, or seven	7 5 6	Five, six, or seven	4 14 6
Four or less	7 0 6	Four or less	4 10 3
Cook employed alone	6 5 6	Cook employed alone	4 1 6
Second Cook, where the number of persons employed in the kitchen is		Second Cook, where the number of persons employed in the kitchen is	
Eight or more	6 15 6	Eight or more	4 7 0
Five, six, or seven	6 10 6	Five, six, or seven	4 2 6
Four or less	6 5 6	Four or less	3 18 9
Vegetable Cook	5 15 6	Vegetable Cook	3 11 9
Other Cooks	6 0 6	Other Cooks	3 16 0
Kitchenman, pantryman, houseman, or waiter	5 11 6	Head waitress	3 13 3
All others	5 11 6	Needlewoman or seamstress	3 13 3
		Kitchenmaid, pantrymaid, housemaid, or waitress	3 8 0
		All others	3 8 0

DEDUCTIONS FOR BOARD AND/OR BOARD AND LODGING.

(c) The amounts which may be deducted from the wages when an employee is provided with board only or board and lodging shall be :—

	Board Only.	Board and Lodging.
(i) <i>Apprentices or Improvers.</i>		
<i>Males.</i>		
Under 17 years of age	s. d. 7 6	s. d. 10 0
17 years of age and under 18	9 0	12 0
18 years of age and under 19	10 6	14 0
19 years of age and under 20	12 0	16 0
20 years of age and under 21	13 6	18 0
<i>Females.</i>		
Under 16 years of age	7 6	10 0
16 years of age and under 17	9 0	12 0
17 years of age and under 17½	10 6	14 0
17½ years of age and under 18	12 0	16 0
18 years of age and under 19	13 6	18 0
(ii) <i>Other Employees.</i>		
Other employees	15 0	20 0

HOURS.

3. The number of hours to constitute an ordinary week's work shall be 46.

TIMES OF BEGINNING AND ENDING WORK.

4. The times of beginning and ending work shall be between the hours of 6.30 a.m. and 7.30 p.m.

OVERTIME.

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

- (a) Within the times of beginning and ending work in excess of 8 hours per day or in excess of 46 hours per week—
Time and a half.
- (b) Outside the times of beginning and ending work—Double time.

DAY OFF EACH WEEK.

6. Each employee shall have at least one full day off in each week. The full day shall operate as from the finishing time of work on the day immediately preceding the day off and until the starting time of the day immediately succeeding the day off.

The day off shall be rostered and shall not be altered except by mutual agreement between the employer and the employee.

TERMS OF EMPLOYMENT.

7. All employees (other than casual employees) shall be engaged by the week and shall be paid either on Thursday or Friday of each week. Except in the case of misconduct by either employer or employee, one week's notice shall be given by the employer or employee to terminate employment, or in lieu of such notice, one week's wages shall be paid by the employer or forfeited by the employee. When notice of termination of service has been given, employees shall be paid within 24 hours from the expiry of such notice.

CASUAL LABOUR.

8. (a) Casual employees i.e., persons employed for less than the number of hours fixed for an ordinary week's work shall be paid as follows.—

- For the first 23 hours Time and a half.
- Thereafter Time and a third.

Provided that the earnings of a casual employee shall not exceed the ordinary wages rates for an ordinary week's work.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if a casual employee works on any holiday as prescribed in Clause 9 he or she shall receive double time for all time worked on such day.

(c) Casual employees shall receive a minimum of four hours' work at casual rates on each day so employed.

PUBLIC HOLIDAYS.

9. All employees (other than casual employees) shall be entitled to the following holidays without deduction of pay, viz., New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Show Day, Christmas Day and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of these holidays, employees shall be entitled to the days so substituted.

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

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

ANNUAL LEAVE.

10. Each employee (other than a casual employee) shall receive two weeks' leave annually without deduction of pay. Provided that any employee who has completed three but less than twelve months' service shall, if employment is terminated, receive a proportionate allowance in money that the period of service bears to one year.

SICK LEAVE.

11. Any employee (other than a casual employee) who has been in the service of an employer for not less than three months shall be entitled to twelve working days' sick leave of absence with full pay during each subsequent twelve months' service, provided he or she produces, within 24 hours, evidence satisfactory to his or her employer that such absence was caused by ill-health or by accident.

FARES.

12. Casual employees shall be entitled to all fares exceeding 3d. per day necessarily incurred.

UNIFORMS.

13. Where any female employee is required by the employer to wear a uniform, such uniform shall be provided and laundered by the employer free of cost to the employee. A uniform shall mean and be deemed to be a coat, skirt, apron, cuffs, or any other special articles of clothing.

RIGHT OF ENTRY.

14. Any representative of employees on the Boarding School Employees Wages Board, authorized in writing by the Chairman of the Board, shall have the right to enter any establishment or premises covered by this Determination in order to inspect time sheets and to interview employees on any matter connected with their employment. Such accredited official before entering such establishment or premises shall produce the authority in writing on a demand by the employer or his representative for such production.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates of adult males set out in clause 2 (b) are based upon the following basic wage rates and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 16. 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 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 15.

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

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

J. V. WILLOX, Secretary.

Melbourne, 9th January, 1947

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VICTORIA GOVERNMENT GAZETTE.

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No. 91]

FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts.

DETERMINATION OF THE BREAD TRADE BOARD.

NOTES (i).—On 28th December, 1944, the application of this Determination was as follows:—

- (a) Clauses 1 to 16 inclusive applied to the Metropolitan District as defined in the Factories and Shops Acts, and the Order in Council thereunder, and such portion of the City of Sandringham as is not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; the township of Kangaroo Flat, in the shires of Marong and of Strathfieldsaye; the township of Spring Gully, in the shire of Strathfieldsaye; and such portions of the shire of South Barwon and of the Moorpanyal Riding of the shire of Corio as are within a radius of 5 miles of the Geelong Post Office.
- (b) Clause 1 and clauses 17 to 29 inclusive applied to the whole of the State *outside and excepting* those parts enumerated in the preceding paragraph.
- (ii) On 31st May, 1938, the Bread Board, the Country Bread Board, and the Provincial Bread Board, were deprived of the power to "determine the lowest prices or rates of payment for bread making or baking," and such power was conferred exclusively on the Bread Trade Board.
- (iii) The Board has prescribed a form of apprenticeship indenture.
- (iv) Breadmaking and baking were proclaimed on 12th December, 1938, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.
- Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (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 trade of bread making or baking" has made the following Determination, namely:—

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

WITHIN THE AREA SET OUT IN NOTE (i) (a).

2 WAGES.—		• Apprentices.		• Improvers.		Other Employees.			
		Per Week of 44 Hours.			Per Week of 44 Hours.	Per Hour.			
		s. d.			£ s. d.	s. d.			
1st Year—			1st six months	..	} 6 7 11	Doughmakers	3 4½		
1st six months	.. 29 8	2nd	..				Ordinary Days. Between 4 a.m. and 4 p.m.	Double Days. Between midnight and noon.	Treble Days. Between 10 p.m. of previous day and noon.
2nd	.. 30 5	3rd	..						
2nd Year—		4th	..						
1st six months	.. 32 8	5th	..				Per Hour.		
2nd	.. 36 7	6th	..				s. d.		
3rd Year—		7th	..				3 6½		
1st six months	.. 41 8	8th	..				Foremen or single hands		
2nd	.. 49 2	and thereafter the minimum wage.			3 4½				
4th Year—		PROPORTION (within any factory or place).			All others engaged in the making and/or baking of bread ..				
1st six months	.. 57 6	One improver to every eight workers receiving not less than 147s. 7d. per week of 44 hours.			3 4½				
2nd	.. 67 3	PROPORTION (within any factory or place).							
5th Year—		One apprentice to every three or fraction of three workers re- ceiving not less than 147s. 7d. per week of 44 hours.							
1st six months	.. 79 1								
2nd	.. 92 4								
and thereafter the minimum wage.									

* Except those subject to the jurisdiction of the Apprenticeship Commission.

LIMITATION OF HOURS OF EMPLOYMENT.

3. No employee shall be employed at bread making or baking, as defined in clause 10 hereof during the hours specified hereunder, viz. :—

- (a) (i) Between the hours of 4 p.m. on the day preceding an ordinary day and 4 a.m. on such ordinary day, and,
 - (ii) after 4 p.m. on such ordinary day.
- (b) (i) between the hour of 4 p.m. and midnight on the day preceding a double day or between the hours of 4 p.m. and 10 p.m. on the day preceding a treble day, and,
 - (ii) after noon on such double or treble day.
- (c) (without affecting the generality of the foregoing), between the hours of 12 noon on the Monday preceding the third Wednesday in January and 4 a.m. on the next succeeding Thursday.

HOURS OF WORK.

4. That the number of hours to be worked on each day (including the time spent at the doughmaking necessary for such day's work) shall be :—

	Apprentices.	Other Employees.
Ordinary days	7 hours	7 hours
Double days	9 "	10 "
Treble days	9 "	10 "

OVERTIME.

5. (a) That any employee (other than an apprentice) who works either—
- (i) for any time in excess of the number of hours fixed in clause 4, or alternatively,
 - (ii) during any week for any time in excess of 44 hours,
- shall be paid for such extra time at the wages rate of double time.
- (b) That any apprentice who works on any one day for any time in excess of the number of hours fixed in clause 4 shall be paid for such extra time at the rate of 6s. per hour.

WEEKLY HOURS.

6. That the number of hours to constitute an ordinary week's work shall be 44.

TIME RATE.

7. (a) That any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 22 hours, at the ordinary wages rate with an addition of 33 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.

(b) In addition to any other rate to which he is entitled, any person employed for not more than 22 hours in any one week shall be paid, in respect of each night he is employed, fares from the Trades Hall, Melbourne, to his place of employment and return to the Trades Hall, Melbourne, by the cheapest means of regular rail, tram, or bus service available to him at the times of beginning or ending work as the case may be.

This shall include the fare charged by any available all-night service to employees travelling outside the times of ordinary services.

Provided that this sub-clause shall apply only to work done within the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder and such portion of the City of Sandringham as is not included within the said District.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

8. (a) That payment for all work done on New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, or Boxing Day, shall be at the rate of double time; but if by Act of Parliament or Proclamation any other day be substituted for any of the abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

(b) When two or more holidays as provided for in clause 8 (a) occur in any one week, an employee shall be paid a full week's wages in addition to any penalty rates to which he may be entitled in such week; provided that any employee covered by this sub-clause who loses time during such week without the approval of his employer, shall be paid pro-rata for the work performed by him in such week.

UNION REPRESENTATIVE.

9. That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, shall be permitted to inspect the time-book and conditions relating to the persons employed therein, and interview employees where breaches or suspected breaches of this Determination are occurring or suspected of occurring.

DEFINITIONS.

10. (a) "Foreman" shall mean a person in charge of a bakehouse. No person shall be classed as a foreman unless he is a tradesman, and is present during substantially the whole of the working hours.

(b) "Double day" shall mean a day on which bread is baked to supply all the employer's customers for two days so as to obviate the necessity for any work being done on the following day.

(c) "Treble day" shall mean a day on which bread is baked to supply all the employer's customers for three or more days so as to obviate the necessity for any work being done on the following two days.

(d) The making of bread shall be deemed to mean each of the following acts :—

- (i) the dividing of bread dough;
- (ii) the weighing of bread dough;
- (iii) the kneading or moulding of bread dough;
- (iv) the placing of bread dough in boxes or tins or on trays.

(e) The baking of bread shall be deemed to mean :—

- (i) the setting of dough in the oven;
- (ii) the withdrawal of bread from the oven.

ANNUAL HOLIDAYS.

11. 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.

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

(b) 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 twelve 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 23th December, 1944, shall be disregarded.

REST PERIODS.

13. That on double and triple days, employees shall be allowed two rest periods of ten minutes each which shall be counted as part of time worked. One of such rest periods shall be taken before the meal interval, and the other rest period shall be taken after the meal interval.

MEAL INTERVAL.

14. That a meal interval of not more than thirty minutes shall be allowed after the completion of not less than 2½ hours' work and not more than 5 hours' work.

CONTINUITY OF WORK.

15. The work of each employee (except a doughmaker) on each day or shift, shall be continuous with the customary break for a meal.

CLOTHING ALLOWANCE.

16. An employee who works for more than 22 hours in any week for the same employer shall be paid an allowance of three shillings per week towards the cost of laundering and/or maintenance of working clothes; provided an employee who works for less than 22 hours in any week shall be paid sixpence for each night he is employed, with a maximum of 3s. per week.

WITHIN THE AREA SET OUT IN NOTE (1) (b).

17 WAGES.—										
Apprentices.			Improvers.			Other Employees.				
	Per Week of 44 Hours.			Per Week of 44 Hours.						
	s. d.			£ s. d.						
1st Year—			1st year ..	..	} 6 3 3	Foremen or single hands ..	3s. 5½d. per hour, or 151s. 3d. per week of 44 hours.		
1st six months ..	29 1		2nd		} 3s. 2½d. per hour, or 142s. 1d. per week of 44 hours.	Makers or bakers of rye bread, Vienna bread, or rolls			
2nd	29 9		3rd			} 3s. 2½d. per hour, or 142s. 1d. per week of 44 hours.	Doughmakers		
2nd Year—			4th				Persons not provided for elsewhere in this Determination		
1st six months ..	31 10		PROPORTION (within any factory or place).							
2nd	35 11		One improver to every eight workers receiving not less than 142s. 1d. per week of 44 hours.							
3rd Year—										
1st six months ..	40 8									
2nd	48 0									
4th Year—										
1st six months ..	56 1									
2nd	65 10									
5th Year—										
1st six months ..	77 6									
2nd	90 5									
and thereafter the minimum wage.										
PROPORTION.										
One apprentice to every three or fraction of three workers receiving not less than 142s. 1d. per week of 44 hours.										

OVERTIME.

18. (a) That any employee (other than an apprentice) who works in any week for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half.

(b) That any apprentice who works in any week for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half for the first four hours, and thereafter at the rate of double time.

WEEKLY HOURS.

19. That the number of hours to constitute an ordinary week's work shall be 44.

TIME RATE.

20. That any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 22 hours, at the ordinary wages rate with an addition of 33 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.

UNION REPRESENTATIVE.

21. That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, shall be permitted to inspect the time-book and conditions relating to the persons employed therein, and interview employees where breaches or suspected breaches of this Determination are occurring or suspected of occurring.

SUNDAY WORK.

22. The Board determines, pursuant to the provisions of section 9, Act 4461, that, where a public holiday occurs upon a Tuesday, bread may be made or baked on the preceding Sunday after the hour of 8 p.m.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

23. (a) That double time shall be the rate payable for all work done on New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, or Boxing Day; but if by Act of Parliament or Proclamation any other day be substituted for any of the abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

(b) When two or more holidays as provided for in clause 23 (a) occur in any one week, an employee shall be paid a full week's wages in addition to any penalty rates to which he may be entitled in such week; provided that any employee covered by this sub-clause who loses time during such week without the approval of his employer, shall be paid pro rata for the work performed by him in such week.

ANNUAL HOLIDAYS.

24. 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.

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

(b) 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 twelve days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to the 28th December, 1944, shall be disregarded.

MEAL INTERVAL.

26. That a meal interval of not more than thirty minutes shall be allowed after the completion of not less than 2½ hours' work, and not more than 5 hours' work.

CONTINUITY OF WORK.

27. The work of each employee (except a doughmaker) on each day or shift, shall be continuous with the customary break for a meal.

CLOTHING ALLOWANCE.

28. An employee who works for more than 22 hours in any week for the same employer, shall be paid an allowance of three shillings per week towards the cost of laundering and /or maintenance of working clothes, provided an employee who works for less than 22 hours in any week shall be paid sixpence for each night he is employed, with a maximum of 3s. per week.

DEFINITION.

29. "Foreman" shall mean a person in charge of a bakehouse. No person shall be classed as a foreman unless he is a tradesman, and is present during substantially the whole of the working hours.

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

J. V. WILLOX, Secretary.

Melbourne, 15th January, 1947.



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FRIDAY, FEBRUARY 7.

[1947

Factories and Shops Acts.

DETERMINATION OF THE BREAD CARTERS BOARD.

NOTES.—(1) This Determination applies to the whole of the State of Victoria.

(2) On the 18th day of December, 1944, the Bread Carters Wages Board, the Determination of which was operative over an extended area, was appointed to take the place of the Bread Carters Board appointed on the 18th August, 1908, the Determination of which was limited to portion of the State only.

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—

- (i) wheresoever employed in carting or driving or assisting in carting or driving or in delivering bread in connexion with the business of a baker or a seller of bread;
- (ii) employed in or in connexion with any stable in which are stabled the horses used in his trade or business by a baker or a seller of bread"—

has made the following determination, namely:—

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

This Section applies to:—

- (a) The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts; such portions of the City of Sandringham as are not within the said Metropolitan District; the Cities of Ballarat, Bendigo, Chelsea, Mildura, Mordialloc, and Warrnambool; the town of Hamilton; the boroughs of Colac, Eaglehawk, Echuca, Sebastopol, and Wonthaggi; the Township of Kangaroo Flat in the Shires of Marong and Strathfieldsaye;
- (b) the shires or portions of the shires (if any) set forth below in the column opposite the name of the shire:—

Name of Shire.	Shire or Portion of the Shire within which Determination shall be Operative.
Ballarat	Such portions as are within a radius of 3 miles of the Ballarat Post Office
Bungaree	
Buninyong	
Grenville	
Colac	
Dandenong	Such portions as are within a radius of 2 miles of the Colac Post Office
Frankston and Hastings	The whole of the Shire
Hampden	The Seaford Riding and the Township of Frankston
Huntly	Such portions as are within a radius of 2 miles of the Camperdown Post Office
Mildura	Such portions as are within a radius of 10 miles of the Bendigo Post Office
Mulgrave	The Township of Merbein and such portions of the Shire as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively
South Barwon	The whole of the Shire
Werribee	Such portions as are NOT within the said Geelong District, but are within a radius of 5 miles of the Geelong Post Office
	Such portions as are within a radius of 3 miles of the Altona Post Office

1.

Improvers.*		Other Employees.				
WAGES.		—	WAGES.		WEEKLY HOURS.	
Mildura District.	Elsewhere.		Mildura District.	Elsewhere.	During a week in which the Bread Carters' Statutory Holiday is observed.	During any other week.
Per week. s. d.	Per week. s. d.		s. d.	s. d.		
14 and under 21 years of age .. 85 6	14 and under 21 years of age .. 94 6	Stable Workers	99 0	107 0	48	48
		All Others	116 0	124 0	46	50

PROPORTION—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving not less than the minimum wage.
Improvers shall be subject to the hours per week fixed for their respective sections.

* The Board has determined that no person shall be taken on as an apprentice.

TIMES OF BEGINNING AND ENDING WORK.

2. That the times of beginning and ending work for all persons (other than stable workers) shall be :—

Time of beginning.	Time of ending.
5 a.m. ..	6 p.m. on ordinary days.
5 a.m. ..	7 p.m. on days during which bread for more than one day's consumption is delivered.

NOTE.—Section 32, Act 4275, provides that within the Metropolitan District :—

Every person—

- (a) who before six o'clock in the morning or after six o'clock in the evening on any day carts or delivers bread on sale whether in a retail or wholesale way, and whether the same has been paid for or is to be paid for on or after delivery; or
 - (b) who causes any bread to be so carted or delivered—
- shall be guilty of an offence. Penalty: Minimum one pound, maximum five pounds.

OVERTIME.

- 3. (a) For stable workers—
In excess of 48 hours in any week 9d. per hour in addition to ordinary rates.
- (b) For any other person—
Outside the hours fixed as the times of beginning and ending work .. 3s. per hour.
Within the hours fixed, in excess of the number of hours fixed as the week's work 9d. per hour in addition to ordinary rates.

ALLOWANCE.

4. Any employee who is required to wear clean washable outer garments shall be paid 1s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

5. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Show Day (in such localities mentioned in the Twelfth Schedule to the *Public Service Act* 1928 as are within the area to which this Section applies), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

MEAL TIME.

6. Not more than one hour per day shall be deducted for meals.

TIME RATE.

7. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 24 hours, at the ordinary rate with an addition of 33 per centum.

For the time worked beyond the 24 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Section for an ordinary's week's work, together with any overtime rate which is applicable.

SICK LEAVE.

8. 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 a doctor's certificate stating that his or her non-attendance was due to personal ill health 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 four days in each year.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

9. Thursday, at 5.30 p.m., shall be the day and the latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

10. 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, as the case may be, in lieu thereof.

ANNUAL HOLIDAYS.

11. 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.

UNION REPRESENTATIVE.

12. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Section to inspect the entries in the time-book required to be kept under the provisions of the *Factories and Shops Acts*.

DEFINITION.

13. The expression "Mildura District," wherever occurring herein, shall be deemed to mean—
 (a) the City of Mildura, and
 (b) the Township of Merbein in the Shire of Mildura and such portions of the said Shire as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.

SECTION 2.

14. This Section applies to all other parts of Victoria.

* Improvers.		Other Employees.				
Wages.		Weekly Hours.				
<i>s. d.</i>		Wages.	During a Week in which Carters' Holiday is Observed.	During a Week in which Carters Receive a Half-holiday as Referred to in Clause 24.	During any Other Week.	
Under 16 years of age	43 6					
16 years and under 17 years of age	54 3					
17 years and under 18 years of age	65 3					
18 years and under 19 years of age	76 0					
19 years and under 20 years of age	86 9					
20 years and under 21 years of age	97 9					
Proportion.—Wherever this section applies :—						
One Improver to every four or fraction of four workers receiving not less than the minimum wage.		Stable workers ..	<i>s. d.</i> 93 0	48	48	48
Improvers shall be subject to the hours per week as provided for other employees.		All others ..	108 0	46	48	50
* The Board has determined that no apprentice shall be taken to this Section.						

TIMES OF BEGINNING AND ENDING WORK.

15. The times of beginning and ending work for all persons (other than stable workers) shall be—
 Time of Beginning. Time of Ending.
 5 a.m. 7 p.m.

OVERTIME.

16. (a) For stable workers—
 In excess of 48 hours in any week 9d. per hour in addition to ordinary rates.
 (b) For any other person—
 Outside the hours fixed as the times of beginning and ending work .. 3s. per hour all inclusive.
 Within the hours fixed, in excess of the number of hours fixed as the week's work 9d. per hour in addition to ordinary rates.

ALLOWANCE.

17. Any employee who is required to wear clean washable outer garments shall be paid 1s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

18. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Show Day (in such localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* as are within the area to which this Section applies), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

MEAL TIME.

19. Not more than one hour per day shall be deducted for meals.

SICK LEAVE.

20. 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 a doctor's certificate stating that his or her non-attendance was due to personal ill health 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 four days in each year.

For the purposes of this clause service prior to 22nd February, 1945, shall not be taken into account.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

21. Thursday, at 5.30 p.m., shall be the day and latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

22. 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, as the case may be, in lieu thereof.

ANNUAL HOLIDAYS.

23. 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.

WEEKLY HOLIDAY.

24. In all places where Section 212 of the *Factories and Shops Act* does not apply the employer shall grant to each carter coming under this Section a half-holiday each week. The day of such half-holiday is not to be changed by the employer unless he gives to his carters one month's previous notice of such change.

UNION REPRESENTATIVE.

25. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Determination to inspect the entries in the time-book required to be kept under the provisions of the *Factories and Shops Acts*.

SECTION 3.

All Persons to whom this Determination Applies.

PERIODICAL ADJUSTMENT OF WAGES.

26. The wages rates for adults set out in clauses 1 and 14 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 27. Provided that the wages of improvers, set out in clauses 1 and 14, shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

BASIC WAGE.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 26.

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

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

J. V. WILLOX, Secretary.

Melbourne, 15th January, 1947.



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FRIDAY, FEBRUARY 7.

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Factories and Shops Acts.

DETERMINATION OF THE CONDENSERIES BOARD.

NOTES.—(a) On 18th July, 1938, the Butter Board was deprived of the power to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Butter Factories Board and the Retail Dairy Board) wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale condensed milk, sterilized milk, dried milk, milk sugar, sterilized cream, or any other milk product,” and such power was conferred exclusively on the Condenseries Board.

(b) 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 has the power to determine the lowest prices or rates which may be paid to any persons (other than persons subject to the jurisdiction of the Butter Factories Board and the Retail Dairy Board) wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale condensed milk, sterilized milk, dried milk, milk sugar, sterilized cream, or any other milk product, including the treatment of bulk milk for wholesale distribution, has made the following Determination, namely:—

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

Apprentices or Improvers.			Juvenile Workers.				Other Employees.			
WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
		Shift Workers.			Males.	Females.			Shift Workers.	All Others.
		<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>
Under 16 years	..	52 0	Under 16 years	..	43 6	38 3	Milk or cream grader, tester or neutralizer	..	141 0	130 0
16-17 years	..	60 3	16-17 years	..	48 9	41 9	Foreman of shift or department	..	141 0	130 0
17-18	..	68 9	17-18	..	60 3	47 3	Operator of any of the following machines:—			
18-19	..	90 6	18-19	..	66 6	55 9	Milk drier (roller system)	..	134 0	123 0
19-20	..	100 9	19-20	..	78 3	60 3	Milk drier (spray system)	..	135 0	124 0
20-21	..	107 0	20-21	..	89 3	67 0	Assistant to milk drier (spray system)	..	134 0	123 0
							Sugar boiler	..	129 0	118 0
							Vacuum pan—condensery	..	136 0	125 0
							Vacuum pan-dried milk	..	135 0	124 0
							Vacuum pan-milk sugar	..	135 0	124 0
							Evaporator	..	134 0	123 0
							Homogenizer or visiolizer	..	132 6	121 6
							Cream retort	..	129 0	119 0
							Powder sifter	..	127 0	117 0
							Tubular heater or ejector	..	129 0	118 0
							Separator	..	127 0	116 0
							Pasteurizer	..	127 0	116 0
							Weighing machine (milk receiving)	..	134 0	123 0
							Wire-hoopers, storeman, stackers or peckers	..	128 0	117 0
							Washers of vacuum pan, vacuum holding vats, or evaporator	..	129 0	118 0
							Male adult washing or sterilizing cans or bottles	..	128 0	117 0
							All other male adults not covered by a Determination of any other Wages Board	..	126 0	115 0
							Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman	..	..	84 6
							Females operating dried milk automatic filler	..	..	81 3
							All other females	..	..	78 9

Other Employees.

WAGES PER WEEK OF 44 HOURS.

Female workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.

Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

Persons employed clearing or cleaning horizontal drying boxes shall be paid 3s. 6d. per week for mid-clearance, or 2s. per week for morning clearance, in addition to their ordinary weekly wage.

Persons operating more than two vacuum pans shall be paid 4s. per pan extra.

Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed cleaning milk tankers and vacuum pan vapour pipes, when the employee enters the latter, shall receive 9d. for each clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed on a Dennington Spray Control floor shall be paid 15s. per week additional to the rates for milk drier (spray system).

Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.

Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.

DEFINITIONS.

3. "Juvenile worker" means a person under 21 years of age (other than an apprentice or improver) employed at—

Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles;

Stamping or branding tins, cartons, cases, bottles, or labels;

Stamping, branding, lining, or nailing-up boxes or shooks;

Handling empty tins, cans, cases, crates, jars, moulds, boxes, or cartons;

Feeding or assisting on machines; or

Feeding or taking away from automatic machines.

- "Ordinary Worker" means a person—

(a) who works 8 hours 48 minutes between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday when the ordinary week's work is performed in five days;

(b) who works 8 hours between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday, and 4 hours on Saturday when the ordinary week's work is performed in 5½ days.

"Shift worker" means a person other than an ordinary worker. Males under 21 years of age (other than an apprentice or improver 18 years of age or over), or females of any age shall not be employed on shift work.

OVERTIME.

4. The following rates shall be paid—

- (a) To "ordinary workers" for all time worked—

Outside the times of beginning and ending work as fixed in Clause 3	} Time and a half.
Within the times of beginning and ending work so fixed in excess of 4 hours on Saturday and 8 hours on the other working days where an ordinary week's work is worked in		
5½ days and for all time worked on Saturday and in excess of 8 hours 48 minutes on		
Monday to Friday (inclusive) where an ordinary week's work is worked in five days		

Provided that double time shall be paid for all work done on Saturday after 12 noon.

- (b) To "shift workers" for all time worked in excess of 7 hours 20 minutes on any day . . . Time and a half.

- (c) An employee shall not be required to work more than 12 hours' overtime per week; for shift workers this overtime shall be in addition to 7 hours 20 minutes per day for each of seven days.

MEAL INTERVAL.

5. An interval of 45 minutes shall be granted for meals between the hours of 12 noon and 1.30 p.m., provided that females and juveniles shall be granted such interval not more than 4½ hours after starting work. Shift workers shall be allowed 45 minutes for each meal; such meal time to be not less than three hours, or more than five hours from the time of beginning-work.

Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for meal.

CRIB TIME.

6. An ordinary worker who commences work at 6 a.m. or earlier shall be allowed a rest interval of 15 minutes at not more than three hours from the time of commencing work.

MORNING TEA.

7. Tea shall be made available each morning for female employees.

CONTINUITY OF WORK.

8. The work of each day or shift shall be continuous with the customary break for a meal.

TIME WAGES.

9. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight on Sunday and midnight on Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

MEAL ALLOWANCE.

10. Any employee required to work more than 60 minutes' overtime after the usual finishing time shall be paid, in addition to the overtime payable, an allowance of 1s. 6d. for a meal.

WAITING TIME.

11. When an employee is called to work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time on duty.

ALLOWANCE.

12. When an employee is required by law or by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be provided by the employer.

PAYMENT OF WAGES.

13. All wages shall be paid weekly.

TERMINATION OF EMPLOYMENT.

14. 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 employee.

WASHING AND DRINKING FACILITIES.

15. Adequate drinking and washing facilities shall be provided in each factory or department. All employees handling briquettes or coal shall be allowed seven minutes' washing time at the conclusion of the day's work. Where conditions of labour warrant their use, changing accommodation and showers shall be provided by the employer.

TIME BOOK OR OTHER RECORD.

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

INSPECTION OF TIME BOOK.

17. The Secretary, Assistant Secretary, or Organizer of the Federated Cold Storage and Meat Preserving Employees' Union of Australia, duly authorized in writing under the seal of the said Union, shall have access to the record of times recorded by the employees and the wages paid for a period of two months prior to date of inspection, provided that such inspection shall be made during the office hours of the factory, and not more than once in any fortnight. Authority shall be produced to the employer on demand.

VARIATION OF DETERMINATION.

18. Where the exigencies of the industry are such that the best interests of the employer's employees, and the community as a whole may be served by varying any part of this Determination by mutual consent, such variation may be mutually arranged by agreement with an officer of the Department of Labour, an officer of the Federated Cold Storage and Meat Preserving Employees' Union of Australia, and the employer or his representative. Full particulars of such variation are to be reported to and approved by the Chief Inspector of Factories or his deputy.

IMPROVER TO RECEIVE ADULT WAGE.

19. An improver employed at any class of work for which a certificate from the Department of Agriculture is required, shall, unless he is working under the direct supervision of an employee so qualified, be paid the rates of pay prescribed for such an adult employee.

LIFTING OF WEIGHTS.

20. No person under the age of eighteen years shall lift weights exceeding 30 lb. and no person between the age of 18 and 21 years shall lift weights exceeding 45 lb.

ANNUAL LEAVE.

21. Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted two weeks' holiday on full pay each year, and such holiday shall be given within three months of completion of each twelve months' service.

If the employee leaves or is dismissed before the expiration of twelve months, then such employee shall be given or paid for one day's holiday for each calendar month or part of a calendar month's service. Provided that an employee shall not be entitled to one day's holiday pay for part of a calendar month until he has completed three calendar months' continuous service with the same employer.

SICK LEAVE.

22. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his 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 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 ground of personal ill health or accident for more than four days in each year or a proportionately less time during any shorter period of employment. For the purposes of this clause the present "year" shall be deemed to have commenced on the 15th day of November, 1943, and each succeeding "year" on the 15th day of November of each such year.

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

(c) An employee shall not be entitled under this clause to paid leave of absence for any period in respect of which he is entitled to Worker's Compensation.

MIXED FUNCTIONS.

23. Where an employee is engaged in any one day or shift for more than two hours at work in a higher class than he is employed to perform, he shall be paid for the full day or shift at the highest rate payable for any such work under this Determination, but if he is so engaged for less than two hours he shall be paid at the rates fixed by this Determination only for the work he actually performs.

SPECIAL RATES.

24. (a) Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Christmas Day, Boxing Day, and a holiday to be fixed by each factory in lieu of King's Birthday in accordance with Clause 18: 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) Any employee who works part of a holiday shall be paid ordinary rate for remainder of the day.

(c) Any employee required to work on a Sunday shall be entitled to a minimum of an ordinary day's pay or work at special rate to enable him to earn such ordinary day's pay.

DAY OFF FOR SHIFT WORKERS (OTHER THAN THOSE REFERRED TO IN CLAUSE 27.)

25. Seven day shift workers shall be entitled to one day off without pay in each fortnight on any one of the days Monday to Saturday (both inclusive). The period of working time on such day off shall,

(i) be taken into account for the purpose of prohibiting an employee from claiming benefits under the provisions of Clause 4, and,

(ii) count as time worked for the purpose of Clause 26.

If work is performed on such day off it shall be paid for at the rate of time and a half.

DOUBLE TIME FOR CERTAIN SUNDAY WORK.

26. Notwithstanding the provisions of Clause 24 of this Determination, an employee who works on a Sunday shall be entitled to payment at the rate of double time for such Sunday work as shall be in excess of 44 hours worked since the previous Sunday exclusive of any overtime worked by him on Monday to Saturday both inclusive.

SPECIAL PROVISIONS FOR EMPLOYEES ON A DENNINGTON SPRAY CONTROL FLOOR.

27. Notwithstanding the provisions of clauses 9, 24 and 26 of this Determination an employee on a Dennington Spray Control floor shall:—

- (i) be required to work on Sundays,
- (ii) be entitled to one day off between Monday and Saturday inclusive each week,
- (iii) be entitled to payment at the rate of double time for such Sunday work as shall be in excess of 44 hours, less the day off referred to herein, worked since the previous Sunday exclusive of any overtime worked by him on Monday to Saturday both inclusive, and
- (iv) when required, work in other departments at the rates prescribed for such work in such departments.

PERIODICAL ADJUSTMENT OF WAGES.

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

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in clause 28.

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

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

J. V. WILLOX, Secretary.

Melbourne, 10th January, 1947.



VICTORIA
GOVERNMENT GAZETTE.

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[1947

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE 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 has the power to determine the lowest prices or rates which may be paid to:—

- (1) any person employed in wholly or partly preparing or manufacturing any article of furniture or in repairing any new or secondhand article of furniture, usually made or partly prepared by cabinet-makers, chair and couch makers, upholsterers, wood carvers, french-polishers, and wood turners;
- (2) any person or persons or classes of persons employed in—
 - (a) fixing or repairing new or secondhand furniture or seating in buildings; or
 - (b) french, wax, or lacquer polishing new or secondhand furniture or fittings in or in connexion with buildings;
- (3) any person or persons, or classes of persons, employed in the trade of designing, making, painting, or decorating—
 - (a) furnishing accessories or novelties, wholly or partly made of wood, such as nut bowls, smokers' or ornamental stands, or fancy boxes;
 - (b) domestic woodware, such as bread boards or salt boxes;
 - (c) walking sticks;
- (4) any person employed in wholly or partly preparing or manufacturing furniture timbers cut to size, veneers, veneered panels, plywood or coreboard, but not including persons subject to the determination of any other Wages Board heretofore appointed;
- (5) any person or persons or classes of persons employed in the manufacturing processes of a maker of overmantels and of wood mantelpieces (other than wood mantelpieces to be painted, such as usually made in sawmills) or in repairing any such overmantels or wood mantelpieces;
- (6) any persons or persons, or classes of persons, employed in the manufacturing of wire mattresses;
- (7) any person employed in the manufacture of mattresses or bedding;
- (8) females employed as upholstresses, whether as carpet hands, table hands, or drapery hands; and males employed in planning and laying floor coverings, or fixing draperies, blinds, or screens; and males or females employed in making blinds; but not including persons subject to the jurisdiction of the Tentmakers Board;
- (9) any person or persons or classes of persons employed either inside or outside a factory or workroom in the process, trade, or business of a maker of picture frames, including art pictures frames, framed mirrors, and overmantels other than overmantels usually made by cabinet-makers,

has made the following Determination namely:—

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

2.

APPRENTICES AND IMPROVERS.

WEEKLY WAGES.				PROPORTION (in any place).	
APPRENTICES.				APPRENTICES.	
	Males.	Females.			
	<i>s. d.</i>	<i>s. d.</i>			
First year	22 6	21 7	<p><i>Males.</i> One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><i>Females.</i> One female apprentice to every female worker receiving not less than the minimum wage.</p> <p><i>IMPROVERS.</i> <i>Males.</i> One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed. Provided also that— In the case of the bedding and wire mattress section where no apprentices are employed, one male improver shall be allowed to every four or fraction of four workers receiving not less than the minimum wage. In the picture frame section one male improver shall be allowed to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Females.</i> One female improver to every six or fraction of six female workers receiving not less than the minimum wage. Provided that in the bedding and wire mattress section where no female apprentices are employed, one female improver shall be allowed to every four or fraction of four workers receiving not less than the minimum wage.</p>		
Second year	34 1	32 8			
Third year	45 5	37 8			
Fourth year	67 11	48 10			
Fifth year	89 10	56 0			
And thereafter the minimum wage.					
IMPROVERS.					
	Males.	Females.			
	<i>s. d.</i>	<i>s. d.</i>			
Under 16 years of age	20 3	18 0			
16 and under 17	22 6	21 7			
17 and under 18	34 1	32 8			
18 and under 19	45 5	37 8			
19 and under 20	67 11	48 10			
20 and under 21	89 10	56 0			

3.

OTHER EMPLOYEES.

	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Murrumbidgee and Gippsland Districts.	Elsewhere in Victoria.
GROUP "A" GENERAL FURNITURE SECTION.		
<i>Males.</i>		
	<i>£ s. d.</i>	<i>£ s. d.</i>
Operator of Boulton's carver or shaping machine	6 19 0	6 16 0
Moulding machinist—		
(a) who grinds his own cutters	6 19 0	6 16 0
(b) who does not grind his own cutters	6 10 0	6 7 0
Cabinet-maker, wood carver, chair-frame maker (other than stuffover chair-frame maker)	6 19 0	6 16 0
Stuffover chair or couch frame maker	6 7 0	6 4 0
Polishers required to spirit off or acid off	6 19 0	6 16 0
Other polishers	6 10 0	6 7 0
Upholsterer	6 14 0	6 11 0
Wood turner, painter, assembler	6 10 0	6 7 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, mortiser, or glue jointer	6 7 0	6 4 0
Persons setting up or operating copying or automatic lathe	6 7 0	6 4 0
Persons cramping furniture or chairs	6 7 0	6 4 0
Persons packing mantelpieces or overmantels	5 14 0	5 11 0
Persons rubbing down, filling, varnishing, or staining	6 2 0	5 19 0
Sprayhands, staining or lacquering	6 7 0	6 4 0
Veneer cutters, matchers, layers or gluers engaged in the preparing or making of veneered panels, or plywood, or coreboard, or partly prepared timber, or parts of furniture timbers cut to size	6 7 0	6 4 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber or furniture timbers cut to size	6 7 0	6 4 0
Timber bender, operator or sander, boring, or any other machine not provided for above	5 19 0	5 16 0
Stackers, yardmen	5 9 0	5 6 0
All others	5 9 0	5 6 0
<i>Females.</i>		
Female employed as upholstress	3 7 0	3 5 6
Female employed as veneer matcher	3 7 0	3 5 6
Female employed in designing, making, painting or decorating—		
(a) furnishing accessories or novelties	3 7 0	3 5 6
(b) domestic woodware	3 7 0	3 5 6
(c) walking sticks	3 7 0	3 5 6

OTHER EMPLOYEES—continued.

	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
GROUP "B" BEDDING AND WIRE MATTRESS SECTION.		
<i>Males.</i>		
Bedding hands engaged in tufting or quilting, including repairers	£ s. d. 6 3 6	£ s. d. 6 0 6
Operator of Boulton's carver or shaping machine	6 19 0	6 16 0
Moulding machinist—		
(a) who grinds his own cutters	6 19 0	6 16 0
(b) who does not grind his own cutters	6 10 0	6 7 0
Operator of buzzer, planer, thicknesser, circular saw, tenoner, or mortiser	6 7 0	6 4 0
Operator of sander, boring, or any other machine not otherwise specified	5 19 0	5 16 0
Wireweaver	6 3 6	6 0 6
Stretcher-up, tacker-on, splitter-up, or varnisher	6 2 0	5 19 0
Spray hands	6 7 0	6 4 0
All others	5 9 0	5 6 0
<i>Females.</i>		
Females	3 7 0	3 5 6
GROUP "C" CARPET PLANNING SECTION.		
<i>Males.</i>		
Carpet planner	6 19 0	6 16 0
Cutter of loose covers or curtains or drapes	6 12 0	6 9 0
Persons mounting, making or hanging blinds, fixing drapes and screens, or laying floor covers	6 7 0	6 4 0
All others	5 9 0	5 6 0
<i>Females.</i>		
Females	3 7 0	3 5 6
GROUP "D" PICTURE FRAMES SECTION.		
<i>Males.</i>		
Compo workers	5 19 0	5 16 0
Fitters up	5 19 0	5 16 0
Gilders or bronzers	6 2 0	5 19 0
Mount cutters	6 2 0	5 19 0
Mounters	5 19 0	5 16 0
Joiners	6 2 0	5 19 0
Persons working at—		
Band or jig saws	6 7 0	6 4 0
Other saws	6 2 0	5 19 0
Moulding machines	6 7 0	6 4 0
Shaping machines	6 13 0	6 10 0
Stainers who mix and apply stain and finish any kind of wood or compo	6 2 0	5 19 0
Wood turners	6 10 0	6 7 0
All others	5 9 0	5 6 0
<i>Females.</i>		
Females	3 7 0	3 5 6

DEFINITIONS.

4. A chairmaker is an employee who makes any class of chairs other than those in which the woodwork is wholly prepared by machines and set up by assemblers.

A stuffer chair and couch frame maker is a person who makes frames on which the upholsterers cover all the woodwork except the legs or feet and of which the woodwork is prepared by machines.

A varnisher is a person employed solely coating with a brush or dipping parts of or completed articles of furniture of any class covered by this Determination with any oil or spirit varnish, lacquer, or substitute for such oil or spirit varnish or lacquer.

ORDINARY WEEK'S WORK.

5. The number of hours to constitute a week's work shall be as follows:—

Males	44 hours	} To be worked between the times of beginning and ending work shown below.
Females	44 hours	
Times of beginning.		Times of ending.
7.30 a.m.		5 p.m. Mondays to Fridays.
7.30 a.m.		12 noon Saturdays.

OVERTIME.

6. Except in the case of shift work all time worked—

- (a) Before or after the usual times of beginning and ending work;
- (b) In excess of nine hours per day;
- (c) In excess of 44 hours in any week;

shall be paid for at the rate of time and one half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause 18 shall be paid for at the rate of double ordinary time.

No person under the age of seventeen years shall be permitted to work more than four hours overtime in any week.

SHIFT WORK.

7. Shift work may be worked subject to the following conditions :—

- (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid at the rate of time and a half.
- (b) Except as hereinafter provided, for any afternoon or night shift which has been in operation for five successive shifts or more and less than one month ten per cent. more than ordinary rates shall be paid and after such shifts have continued for more than one month seven and one-half per cent. more than ordinary rates shall be paid.
- (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
- (d) Employees who during a period of engagements work only on night shifts shall be paid at the rate of time and a quarter.
- (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid ten per cent. above ordinary rates for both shifts.
- (f) When employees work day and afternoon shifts only they shall change over week and week about and shall be paid ten per cent. extra for afternoon shifts.
- (g) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employee working on shift shall not exceed—
 - (i) Eight in any one day ; or
 - (ii) 48 in any one week ; or
 - (iii) an average of 44 per week during any period of three weeks of such employment upon such shifts.

TEA MONEY.

8. All employees required to work beyond the usual time of ending work shall be allowed 2s. tea money in addition to overtime rates as prescribed for in this Determination when the usual time of ending work is exceeded by two hours.

TERMS OF ENGAGEMENT.

9. Except as herein in this Determination provided, all employees shall be employed by the week. Employees to become entitled to the weekly wage prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wage shall not apply to any employee of such establishment or department during such periods.

Employment for the first two weeks of service at any time shall be from hour to hour at the weekly rate fixed.

Notwithstanding anything herein contained employees engaged on the making of refrigerators may be employed on hourly hiring provided that they are paid at the rate of 5s. per week extra (with a proportionate amount added to the wages of juveniles) when so employed, such payment to be compensation for sick pay and public holiday pay, but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

CASUAL LABOUR.

10. Casual labour at hourly rates may be engaged, provided the rates are 10 per cent. higher than those prescribed for weekly hands.

Casual labour means labour where an employer does not provide a full week's work, but does not include a weekly hand whose engagement is terminated in the middle of a week.

TERMINATING EMPLOYMENT.

11. Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

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

Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

Should an employee be dismissed during the course of a week, any wages due to him or her shall be paid to him or her forthwith or shall be posted to him or her within 24 hours.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

12. Any employee who is employed on any holiday specified in clause 18 shall be paid at the rate of the ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

MIDDAY MEAL.

13. An interval of not less than 30 minutes shall be allowed for the midday meal between the hours of 12 noon and 2 p.m.

REST PERIOD.

14. When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period the employees may leave their seats, but not the premises.

MIXED FUNCTIONS.

15. (a) Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination ; but if he or she is engaged for less than half of any such week, he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(b) An assembler engaged up to twenty-five per cent. of his time in trimming straight square edges and making minor adjustments shall be paid the rate prescribed for an assembler. If so engaged more than twenty-five per cent., and not more than fifty per cent. of his time he shall be paid cabinet makers' rates for the time so engaged. If more than fifty per cent. of his time is so occupied he shall be paid cabinet makers' rates for the full time worked.

MATERIALS TO BE PROVIDED.

16. Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or secondhand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at french-polishing shall be supplied with all materials, including rags, brushes, and kit-box.

ALLOWANCES FOR TRAVELLING TIME AND BOARD.

17. All time reasonably occupied by an employee in travelling to or from work outside the factory and outside ordinary hours and in travelling to and from work in a country district if engaged in the metropolitan district for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and a half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the factory, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the factory.

All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost (if any) incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his or her home for a night shall be paid to the employee.

The fares allowed shall be first class where the employee has to travel all night in connexion with his or her employer's business, and in other cases the fares shall be second class.

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working.

When it is more convenient for the employee to go direct to the job from his or her home, he or she shall do so, and start and cease work at the usual times customary at the factory, provided that any extra expense incurred by him or her in travelling shall be borne by the employer.

HOLIDAYS, ANNUAL LEAVE AND SICK PAY.

Holidays.

18. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day. All work done on the said holidays shall be paid for at ordinary rates in addition to the provisions of sub-clause (c) hereof.

Annual Leave

(b) All weekly wage employees shall be granted their annual leave at Christmas time. Such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by sub-clause (a) hereof and if any of such holidays falls within the period of annual leave and is observed on a day which would have been an ordinary working day there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas—New Year holidays.

Loaded Rate to Provide Credits from which Payment for Holidays, Annual Leave and Sick Pay shall be Made.

(c) (i) Each weekly wage employee shall be credited by the employer with a sum equal to 4½ hours pay for each week of continuous service.

(ii) On or before the pay preceding a holiday, the amount of time that the employee will work short because of the holiday and the wage equivalent of such time shall be ascertained.

(iii) If on such pay day there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent, the employer shall on the next succeeding pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that the payments from credits in respect of Good Friday and Easter Monday shall be made on the pay day immediately preceding Good Friday.

(iv) If on such pay day the amount standing to such credit is less than such wage equivalent the employer shall on that pay day pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid.

(v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment, the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week's pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated the employer may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.

(vi) On the pay day preceding the Christmas holidays the employer shall pay to the employee such amount as is then standing to the employee's credit, plus credits up to the end of the 52nd week in the year.

(vii) In the event of an employee being absent for any cause (other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year) the employer may reduce the amount to be credited to such employee by an amount pro rata to such absence.

PAY DAY.

19. All employees shall be paid weekly on any other day than Saturday.

No employer shall hold more than two days' pay in hand.

Any employee kept waiting for his or her pay on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime rates after that quarter of an hour and as for a quarter of an hour at least.

TIME BOOK OR RECORD.

20. (a) Employers shall provide at each shop, factory or place where work is being carried on a time book or record which shall contain a correct account of the hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the said Society suspects that a breach of this Determination has been or is being committed and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

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

RIGHT OF ENTRY OF UNION OFFICIAL.

21. A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions :—

- (a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer ;
- (b) That he interview employees only at the places where they are taking their meal ;
- (c) That not more than one representative in all 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 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.

DILUTION OF LABOUR.

22. For the period of the war employers may engage unskilled adult male labour at operations for which this Determination provides margins, subject to the following conditions :—

- (a) Dilutees may be introduced into the industry to a maximum extent of 10 per cent. of all adult male employees in any factory.
- (b) Dilutees shall be called trainees.
- (c) The basic wage adjusted in accordance with clause 25 shall be paid to trainees for the first three months of their employment and thereafter they shall be classified according to the particular work which they appear most suitable and be paid as follows :—
 - Second three months—Basic wage referred to above and 25 per cent. of the difference between such basic wage and the appropriate rate fixed for the class of work performed.
 - Third three months—Basic wage referred to above and 50 per cent. of the difference between such basic wage and the appropriate rate fixed for the class of work performed.
 - Fourth three months—Basic wage referred to above and 75 per cent. of the difference between such basic wage and the appropriate rate fixed for the class of work performed.
- (d) At the end of twelve months, trainees shall be paid the full Determination rates unless the employer desires to extend the period of training. In such case he shall have the right of appeal to a joint committee composed of four representatives respectively of employees and employers, appointed under the provisions of the Federal Award for the Federated Furnishing Trade Society of Australasia. In the event of such committee failing to agree on any matter, the members thereof shall have the right to submit any matter in dispute to this Wages Board.
- (e) All trainees engaged under this clause shall be registered by the joint committee.

PIECEWORK.

23. The employer may fix his own piecework prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory, whether they be apprentices or improvers on piecework, or otherwise.

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 109s., and in the case of females not less than 67s.

PERIODICAL ADJUSTMENT OF WAGES.

24. The wages rates set out in clause 3 are based upon the following basic wage for adult males and minimum wage for adult females, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, shall be automatically adjusted as proscribed by clause 25.

Place.	Needs Basic Wage for Adult Males and Minimum Wage for Adult Females (Adjustable).	Loading (Constant).	Total Basic Wage for Adult Males and Minimum Wage for Adult Females.	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne—	£ s. d.	£ s. d.	£ s. d.	Melbourne
Males	5 0 0	0 6 0	5 6 0	
Females	2 13 0	0 3 0	2 16 0	
Within 10 miles of G.P.O., Geelong, same as the contemporaneous basic wage and minimum wage for Melbourne				
Warrnambool, same as the contemporaneous basic wage and minimum wage for Melbourne				
Mildura and Gippsland districts, same as the contemporaneous basic wage and minimum wage for Melbourne				
Yallourn, until further order the same amount in excess of Melbourne as at present, viz., 6s 6d. per week				
Elsewhere, 3s. and 1s. 6d. respectively less than the contemporaneous basic wage and minimum wage for Melbourne				

ADJUSTMENT OF BASIC WAGE.

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

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

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

(d) The amounts of the weekly rates for apprentices and improvers shall be adjusted proportionately to the basic wage, and shall accord with the rates payable from time to time under the appropriate Award of the Commonwealth Court of Conciliation and Arbitration.

(e) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

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

J. V. WILLOX, Secretary.

Melbourne, 8th January, 1947.

