



# VICTORIA GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

## DETERMINATION OF THE CORDAGE BOARD.

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

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

1. That as from the beginning of the first pay period to commence on or after 1st January, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### JUNIORS.

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

Age.	Males.	Females.
	£ s. d.	£ s. d.
Under 16 years of age .. .. .	2 1 3	2 2 0
16 years of age .. .. .	2 7 9	2 7 3
16½ years of age .. .. .	2 12 0	2 11 3
17 years of age .. .. .	2 17 3	2 17 3
17½ years of age .. .. .	3 2 6	3 2 6
18 years of age .. .. .	3 8 6	3 7 3
18½ years of age .. .. .	3 16 9	3 12 6
19 years of age .. .. .	4 2 6	3 17 3
19½ years of age .. .. .	4 14 6	3 19 9
20 years of age .. .. .	5 0 3	4 2 6
20½ years of age .. .. .	5 12 0	4 5 6

Provided that after a junior employee has had two years' experience in the industry he or she shall be paid, in addition to the above rates, the margins prescribed for adults in clause 29 of this Determination.

Provided also that a junior female after four years' experience in the industry shall be paid the rates prescribed for an adult female in the classification in which she is employed.

### PROPORTION OF JUNIOR EMPLOYEES.

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

## OTHER EMPLOYEES.

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

## LIMITATION OF FEMALE WORK.

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

*Hard Fibre Departments.*

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

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

*Tow Department.*

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

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

*Soft Fibre Department.*

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

*Cordage Department.*

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

*Mat Department.*

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

**CONTRACT OF EMPLOYMENT.**

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

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

**CASUAL EMPLOYMENT.**

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

**MIXED FUNCTIONS.**

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

**PART-TIME EMPLOYMENT.**

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

- (a) They shall be employed for not less than 20 hours in any week.
- (b) They shall not be employed both on time work and piece work or both on time work and task work in any week.
- (c) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piece work rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (d) The payment or deduction of payment in lieu of notice of termination of employment shall be two-fifths of the pay of the preceding week of the employee concerned.
- (e) No employee employed or working as a full-time employee in any branch of the rope and cordage industry on or after the date of coming into operation of this Determination shall be employed or work as a part-time employee unless a permit in writing is obtained from the Wages Board permitting such employee to be employed or to work as a part-time employee.
- (f) The provisions of this Determination as regards annual leave sick leave and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave sick leave and in respect of holidays only at the wages rate actually being received by them at such time.
- (g) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

**HOURS OF DAY WORK.**

8. The hours for day work shall be 40 per week. Ordinary time shall be worked between the hours of 7.30 a.m. and 6 p.m. Monday to Friday both inclusive with one break for a meal between noon and 1 p.m. or as may be arranged between the employer and his employees and on Saturday between 7.30 a.m. and noon: Provided however that in any case where shift work is being worked and a shift commences not later than 4 p.m. then the ordinary time for day work may be between the hours of 6.30 a.m. and 4 p.m. on Monday to Friday both inclusive and 6.30 a.m. and noon on Saturday.

**NIGHT SHIFT HOURS AND CONDITIONS.**

9. (a) The hours of work on night shift shall be 40 per week. Employees on night shift shall be paid 15s. in addition to the wages prescribed for their ordinary hours of employment.

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

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

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

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

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

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

## OVERTIME AND SUNDAY RATES AND CONDITIONS.

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

- (a) Subject to clause 8 of this Determination hours of work shall be fixed by each employer for day work. For work performed outside the fixed hours, overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.
- (b) For work done outside the recognized hours of duty in any establishment on night shift, overtime shall be paid after 40 hours have been worked at the rate of time and a half for the first 4 hours and double time thereafter.
- (c) For all time of duty on Sunday, all employees shall be paid at the rate of double time for time actually worked with a minimum of 4 hours.
- (d) An employee required to work overtime for more than 2 hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 2s., or if work extends into a second meal hour 4s. for the two meals, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.
- (e) If an employee pursuant to notice has provided a meal or meals and is not required to work overtime, he shall be paid for each meal so provided at the rate provided in sub-clause (d) hereof.
- (f) For work done during meal hours and thereafter until a meal hour break is allowed employees shall be paid at the rate of time and a half. An employee shall not work for more than 6 consecutive hours without a break for a meal. By mutual agreement the meal break may be altered to a time other than the usual meal hour.
- (g) An employee called upon to oil, repair and/or clean machinery during his or her ordinary meal hours shall be granted equivalent time off immediately preceeding such ordinary meal hour, otherwise the said employee shall be paid at the rate of time and a half until such meal hour is granted.
- (h) Provided that the provisions of sub-clauses (a), and (b) hereof prescribing payment at the rate of time and a half or double time (as the case may be) shall not apply until an employee has performed his or her 40 hours for the week and overtime work shall be deemed not to have commenced (for the purposes of rendering an employee entitled to the payment of a rate of time and a half or double time) unless such employee performs or has performed in the pay period in which such work occurs at least 40 hours of work at ordinary rates of payment. Absence during ordinary time during a week on account of personal sickness shall be deemed to be working time (whether payment be made therefor under clause 14 of this Determination or not) for the purpose of the foregoing proviso; unless, upon being required by the employer within seven days of his or her returning to work to make a statutory declaration that such absence was occasioned by personal sickness which rendered him or her unable to perform his or her work, the employee fails or refuses to do so.

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

- (i) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

## REST PERIOD.

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

## HOLIDAYS.

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

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

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

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

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

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

## ANNUAL LEAVE.

## Period of Leave.

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

## Annual Leave Exclusive of Public Holidays.

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

## Calculation of Continuous Service.

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

- (i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;
- (ii) any absence from work on account of personal sickness or accident or on account of leave granted imposed or agreed to by the employer; or
- (iii) any absence with reasonable cause proof whereof shall be upon the employee; or
- (iv) any absence in respect of which an employee suffers loss of pay for any public holiday falling within the employee's period of annual leave in pursuance of the terms of sub-clause (b) hereof.

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

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

## Calculation of Service.

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

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

*Calculation of Month.*

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

*Leave to be Taken.*

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

*Time of Taking Leave.*

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

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

*Leave Allowed Before Due Date.*

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

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

*Payment for Period of Leave.*

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

*Proportionate Leave on Dismissal.*

(j) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee the employee shall be paid at his ordinary rate of wage for 6½ hours in respect of each completed month of continuous service after the 1st day of January, 1946, the service in each case being service in respect of which leave has not been granted hereunder.

*Annual Close Down.*

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

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

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

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

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

*SICK LEAVE.*

14. (a) An employee shall be entitled to payment for non-attendance on the ground of personal ill-health for a period or periods totalling not more than 40 hours of working time in any one year.

(b) Sick leave shall be cumulative for a period of three years. Where an employee has not taken sick leave in accordance with sub-clause (a) hereof he or she shall be entitled to accumulate such sick leave for a period up to but not exceeding that allowed for three years' service. Provided that rights accrued under this sub-clause prior to the first day of January, 1948, shall be preserved except that the total number of hours so accrued and not taken prior to the first day of January, 1948, shall be reduced by 1/11th of such total, the result to be calculated to the nearest hour.

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

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

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

*TOOLS OF TRADE.*

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

*ROPE SPLICERS.*

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

*HEAVY WEIGHTS.*

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

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

*FEMALE WORKERS' COMFORT.*

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

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

*DINING ROOM ACCOMMODATION.*

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

*WASHING AND SANITARY CONVENIENCES.*

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

*LOCKERS.*

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

**FIRST AID OUTFIT.**

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

**TIME AND WAGES BOOK.**

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

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

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

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

**PAYMENT OF WAGES.**

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

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

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

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

**UNION DELEGATE.**

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

**UNION BUSINESS.**

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

**CONTRACTORS.**

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

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

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

**PERIODICAL ADJUSTMENT OF WAGES.**

28. (a) *Adult Males.*—The wages rates for adult males, set out in clause 2, are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board determines that such rates shall be automatically adjusted as prescribed by clause 30.

**Basic Wage.**

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Industry Loading (Constant).	Additional Amount.	Total Minimum Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	s. d.	s. d.	£ s. d.	
Throughout the State ..	5 3 0	6 0	5 9 0	6 0	3 0	5 18 0	Melbourne

(b) *Adult Females.*—The minimum rates of wages to be paid to adult female employees shall be comprised of the total of an amount equal to 75 per centum of the total basic wage from time to time payable to adult male employees (such amount to be calculated to the nearest threepence, half or less than half of threepence to be disregarded) together with an amount of 3s. per week and a further amount (being an industry loading) of 6s. per week and in addition thereto, according to the class of work performed by such employees the amount of the margin assigned in clause 29 of this Determination to employees performing work of that class.

(c) *Juniors.*—The minimum weekly rates of wages for juniors shall be the undermentioned percentages of the total minimum wage calculated to the nearest 3d. half or less than half of 3d. to be disregarded.

Age.	Percentage of Total Minimum Wage.	
	Males.	Females.
Under 16 years of age ..	35	35½
16 years of age ..	40½	40
16½ years of age ..	44	43½
17 years of age ..	48½	48½
17½ years of age ..	53	53
18 years of age ..	58	57
18½ years of age ..	65	61½
19 years of age ..	70	65½
19½ years of age ..	80	67½
20 years of age ..	85	70
20½ years of age ..	95	72½

## MARGINS.

29. *Adult Males.*—The minimum rates of wages to be paid to adult male employees shall be comprised of the total minimum wage as indicated in clause 28, and in addition thereto, according to the class of work performed by such employees the amount of the margin assigned to employees performing work of that class.

Classifications.	Margins Per Week.
<i>Males.</i>	
First rope layer on heavy type 12 strand machine .. .. .	27 0
Rope layer on heavy type 9 strand machine .. .. .	22 0
Foreman in charge of spinning and preparing departments .. .. .	23 0
Other rope layers in walk with travellers .. .. .	18 0
Rope splicer on driving ropes and springs .. .. .	17 0
Storeman in charge .. .. .	15 0
Packer working press (hand or power) pressing over 28 lb. in weight .. .. .	13 0
Rope house machinist making 2 inch up to and including 4 inch .. .. .	13 0
Rope house machinist making over 4 inch .. .. .	16 0
Power reeler or finisher in connexion with heavy type 12 strand machine .. .. .	13 0
Feeder of first spreader .. .. .	11 0
Traveller driver on heavy type 12 strand machine .. .. .	11 0
Damp mixer or batcher .. .. .	10 0
Feeder of softeners or batchers .. .. .	10 0
Rope and binder twine packer .. .. .	10 0
Winder and warper in tarring department .. .. .	11 0
Winding oiling and tarring yarn .. .. .	11 0
Oiler and/or belt repairer .. .. .	11 0
Maker of rope fenders .. .. .	11 0
Maker of pig nets .. .. .	10 0
Maker of camouflage nets .. .. .	8 0
Power reeler or finisher in walk .. .. .	10 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference) .. .. .	8 0
Layers of lines or cords in walk .. .. .	14 0
Twister or layer of yarn in walk .. .. .	10 0
Opening Manila hemp .. .. .	8 0
Scrutcher .. .. .	8 0
Lumping, loading or unloading hemp, flax or twine in store or factory .. .. .	8 0
Feeder of tow breaker card .. .. .	8 0
Lumping hemp flax or binder twine on wharf .. .. .	11 0
Packing and balling shop twine .. .. .	10 0
Mat finisher .. .. .	10 0
Maker of fishing lines .. .. .	10 0
Hand reelers .. .. .	8 0
Matting weavers .. .. .	10 0
Drivers of motor waggons with capacity not exceeding 25 cwt. .. .. .	15 0
Drivers of motor waggons with capacity exceeding 25 cwt. and not exceeding 3 tons .. .. .	20 0
Drivers of motor waggons with capacity exceeding 3 tons .. .. .	23 0
Employees pinning hackles, gills and card staves .. .. .	8 0
Dye house and flax boiling department operatives .. .. .	8 0
All other machine operators or employees feeding or taking from machines .. .. .	8 0
All others .. .. .	5 0
<i>Females.</i>	
Balling binder twine .. .. .	6 0
Balling lashing .. .. .	6 0
Bagging binder twine .. .. .	5 0
Feeding breaker card with clock .. .. .	6 0
Feeding spreaders .. .. .	5 0
Feeding finisher cards (hemp) .. .. .	5 0
Spinning .. .. .	11 0
Wet spinning .. .. .	12 0
Ring frame operative .. .. .	6 0
All other machine operators or employees feeding or taking from machines .. .. .	5 0
All others .. .. .	2 0

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1948, 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, 17th December, 1947.

