



VICTORIA GOVERNMENT GAZETTE.

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[1948.

Factories and Shops Acts.

DETERMINATION OF THE WOODWORKERS 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 16th day of August, 1937, has had power to determine the lowest prices or rates which may be paid to any persons (other than persons under the jurisdiction of the Carpenters Board, Agricultural Implements Board, Country Agricultural Implements Board, Furniture Board, Shops Board No. 12 (Fuel and Fodder), or Shops Board No. 13 (Fuel and Fodder, Country), or persons engaged in ship or boat building, or the erection of bridges, wharfs, or similar structures), employed as—

- (a) box-makers;
- (b) stackers, sorters, loaders, or unloaders of sawn, hewn, or split timber or logs;
- (c) sawmill, timber-yard, timber-seasoning plant, box factory, or joiners' workshop employees (other than carpenters or joiners);
- (d) builders of tramways for the conveyance of logs or timber;
- (e) timber fellers, hewers, or splitters wheresoever employed;
- (f) forest workers conveying timber to a sawmill;
- (g) workers conveying timber from a sawmill by tramway;
- (h) woodworkers making articles not under the jurisdiction of any Wages Board heretofore appointed or hereafter to be appointed—

has made the following Determination namely:—

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

WAGES PER WEEK OF 40 HOURS.

2. (a) *Adult Employees (except males and females engaged in the making of sporting goods).*

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all Other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(1) Axeman employed using chopping axe taking off bark and bumps from logs for use in veneer mills	5 16 0	5 17 0	5 14 0
(2) Blacksmith	6 18 0	6 19 0	6 16 0
(3) Boxes, crates, and/or cases—			
Breaking up	5 17 0	5 18 0	5 15 0
Finishing	6 1 0	6 2 0	5 19 0
Hoop-ironing and/or wiring (bench hand)	6 5 0	6 6 0	6 3 0
Making and/or repairing (manual)	6 5 0	6 6 0	6 3 0
(4) Brakesman on log or timber truck	6 4 0	.. .. .	.. .. .
(5) Broad axeman and/or adzeman	7 0 0	7 1 0	6 18 0
(6) Bulldozer driver	6 17 0	6 19 0	6 16 0
(7) Crane attendant or dogman—			
(a) working up to a height of 40 feet	5 17 0	5 18 0	5 15 0
(b) working at a height of over 40 feet	5 19 0	6 0 0	5 17 0

WAGES PER WEEK OF 40 HOURS.

2. (a) Adult Employees (except males and females engaged in the making of sporting goods)—continued.

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all Other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(8) Driver—			
(a) Bullock team, bush	6 13 0	..	..
(b) Caterpillar or similar type tractor	6 9 6	..	..
(i) A tractor driver who in the course of his duties is required by his employer to perform mechanical and/or repair work exclusive of ordinary servicing shall be paid an additional 6s. per week.			
(c) Horse (bush)—			
(i) Driver of one or two horses	5 19 0	..	..
(ii) Driver of three horses	6 3 0	..	..
(iii) Driver of more than three horses	6 6 0	..	..
(iv) Driver grooming and feeding one or two horses outside ordinary hours—1s. per day extra and 1s. for Sunday.			
(v) Driver grooming and feeding more than two horses outside ordinary hours, 2s. per day extra and 2s. for Sunday.			
(9) Elevator and/or piler man in connexion with stacking or unstacking timber	5 18 0	5 19 0	5 16 0
(10) Faller	6 11 0	..	..
(11) Faller—Head (as defined)	7 0 0	..	..
(12) Glazier—1st class (as defined)	6 15 0	6 16 0	6 13 0
All others	6 4 0	6 5 0	6 2 0
(13) Grinder, whose principal duty is grinding knives and cutters	6 17 0	6 17 0	6 14 0
(14) Guard (as defined)	6 11 0	6 12 0	6 9 0
(15) Hookman	5 19 0	6 0 0	5 17 0
(16) Kiln operator (as defined)	6 7 0	6 8 0	6 5 0
(17) Labourer, experienced (as defined)	5 11 0	5 12 0	5 9 0
(18) Landing builder or repairer	5 19 0	6 0 0	5 17 0
(19) Landing builder or repairer (man in charge of)	6 6 0	6 7 0	6 4 0
(20) Loading or turning sleepers over 5 feet long	5 18 6	5 19 6	5 16 6
(21) Loading logs	5 18 6	5 19 6	5 16 6
(22) Log chuteman	5 19 0	6 0 0	5 17 0
(23) Log conveyorman	5 19 0	6 0 0	5 17 0
(24) Log yardman	5 19 0	6 0 0	5 17 0
(25) Machinists operating the following:—			
(a) Slicer, shaper, Boul's carver, general joiner, wood turner, router working freehand, buzzer and/or jointer (using other than straight irons), Lindemann gluer and joiner	6 18 0	6 19 0	6 16 0
(i) Shaper machinist employed in box and case making, grooving and/or slotting with jigs who sets up his machine but is never required to grind his knives or cutters	6 6 0	6 7 0	6 4 0
(ii) Shaper machinist employed in box and case making, grooving and/or slotting with jigs who is never required to set up his machine or to grind his knives or cutters but is merely an operator	5 19 0	6 0 0	5 17 0
(b) Routing machine where the machinist works from templates, dies and jigs and is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 7 0	6 8 0	6 5 0
(i) Routing machine where the machinist works from templates, dies and jigs and is ever required to set up and operate his machine but who is not required to grind his knives and cutters	6 3 0	6 4 0	6 1 0
(c) Any automatic lathe (including variety turning, copying, spoke-turning or any other) where the machinist is ever required to set up his machine and grind his own knives and cutters and then only from such time as he is required so to act	6 18 0	6 19 0	6 16 0
(i) Any automatic lathe (excluding copying and spoke turning) where the machinist is ever required to set up and operate his machine but is not required to grind his knives and cutters	6 11 0	6 12 0	6 9 0
(ii) Any automatic copying or spoke-turning lathe where the machinist is ever required to set up and operate his machine but is not required to grind his knives and cutters	6 7 0	6 8 0	6 5 0
(d) Moulding machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 14 0	6 15 0	6 12 0
(e) Moulding machine where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	6 7 0	6 8 0	6 5 0
(f) Moulding machine, where the machinist is never required to set up his machine nor to grind his knives and cutters, but is merely an operator	5 17 0	5 18 0	5 15 0

WAGES PER WEEK OF 40 HOURS.

2. (a) Adult Employees (except males and females engaged in the making of sporting goods)—continued.

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all Other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(g) Planing machine (one, two, three or more heads) where the machinist is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	6 12 0	6 13 0	6 10 0
(h) Any machine in the last preceding paragraph (other than a single-sided planer in case or box-making) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine, and then only from such time as he is required so to act	6 5 0	6 6 0	6 3 0
(i) Planing machine where the machinist is ever required to grind his knives and cutters but is not required to set up his machine	6 9 0	6 10 0	6 7 0
(j) Relisher or tenoning machine where the machinist is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	6 11 0	6 12 0	6 9 0
(k) Relisher or tenoning machine (other than in case or box-making) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine, and then only from such time as he is required so to act	6 5 0	6 6 0	6 3 0
(l) Relisher or tenoning machine or single-sided planer (in case or box-making) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine, and then only from such time as he is required so to act	6 1 0	6 3 0	6 0 0
(m) Relisher or tenoning machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	5 17 0	5 18 0	5 15 0
(n) Buzzer and/or jointer (using straight irons) carving machine, dovetailing machine (for joinery, travelling cases, and/or cabinet work), cross grainer, lock angle machine or spoke throater, where the machinist is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	6 9 0	6 10 0	6 7 0
(o) Dovetailing machine for box or case making (other than travelling cases) where the machinist is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	6 5 0	6 6 0	6 3 0
(p) Any machine in paragraphs (n) or (o) hereof where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	5 19 0	6 0 0	5 17 0
(q) Mortising machine (chain or hollow chisel of any kind or any other), Gaynor machine in case or box-making, multiple or single spindle boring machine, slotter, veneer chaff machine or veneer guillotine or clipping machine, where the machinist is ever required to set up his machine or to grind his knives and cutters, and then only from such time as he is required so to act	5 19 0	6 0 0	5 17 0
(r) Any machine in paragraphs (b), (c), (g), (n), or (q) hereof where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine	5 15 0	5 16 0	5 13 0
(s) Timber bending machine	6 3 0	6 4 0	6 1 0
(t) Sandpaper or emery machine or belt and/or polishing by belt and machine (except belt sanding in the making of plywood)	6 3 0	6 4 0	6 1 0
(u) Belt sander in the making of plywood	5 19 0	6 0 0	5 17 0
(v) Plywood machine—press operator on	5 18 0	5 19 0	5 16 0
(w) Equalizer cutting plywood with parallel saws	5 18 0	5 19 0	5 16 0
(x) Box lacing and/or wiring machine	5 19 0	6 0 0	5 17 0
(y) Box nailing machine	5 18 0	5 19 0	5 16 0
(z) Box printing machine	5 17 0	5 18 0	5 15 0
(aa) Box or crate cleating, spraying or splicing machine	5 17 0	5 18 0	5 15 0
(ab) Meal grinder	5 16 6	5 17 6	5 14 6
(ac) Pneumatic clamp	6 5 0	6 6 0	6 3 0
(ad) (i) Veneer taping machinist with five years' experience (male)	6 7 6	6 8 6	6 5 6
(ii) Veneer taping machinist with five years' experience (female)	3 17 6	3 18 0	3 16 6
(ae) (i) Veneer taping machinist with less than five years' experience (male)	6 3 0	6 4 0	6 1 0
(ii) Veneer taping machinist with less than five years' experience (female)	3 13 0	3 13 6	3 12 0
(af) Veneer taping machinist (female) with less than twelve months' experience	3 0 0	3 0 6	2 19 0
(26) Millwright (as defined)	7 1 0	7 2 0	6 19 0
(27) Munitions—ammunition box manufacture—employees not elsewhere included	5 19 0	6 0 0	5 17 0

WAGES PER WEEK OF 40 HOURS.

2. (a) Adult Employees (except males and females engaged in the making of sporting goods)—continued.

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) In Midlura and Gippsland Districts; (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all Other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(28) Offsider to ropeman or shoeman	5 17 0	5 18 0	5 15 0
(29) Operator employed on gluing jigs and/or cramps for the laminating of veneers or timber for ribs, frames or spars for aircraft or marine work and for girders, beams and trusses for constructional work ..	6 13 0	6 14 0	6 11 0
(30) Orderman (as defined)	6 5 0	6 6 0	6 3 0
(31) Painter	6 4 0	6 5 0	6 2 0
(32) Pine plantation employees—			
Faller	6 6 0	..	..
Loaders, trimmers and employees cutting logs	6 0 0	..	..
(33) Plate layer	5 19 0	..	..
(34) Plywood and veneer—			
(a) Cassin or adhesive solution mixer responsible for the proper preparation of the product used	5 18 0	5 19 0	5 16 0
(b) Corelayer, core feeder, centre layer, or other employee responsible for spreading glue or any other adhesive solution	5 18 0	5 19 0	5 16 0
(c) (i) Veneer matcher with five years' experience (male) ..	6 7 6	6 8 6	6 5 6
(ii) Veneer matcher with five years' experience (female) ..	3 17 6	3 18 0	3 16 6
(d) (i) Veneer matcher with less than five years' experience (male)	6 3 0	6 4 0	6 1 0
(ii) Veneer matcher with less than five years' experience (female) ..	3 13 0	3 13 6	3 12 0
(e) Veneer matcher (female) with less than twelve months' experience	3 0 0	3 0 6	2 19 0
(f) Veneer drier—			
(i) Operator of veneer drier—Merritt, Coe or similar continuous plate type	6 7 0	6 8 0	6 5 0
(ii) Operator of drying kilns for veneers	6 3 0	6 4 0	6 1 0
(g) Veneer tapeless machine—			
(i) Veneer tapeless machinist with five years' experience (male)	6 7 6	6 8 6	6 5 6
(ii) Veneer tapeless machinist with five years' experience (female)	3 17 6	3 18 0	3 16 6
(iii) Veneer tapeless machinist with less than five years' experience (male)	6 3 0	6 4 0	6 1 0
(iv) Veneer tapeless machinist with less than five years' experience (female)	3 13 0	3 13 6	3 12 0
(v) Veneer tapeless machinist (female) with less than twelve months' experience	3 0 0	3 0 6	2 19 0
(h) Veneer edge truing machine—			
(i) Operator on power-operated veneer edge truing machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 9 0	6 10 0	6 7 0
(ii) Operator on power-operated veneer edge truing machine where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	5 19 0	6 0 0	5 17 0
(iii) Operator on power-operated veneer edge truing machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine	5 15 0	5 16 0	5 13 0
(i) Operator using portable circular saw for shaping plywood sections	6 13 0	6 14 0	6 11 0
(j) Females employed on all other plywood and/or veneer operations not specified	3 0 0	3 0 6	2 19 0
(k) Veneer tapeless joining edge gluing machine—			
(i) Machinist with five years' experience (male) ..	6 7 6	6 8 6	6 5 6
(ii) Machinist with five years' experience (female) ..	3 17 6	3 18 0	3 16 6
(iii) Machinist with less than five years' experience (male)	6 3 0	6 4 0	6 1 0
(iv) Machinist with less than five years' experience (female)	3 14 0	3 13 6	3 12 0
(v) Machinist (female) with less than twelve months' experience	3 0 0	3 0 6	2 19 0
(l) Laying up of veneers, &c.—			
(i) Females with five years' experience employed on the laying up of veneers for plywood manufacture or securing film glues	3 17 6	3 18 0	3 16 6
(ii) Females with less than five years' experience employed on the laying up of veneers for plywood manufacture or securing film glues	3 13 0	3 13 6	3 12 0
(iii) Females with less than twelve months' experience employed on the laying up of veneers for plywood manufacture or securing film glues	3 0 0	3 0 6	2 19 0
(m) Plywood and veneer grader, that is, an adult employee who grades plywood and/or veneer according to quality into three or more classes	6 0 0	6 1 0	5 18 0

WAGES PER WEEK OF 40 HOURS.

2. (a) Adult Employees (except males and females engaged in the making of sporting goods)—continued.

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all Other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(n) Hot press—			
(i) Hot press operator	6 12 0	6 13 0	6 10 0
(ii) Assistant to operator on hot press who assists in assembling veneers prior to insertion in press ..	5 18 0	5 19 0	5 16 0
(iii) Other assistants to operator on hot press ..	5 13 0	5 14 0	5 11 0
(o) Rotary veneer peeling lathe operator who sets up his own knives, sharpens and adjusts pressure bars	6 18 0	6 19 0	6 16 0
(p) Plywood scarfing machines—			
(i) Plywood scarfing machine where the machinist is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	6 10 0	6 11 0	6 8 0
(ii) Plywood scarfing machine where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine, and then only from such time as he is required so to act	6 4 0	6 5 0	6 2 0
(iii) Plywood scarfing machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	5 16 0	5 17 0	5 14 0
(35) Pulp wood cutter and/or splitter	6 1 0	6 2 0	5 19 0
(36) Rigger or tree climber	6 19 0	..	..
(37) River logman (as defined)	5 17 0	..	..
(38) Ropeman or shoeman	6 11 0	6 12 0	6 9 0
(39) Sawing employees—			
(1) Sawyers—			
(a) Log band sawyer	7 1 0	7 2 0	6 19 0
(b) Sawyer who breaks down logs and cuts planks to finished sizes	7 1 0	7 2 0	6 19 0
(c) Stave cutting sawyer	6 13 0	6 14 0	6 11 0
(d) Sawyer who breaks down logs but does not cut planks to size—			
(i) City mills .. .. .	..	6 12 0	6 9 0
(ii) Elsewhere	6 10 0	..	6 8 0
(e) Flitching frame sawyer	6 9 0	6 10 0	6 7 0
(f) No. 1 benchman	7 1 0	7 2 0	6 19 0
(g) No. 2 benchman	6 13 0	6 14 0	6 11 0
(h) No. 3 benchman	6 5 0	6 6 0	6 3 0
(i) No. 4 benchman	5 17 0	5 18 0	5 15 0
(j) Gang frame sawyer	6 6 0	6 7 0	6 4 0
(k) Steam or other power-driven crosscut sawyer ..	6 4 0	6 5 0	6 2 0
(l) Ripper or crosscut, cutting wood blocks	5 17 0	5 18 0	5 15 0
(m) Roller re-cut band sawyer using blade over 3 inches in width	6 14 0	6 15 0	6 12 0
(n) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	6 13 0	6 14 0	6 11 0
(o) Roller re-cut band sawyer using blade not over 3 inches in width, if not brazing or sharpening his own saw	6 6 0	6 7 0	6 4 0
(p) Circular sawyer if cutting a depth of or over 7½ inches	6 14 0	6 15 0	6 12 0
(q) Circular sawyer if cutting a depth of under 7½ inches	6 6 0	6 7 0	6 4 0
(r) Edger sawyer to log band sawyer	6 13 0	6 14 0	6 11 0
(s) Breaking down bench sawyer (cities and towns) ..	..	6 12 0	6 9 0
(t) Breaking down small logs not over 30 inches long and not over 12 inches in diameter for use in the manufacture of boxes	6 6 0	6 7 0	6 4 0
(u) Other breaking down bench sawyers	6 9 0	..	..
(v) Frame sawyer if cutting a depth of or over 18 inches	6 7 0	6 8 0	6 5 0
(w) Frame sawyer if cutting a depth of less than 18 inches	6 3 0	6 4 0	6 1 0
(z) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	6 13 0	6 14 0	6 11 0
(y) Detail band or jig sawyer if not brazing or sharpening his own saw	6 6 0	6 7 0	6 4 0
(z) Sawyer cutting detail work	6 13 0	6 14 0	6 11 0
(aa) Sawyer preparing timber for moulding machines (other than vertical flat or deep cutting)	6 7 0	6 8 0	6 5 0
(ab) Cross-cut sawyer, cabinet furniture or joinery work	6 6 0	6 7 0	6 4 0
(ac) Cross-cut sawyer, not provided for elsewhere herein	5 19 0	6 0 0	5 17 0
(ad) Case or box-bench sawyer flattening up to 2 inches in thickness	5 16 0	5 17 0	5 14 0
(2) Dockermen and/or tallymen—			
(ae) Dockerman and/or tallyman where two or more dockers—			
(i) Main docker (as defined)	6 2 0	6 3 0	6 0 0
(ii) Docker, other than main	5 16 0	5 17 0	5 14 0

WAGES PER WEEK OF 40 HOURS.

2. (a) Adult Employees (except males and females engaged in the making of sporting goods)—continued.

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all Other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(iii) Responsible man at main dock ..	6 5 0	6 6 0	6 3 0
(iv) Responsible man at dock other than main ..	5 19 0	6 0 0	5 17 0
(af) Dockerman and/or tallyman where only one dock ..	5 19 0	6 0 0	5 17 0
(3) Handlemen—			
(ag) Handelman, No. 1 bench ..	6 2 0	6 3 0	6 0 0
(ah) Handelman, No. 2 bench ..	5 18 0	5 19 0	5 16 0
(i) Handelman operating manual windlass hauling breaking down carriage ..	5 18 0	5 19 0	5 16 0
(3A) Header in re-cut band saw ..	5 15 0	5 16 0	5 13 0
(4) Levermen—			
(ai) Leverman, No. 1 bench ..	5 18 0	5 19 0	5 16 0
(aj) Leverman, No. 2 bench ..	5 16 6	5 17 6	5 14 6
(5) Pullers-out—			
(ak) Puller-out, No. 1 bench			
(i) Single-handed on dead or manually-operated roller ..	6 11 0	6 12 0	6 9 0
(ii) On dead or manually-operated roller where not single-handed ..	6 2 0	6 3 0	6 0 0
(iii) Power-driven (other than manual power) or friction feed ..	5 18 0	5 19 0	5 16 0
(al) Puller-out, No. 2 bench—			
(i) Single-handed on dead or manually-operated roller ..	6 4 0	6 5 0	6 2 0
(ii) On dead or manually-operated roller where not single-handed ..	5 18 0	5 19 0	5 16 0
(iii) Power-driven (other than manual power) or friction feed ..	5 16 6	5 17 6	5 14 6
(am) Puller-out or assistant, No. 3 bench ..	5 15 0	5 16 0	5 13 0
(an) Puller-out on log-band saw, edging saw, roller re-cut band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches ..	5 18 0	5 19 0	5 16 0
(ao) Puller-out, dogger, or wedger-up—any breaking-down saw ..	5 18 0	5 19 0	5 16 0
(6) Setters—			
(ap) Setter on log band saw carriage ..	5 19 0	6 0 0	5 17 0
(aq) Setter on other saw carriages ..	5 18 0	5 19 0	5 16 0
(40) Saw doctor ..	7 7 0	7 8 0	7 5 0
(41) Saw sharpener (exclusively employed as such) ..	6 9 0	6 10 0	6 7 0
(42) Spar road builder ..	5 18 0	..	..
(43) Splitter, packing ..	5 17 0	5 18 0	5 15 0
(44) Splitter of billets for staves ..	5 18 0	5 19 0	5 16 0
(45) Splitter, spoke, stave and piling ..	6 1 0	6 2 0	5 19 0
(46) Splitter, pulp wood ..	6 1 0	6 2 0	5 19 0
(47) Spotter at spot mills ..	6 11 0	..	..
(48) Stacker, block, of timber and/or plywood and/or veneer to a height of over 6 feet ..	5 13 0	5 14 0	5 11 0
(49) Stacker, for seasoning by means of stripping ..	5 18 0	5 19 0	5 16 0
(50) Storeman and packer ..	5 17 0	5 18 0	5 15 0
(51) Tallyman and/or measurer (as defined) ..	6 5 0	6 6 0	6 3 0
(52) Timber bender, by hand ..	6 4 0	6 5 0	6 2 0
(53) Timber grader (as defined) ..	6 0 0	6 1 0	5 18 0
(54) Tramway builder or repairer (as defined) ..	5 18 0	..	..
(55) Tramway builder or repairer (man in charge of) ..	6 5 0	..	..
(56) Trucker—Timber or log, on haulage by winch on tramline ..	6 2 0	..	..
(57) Trucker—Timber or log, on haulage by winch on tramline (where permanently employed as such) ..	6 4 0	..	..
(58) Water dogman (as defined) ..	6 3 0	..	..
(59) Wood wool machinist—			
(a) Wood wool machinist where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act ..	6 7 0	6 8 0	6 5 0
(b) Wood wool machinist where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act ..	6 2 0	6 3 0	6 0 0
(c) Wood wool machinist where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine ..	5 15 0	5 16 0	5 13 0
2. (b) Adult Males and Females engaged in the making of sporting goods.			
(60) (a) Bolt sander ..	6 3 0	6 4 0	6 1 0
(b) Bender—			
(i) Badminton racquet rim ..	6 3 0	6 4 0	6 1 0
(ii) Hockey "U" ..	6 3 0	6 4 0	6 1 0
(iii) Lacrosse stick ..	6 3 0	6 4 0	6 1 0
(iv) Squash racquet rim ..	6 3 0	6 4 0	6 1 0
(v) Tennis racquet rim ..	6 3 0	6 4 0	6 1 0
(c) Borer slotting or grooving machinist who is ever required to set up his machine and then only from such time as he is required so to act ..	5 15 0	5 16 0	5 13 0
(d) Buzzer or jointer machinist (using straight irons) where he is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act ..	6 9 0	6 10 0	6 7 0

WAGES PER WEEK OF 40 HOURS.

2. (b) Adult Males and Females engaged in the making of sporting goods—continued.

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all Other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(e) Buzzer or jointer machinist (using straight irons) where he has not been required to grind his knives or cutters but is at any time required to set up his machine and then only from such time as he is required so to act	5 19 0	6 0 0	5 17 0
(f) Buzzer or jointer machinist (using straight irons) where he is never required to set up his machine nor to grind his knives and cutters but is merely an operator	5 15 0	5 16 0	5 13 0
(g) Cane stripper machinist	5 15 0	5 16 0	5 13 0
(h) Checking and inspecting	5 17 0	5 18 0	5 15 0
(i) Cricket bat maker who makes cricket bats throughout	6 18 0	6 19 0	6 16 0
(j) Finishing with hand tools one part only of any wooden or partly wooden sporting goods, for example such a part as the overlay, handle, throat, or bow in racquet frames	5 19 0	6 0 0	5 17 0
(k) Finishing with hand tools more than one such part	6 4 0	6 5 0	6 2 0
(l) Finishing throughout any such sporting goods prior to the lacquering or other coated finish thereof	6 9 0	6 10 0	6 7 0
(m) Fitting by means of any hand tools component parts of wooden or partly wooden sporting goods for example such parts as the steel or other handles or shafts, sole plates, faces of fibre or other material in golf clubs, but not persons merely assembling and fastening such parts	5 19 0	6 0 0	5 17 0
(n) Golf club maker who makes wooden golf clubs in every stage of operation (excepting the turning of wooden golf club heads)	6 18 0	6 19 0	6 16 0
(o) Golf club repairer, that is, an employee who may be called upon at any time to make all types of repairs to golf clubs	6 18 0	6 19 0	6 16 0
(p) (i) Gripper who cuts from the hide or side and winds on leather strips to the grips of wooden sporting goods	6 18 0	6 19 0	6 16 0
(ii) Gripper who does not cut to shape but winds on leather strips to form or shape grips on wooden sporting goods	5 17 0	5 18 0	5 15 0
(q) Liner (male)	6 18 0	6 19 0	6 16 0
(r) Liner (female)	3 14 0	3 14 6	3 13 0
(s) Other sander	5 19 0	6 0 0	5 17 0
(t) Outliner (male)	5 17 0	5 18 0	5 15 0
(u) Outliner (female)	3 2 6	3 3 0	3 1 6
(v) Racquet stringer and/or repairer	6 13 0	6 14 0	6 11 0
(w) Rim gluer machinist who does not bend	5 15 0	5 16 0	5 13 0
(x) Roller fed single-headed planer machinist where he is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 12 0	6 13 0	6 10 0
(y) Roller fed single-headed planer machinist where he has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	6 2 0	6 3 0	6 0 0
(z) Roller fed single-headed planer machinist where he is never required to grind his knives and cutters nor to set up his machine but is merely an operator	5 15 0	5 16 0	5 13 0
(aa) Router machinist (other than one working from templates, dies or gauges) where he is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 18 0	6 19 0	6 16 0
(ab) Router machinist (other than one working from templates or gauges) where he has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	6 6 0	6 7 0	6 4 0
(ac) Router machinist working from templates, dies or gauges where he is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 6 0	6 7 0	6 4 0
(ad) Router machinist working from templates, dies or gauges where he is never required to set up his machine nor to grind his knives and cutters but is merely an operator	5 15 0	5 16 0	5 13 0
(ae) Sanding, rubbing down and polishing in the finishing of sporting goods by hand or machine after lacquering or other coated finish	5 14 0	5 15 0	5 12 0
(af) Sawyer—			
(i) Sawyer cutting to a depth of 4½ inches or over not being a band or jig sawyer	6 6 0	6 7 0	6 4 0
(ii) Sawyer cutting to a depth of less than 4½ inches not being a band or jig sawyer	6 3 0	6 4 0	6 1 0
(iii) Sawyer, band or jig, using a saw of 1 inch width or under	5 17 0	5 18 0	5 15 0
(iv) Sawyer, band or jig, using a saw of 1 inch width or under who sharpens and brazes his own saws	6 4 0	6 5 0	6 2 0
(ag) Shaper machinist where he is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 18 0	6 19 0	6 16 0
(ah) Shaper machinist where he has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	6 6 0	6 7 0	6 4 0

WAGES PER WEEK OF 40 HOURS.

2. (b) Adult Males and Females engaged in the making of sporting goods—continued.

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all Other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(ai) Shaper machinist where he is never required to set up his machine nor to grind his knives and cutters but is merely an operator ..	5 19 0	6 0 0	5 17 0
(aj) Spray gun operator (male)	5 19 0	6 0 0	5 17 0
(ak) Spray gun operator (female)	3 3 6	3 4 0	3 2 6
(al) Wood turner	6 18 0	6 19 0	6 16 0
(am) Wood turner machinist (except one turning small plugs for golf shafts) where he is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act ..	6 18 0	6 19 0	6 16 0
(an) Wood turner machinist (except one turning small plugs for golf shafts) where he has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	6 6 0	6 7 0	6 4 0
(ao) Wood turner machinist (except one turning small plugs for golf shafts) where he is never required to set up his machine nor to grind his knives and cutters but is merely an operator and any adult wood turner machinist turning only small plugs for golf shafts ..	5 15 0	5 16 0	5 13 0
(ap) Person doing any operation not elsewhere specified incidental to the finishing of sporting goods	5 13 0	5 14 0	5 11 0

2. (c) Special rates:—

- (i) The minimum rates of pay of special workers shall be as follows:—In all places, 3s. 5½d. per hour provided that:—
- (ii) Special work carrying timber or logs off rafts or sunken punts, or carrying or handling timber or logs on any raft, punt, wharf, or dump which has recently been submerged and is in a wet condition therefrom—an extra 6d. per hour.
- (iii) For work prescribed in clause 22 (2) hereof payment shall be made at the rate of 10 per cent. additional to the weekly rate prescribed herein for the class of work performed provided that:—
- (iv) Submerged timber—regular employees carrying off rafts or sunken punts, or carrying or handling on any raft, punt, wharf, or dump, timber which has recently been submerged and is in a wet condition therefrom—6d. per hour extra.
- (v) The rate of 3s. 5½d. per hour prescribed in paragraph (i) hereof shall be adjusted from time to time in accordance with periodical adjustments of rates made pursuant to the award of the Arbitration Court known as the Waterside Workers Award.
- (vi) For all time worked on holidays mentioned in this Determination employees engaged on special work shall be paid at the rate of double time.

RATES FOR APPRENTICES AND JUNIOR LABOUR.

3. The minimum rates for apprentices shall be as provided in clause 14 hereof and for unapprenticed boys as provided in clause 15 hereof.

PAYMENT BY RESULTS.

4. (a) Subject to the employee receiving at least the minimum time rate an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their weekly time rates.

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

(c) Where an employer has any person working under any system of payment by results referred to in this clause, he shall state in writing the terms under which such person is working, and such document shall be signed by such person and the employer. Upon demand by an officer of the union such document shall be shown to him by the employer and he shall be allowed to make a copy of same should he so desire.

PIECE WORKERS—SHIFTING HAULERS.

(d) Piece-workers shall be paid at ordinary rates for time occupied shifting haulers from one landing to another except in cases where the piece-work rates are arranged to include time occupied in shifting haulers.

TURNING AND LOADING SLEEPERS.

5. When sleepers are being inspected whilst they are being loaded into trucks by piece-workers and, at the request of the employer or of a Government inspector or of the buyer, the sleepers are turned for inspection or re-inspection, the loaders shall receive turning rates whilst turning such sleepers, and loading rates whilst loading such sleepers.

TRAVELLING ALLOWANCE.

6. (a) Subject to the following an employee engaged in ordinary travelling on duty or on work on which he is unable to return to his home at night shall be paid such personal expenses as he reasonably incurs in travelling, which expenses shall be taken to be at least 7s. 6d. per day.

(b) Where such employee travels by boat or other conveyance in which his ticket includes meals and bed, he shall not be entitled to the said allowance.

(c) Where the employer of such employee provides or offers to provide meals and bed the employee shall have the option of receiving 7s. 6d. per day or accepting the meals and bed provided or offered by the employer.

(d) This clause shall not apply to workers in the bush or to those ordinarily and usually employed on lighters, punts, or rafts.

TRAVELLING TIME.

7. (a) Subject to this clause a weekly employee shall, when he is directed or required to work at a place other than his usual place of work, be paid at ordinary rates for all time occupied in travelling to and from the place at which he is so directed or required to work in excess of the time ordinarily occupied in travelling to and from his usual place of work.
- (b) Each employee in the bush shall have a fixed starting place which shall be the existing starting place.
- (c) New starting places in the bush shall be fixed by agreement between the employer and the union.
- (d) When an employee has a fixed starting point in the bush he shall be paid for all time occupied in travelling between the starting point and the work and for all time in excess of half an hour back from the work to the starting point.

MIXED FUNCTIONS.

8. (a) 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 half or less than half of one day or shift he shall be paid the higher rate for the time so worked.
- (b) Where an employee is transferred without having received at least seven days' written notice to a grade of work carrying a lower minimum rate of wages than that at which he is usually employed, he shall be paid, during such seven days or any less time so employed, the rate of wage he was receiving for the work usually performed by him.
- (c) Where an employee is engaged on higher grade work at his own request for the purpose of learning such work, he shall be paid for the time he is so engaged for a period or periods not exceeding twenty-eight days in all at his usual rate of pay prior to his being so engaged, and thereafter at the rate prescribed for the higher grade work. The employer shall, within one week of the engagement of an employee under this sub-clause, inform the union by registered letter of such employment and the duration of such employment.

TERMS OF ENGAGEMENT.

9. All employees except those engaged on piece-work or on special work shall be employed on a weekly engagement subject to the following terms:—

- (a) An employee shall perform such work as the employer shall from time to time require on the usual days and within the prescribed hours, provided that until the seven days' notice of transfer to a lower grade, prescribed by sub-clause (b) of clause 8 expires, such work shall in the case of cities and towns be of or be paid as of a similar class to that usually performed by such employee.
- (b) Employment within 20 miles of the G.P.O., Melbourne, during the first week shall be from day to day at the weekly rate prescribed, except in the case of a re-engagement within one month after the termination of a previous service of the employee under the employer.
- (c) An employee having been in the employment of his employer for one month or more shall be entitled to payment when absent from work consequent upon an accident arising out of or in the course of his employment or occurring whilst the employee is going to or returning from work or ill-health (not attributable to his own misconduct) for not more than forty working hours in any year provided that he produces evidence thereof satisfactory to his employer or to such employer's local manager within 48 hours of the commencement of such absence.

Provided that where, under any scheme of insurance or an accident relief or provident fund, to secure the benefit of which the employer has paid the necessary premium or under any Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient with such compensation to make up the full pay for any such days.

This sub-clause shall not apply to workers employed in the bush or in bush sawmills or in log sawmills.

- (d) Subject to the provisions of the two next succeeding sub-clauses a week's notice of the termination of employment shall be given to terminate such employment on the corresponding day of the following week or on any later day thereof and if the employment be terminated by either the employee or the employer without such notice a week's wages shall be paid or forfeited as the case may be. Notice given by an employer for more than two weeks in succession shall not be regarded as notice within the meaning of this clause: Provided that in the case of work in the bush and at bush mills such notice may be dispensed with by the consent in writing of the employer and employee.

Provided also that if an employee leave his employment otherwise than in pursuance of such week's notice or of such consent in writing or of dismissal by the employer, the employer may retain any money due under this Determination to the employee until the time at which it would have become payable if the employee had not so left.

- (e) The employer may dismiss any employee without notice for malingering, inefficiency otherwise than through temporary illness, neglect of duty or misconduct, and pay the employee's wages up to the time of such dismissal only.
- (f) The employer may deduct payment for any day the employee cannot be usefully employed because of any strike, or because of any breakdown of machinery, or because of any other stoppage of work for any reasonable cause. The onus of proving reasonableness of the cause shall be on the employer. Subject to the employee being ready, willing and available to work nothing in this clause shall authorize deduction of payment for any time lost because the employee is prevented from working on account of rain, hail, or snow or on account of a shortage of logs when such shortage is due to rain, hail, or snow.
- (g) In any case where the wage per hour has to be calculated it is to be the weekly wage divided by the weekly number of hours which obtains in the industry.

- (h) Employer parties may employ employees in box and case factories and in the making of sporting goods by the hour and shall pay such employees at a rate per hour proportionate to the weekly wage, plus 10 per cent., with a minimum amount in respect of any employment on a day as for the full day.

Provided that in the case of piece-work the minimum amount payable shall be as if the employment shall have continued throughout the working hours of the day on which the employment occurs payable at a rate per hour proportionate to such weekly rate, plus 20 per cent.

HOURS.

10. (a) The ordinary working hours shall not exceed 40 per week throughout the industry, provided that where persons are employed in any other industry such persons' hours of work shall be uniform with those prevailing in such industry.

(b) The daily spread of hours shall be such as may be agreed upon by a majority of the employees and employer concerned in any business and approved of by the State branch of the union. In default of such agreement and approval such hours shall be worked within nine and three-quarter consecutive hours between 7.15 a.m. and 5.30 p.m. standard time on Monday to Friday—one hour or such other time as may be agreed upon being allowed for luncheon between noon and 2 p.m.—and between 7.15 a.m. and noon standard time on Saturday.

(c) Sub-clause (b) hereof shall not apply to feeders, guards, hookmen, log yardmen, log loaders and log haulers, greasers, bush blacksmiths, and men employed on barges and rivers.

- (d) The hours for shiftmen shall be as prescribed by clause 11 hereof.

SHIFT WORK.

11. In the event of more than one shift being worked then each shift—other than the day shift—shall be worked in five equal periods during the week (excluding Sunday), at such hours as may be agreed upon between the employer and employees concerned, provided that the total hours worked in any week on shifts, other than the day shift, shall not exceed 90 per cent. of the ordinary weekly hours prescribed for the day shift.

HOLIDAYS.

12. (a) All weekly employees, except piece-workers, bush workers, and bush sawmill workers, shall be entitled to holidays on the following days:—

- (i) The days observed as holidays in respect of New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, and such extra day as subject to paragraph (ii) hereof as may be arranged between the employer and the union, or in default of such arrangement as may be settled by the Wages Board.
- (ii) In the case of employees employed within a radius of 25 miles of the General Post Office at Melbourne the extra holiday shall be the day observed as Melbourne Cup Day.
- (iii) Each groom or feeder shall be entitled to two weeks' annual holiday, provided he shall have been in the employer's service for a period of twelve calendar months prior to the date of such holiday. Such holiday shall be taken at such time as may be mutually agreed upon between the employer and the employees.
- (iv) In the event of a groom or feeder being employed for less than twelve months but more than three months then annual leave shall be granted pro rata at the rate of one day's leave for each one month's service.

(b) Bush workers, bush sawmill workers, and log sawmill workers, where the holidays specified in this clause are not generally observed as they occur, other than piece-workers, grooms, and feeders, shall have a full week's holiday at Christmas and four days' holiday at Easter, that is to say, Good Friday, Easter Saturday, Easter Monday, and Easter Tuesday.

(c) (i) Except as provided in this sub-clause no deduction shall be made from wages in respect of any of the holidays prescribed in (i), (ii), and (iii) of sub-clause (a).

(ii) Subject to observance of the provisions herein set forth for payment to employees in respect of such holidays, the employer may deduct from an employee's wage an amount corresponding with the time which the employee works short because of such holidays. Such provisions are:—

- (1) The employer shall for each calendar month of the employment credit in account the employee with one-seventh of the amount of the employee's prescribed weekly rate of wage, except in the case of a groom or feeder where the amount to be credited shall be one-sixth of the amount of such rate.

- (2) On or before the pay-day next following a holiday the amount of time that the employee has worked short because of the holiday and the amount which has been deducted from his wage in respect of such working short shall be ascertained.

Provided that in respect of Christmas Day and Boxing Day this provision shall be applied on the pay-day preceding such holidays and provided also that employees referred to in sub-clause (b) of this clause shall be paid all amounts due to them on the pay-days preceding Easter and Christmas.

- (3) If on such pay-day there is standing to the credit of the employee pursuant to paragraph (1) an amount equal to or exceeding the amount that will be so deducted from his wage, the employer shall on that day pay him an amount equal to that which will be so deducted and the employee's credit shall be reduced by the amount so paid.

- (4) If on such pay-day the amount standing to such credit is less than the amount which will be so deducted, the employer shall on that day pay to the employee the amount then standing to such credit, which credit shall be reduced by the amount so paid.

- (5) If on such pay-day there is nothing standing to such credit nothing shall be payable in respect of such holiday.

- (6) In each year on the first pay-day after the 23rd day of January, the amount (if any) standing to the credit of an employee shall be paid to him, and such credit shall be reduced by the amount so paid.

- (7) On the termination of the employee's service the amount (if any) then standing to such credit shall be paid to him provided that where that service comprises two weeks or more over a completed period of months the employee shall also be paid one-twelfth of a week's wages excepting in the case where an employee is a groom or a feeder, in which case the employee shall be paid one-twelfth of a week's wages.

(iii) Notwithstanding the last paragraph (ii) hereof payment in respect of such holidays may be made in such other manner as may be agreed to in writing by the State Secretary of the Union and the employer concerned or in such other manner and upon such conditions as may be approved by the Secretary for Labour upon application by such employer in respect of such payment.

(d) As to employees in the making of sporting goods unless the employer concerned notifies the union forthwith that the provisions of sub-clause (c) hereof are to apply to them such provisions shall not so apply and the following provisions shall apply:—

- (i) Except as otherwise provided herein no deduction of pay shall be made because of the allowance of any of the holidays provided for in this clause.

- (ii) If an employee without permission from his employer or without reasonable cause absents himself from work on any part of that day which was the ordinary working day nearest previous to the holiday the employer may deduct payment in respect of the holiday.

- (iii) Notwithstanding anything to the contrary contained in this Determination, if any employer shall give to any employee a notice of termination of engagement expiring or taking effect as a dismissal within seven days of the date on which any of the said holidays fall or are observed such employer shall pay to the employee so dismissed a day's pay for each such holiday falling or being observed within seven days of the termination of the engagement unless the engagement is determined by reason of the misconduct of the employee.

Provided that this paragraph shall not apply to any employee who at the date of the expiration of such notice shall not have been employed by the employer concerned for at least 80 per cent. of the ordinary working time of the three consecutive weeks immediately preceding the expiration of such notice.

Provided further that where any holiday is observed on a non-working day the employee concerned shall not be entitled to payment for such holiday.

- (iv) If an employee does any work on any such holiday sub-clause (e) of clause 13 shall not apply thereto, but the employee in addition to receiving his weekly wage shall be paid for such work at ordinary rates with a minimum payment as for two hours.

(e) The employee shall be entitled only to the holidays prescribed herein notwithstanding anything contained in or under any State Act of Parliament creating or proclaiming any other holiday or holidays.

(f) For the purposes of this clause calendar months 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.

(g) Nothing in this clause shall effect the operation of clause 31 hereof.

OVERTIME.

13. (a) Subject to the following all time worked outside the spread of hours prescribed in clauses 10 and 11 hereof or in excess of the ordinary daily or shift number of hours prescribed therein or elsewhere shall be paid for at the rate of time and a half for the first two hours, and double time thereafter. Work performed during the meal hour shall be paid for at the rate of double time, but where the total hours worked, including such meal time, do not exceed the prescribed number of hours, then such double time shall be deemed to mean an additional ordinary rate only.

(b) An employee required to work overtime for more than two 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., but such payment need not be made to employees living in the same locality as their place of employment who can reasonably return home for meals. If an employee pursuant to notice has provided a meal and is not required to work overtime he shall be paid as above prescribed for the meal so provided.

(c) All time worked by grooms and feeders in excess of 40 hours in any week shall be paid for at the rate of time and a half for the first twelve hours and double time thereafter.

(d) All work performed by a piece-worker before or after ordinary hours of work on the instruction of his employer shall be paid at the rate of time and a half for the first two hours and of double time thereafter.

(e) Except where it is otherwise prescribed, all time worked by employees other than grooms or feeders on the holidays to which they are entitled under this Determination shall be paid for proportionately, in addition to the indirect payment or to the payment by written agreement for holidays prescribed in clause 12 hereof, at the ordinary rates; and on Sundays shall be paid for at proportionately double rates. Provided that in the case of work done on either a Sunday or holiday payment shall be made for two hours at the least at such double rates.

(f) All work performed by a piece-worker on Sundays on the instructions of his employer shall be paid for at the rate of double time.

(g) All time worked by employees on Saturdays (outside ordinary hours), Sundays or holidays prescribed herein in maintaining or effecting repairs or renewals to plant or machinery, including the washout of boilers, which it is necessary to effect to enable work to proceed on the next working day shall be paid for, in the case of Saturdays (outside ordinary hours) and Sundays, at the rate of time and a half, and in the case of such holidays at ordinary rates in addition to the indirect pay or to the pay under written agreement for such holidays allowed in clause 12 hereof.

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

APPRENTICES.

14. (a) The following sub-clauses apply only to city and town sawmills, shops, and factories.

PROPORTION.

(b) *Machinists*.—The employer shall employ at least one apprentice and not more than two apprentices to each six journeymen employed by him in any one timber yard, sawmill, shop or factory at full rates under this Determination, but may employ one apprentice if he so employs four journeymen. For the purpose of calculating the number and proportion of apprentices under this sub-clause, the following shall be journeymen:—Machinists on shaper, routing machine, general joiner, Boulton's carver, buzzer, moulding machine, planing machine, Lindemann gluer and jointer, tenoning machine, jointer, woodturners and grinders of knives and cutters, and any working proprietor working on any of such machines.

Provided that an employer who has more than one place of business whether timber yard, sawmill, shop or factory within a radius of 20 miles of the G.P.O., Melbourne, or within a radius of 10 miles of the post offices of other towns or cities, shall be entitled to treat all such places of business as one for the purposes of this clause.

(c) *Sawyers*.—The employer may employ one apprentice when there are one or more journeymen employed by him at full rates under the Determination, but he shall not employ more than two apprentices to each six journeymen so employed. For the purpose of calculating the number and proportion of apprentices under this sub-clause, the following shall be journeymen:—Sawyers of any sort and saw sharpeners.

(d) *Saw Doctors*.—The employer may employ one apprentice to each saw doctor.

FORM OF INDENTURE.

(e) Apprentices shall be apprenticed in accordance with a form of Indenture prescribed by the Board.

PERIOD OF APPRENTICESHIP.

(f) Apprentices shall be apprenticed if under the age of eighteen years for a period of five years, and if eighteen years of age for a period of four years.

WAGES.

(g) The minimum rates of weekly wage (unadjustable) to be paid to apprentices shall be as follows:—

For a five-year term—										s. d.
1st year	..	..	..	..	..	..	..	..	..	22 6
2nd "	..	..	..	..	..	..	..	..	..	36 6
3rd "	..	..	..	..	..	..	..	..	..	50 6
4th "	..	..	..	..	..	..	..	..	..	64 6
5th "	..	..	..	..	..	..	..	..	..	78 6
For a four-year term—										s. d.
1st year	..	..	..	..	..	..	..	..	..	33 6
2nd "	..	..	..	..	..	..	..	..	..	50 6
3rd "	..	..	..	..	..	..	..	..	..	64 6
4th "	..	..	..	..	..	..	..	..	..	78 6

When an apprentice is under the age of 21 years on the expiry of his apprenticeship he shall be paid 4/5ths of the journeymen's time wage until reaching the age of 21 years.

Proof of Age.

(h) A boy about to be apprenticed shall, if the employer require it, furnish a certificate or statutory declaration as to his age, and the employer may rely on such certificate or declaration unless or until he has notice of its inaccuracy.

APPRENTICESHIP TRADES.

(i) (i) An apprentice under sub-clause (b) hereof shall be instructed in and properly taught and practised in the work of at least three of the following:—Shaper, routing machine, general joiner, Boulton's carver, buzzer, moulding, planing, Lindemann gluer and jointer, tenoning and jointer machines; wood turner and in the setting up of and grinding of knives and cutters for those machines in which he is instructed, taught, and practised; provided that any such group shall include at least one of the following:—Shaper, general joiner, Boulton's carver, buzzer (using other than straight irons), Lindemann gluer and jointer or wood turner.

(ii) An apprentice under sub-clause (c) hereof shall be instructed in, and properly taught and practised in, the work of sawing ordinarily and usually done in a sawmill, and in the work of setting and sharpening saws.

(iii) An apprentice under sub-clause (d) hereof shall be instructed in, and properly taught and practised in, the work of repairing and putting saws in perfect order and saw hammering.

(iv) Where it is desired that an apprentice be instructed in, taught, and practised in any machine or machines not included in sub-clause (i) hereof, it may be so agreed with the consent of the union, provided that the apprentice be instructed in, taught, and practised in at least two of the machines referred to in that sub-clause in addition.

ATTENDANCE AT TECHNICAL SCHOOLS.

(j) During the first two years of apprenticeship the employer shall allow the employee one half-day per week for the purpose of attending Technical School where a Technical School is available.

OVERTIME AND HOLIDAY RATES.

(k) An employer requiring an apprentice to work overtime shall pay to such apprentice double rates for such overtime, provided no apprentice shall be required to work overtime for more than eight hours on such overtime in any one week, or more than sixteen hours in any four weeks, and provided that such work during such overtime shall not prevent the apprentice attending at any Technical School.

If the apprentice be willing to work on, and the employer desires to employ him on a holiday, then the employer may do so but must pay the apprentice double rates for such work. The work on such holiday shall not exceed the ordinary hours of work, and shall not be included in the calculation of eight and sixteen hours in the last preceding paragraph mentioned.

PROBATIONARY PERIOD.

(l) An employer may employ a boy with a view to apprenticing him for a period of three months on probation, provided that if the boy shall then be indentured, such three months shall count as part of his apprenticeship. Within fourteen days of a boy being placed on probation for apprenticeship the employer shall notify the union by registered letter of such employment, giving the name, age, and address of such boy. During the period of probation the boy shall be paid the wages prescribed for an apprentice, but if on the expiration of the period of probation the boy be not apprenticed there shall be paid to him the difference between the wages of an apprentice and an unapprenticed boy of his age.

CANCELLATION OR SUSPENSION OF INDENTURE.

(m) All present contracts of apprenticeship shall be deemed to include and all future contracts of apprenticeship shall include the following provision:—

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

UNAPPRENTICED BOYS.

15. (a) (i) The employer may employ unapprenticed boys in any position which they are capable of filling, including the position of machinist on any box-making machine (other than a dovetailing machine), dowel machine, embossing machine, rumbler, washing machine and on any other machine as may be approved by the Wages Board; but excluding the position of sawyer, dovetailing machinist in box-making and machinist to any machines other than those hereinbefore allowed or those to be allowed by the Wages Board.

Provided that in the making of plywood or veneer such boys may be employed upon the following work:—Handling and cutting veneer or plywood, sorting, matching and taping veneers and plywood and operating taping machines in connexion therewith, or as tiler out of plywood or veneer, or feeders or tailors out on the glue rolls or sandpapering machine; they may also assist at any of the other machines in the mill, run errands, sweep floors, heat water, clean up and burn shavings, sawdust or other refuse; may also push trollies to and from machines and other parts of the factory, and may feed to or take from machines and other places material and timber butts, and may cleanse the same with handbrush; may handle, bore, sort and varnish plywood chairseats and set out same to dry, and may count, mark, bundle or tie up and assort for delivery such chairseats or plywood or veneer in sheets or any light articles manufactured therefrom.

Provided further that notwithstanding the rate of wages, youths under eighteen years of age shall not be employed pulling out on saw benches.

Proportion.

(ii) Subject to the exceptions hereinafter provided the number of such boys employed shall not exceed the proportion of one in four of the total employees employed in any one timberyard, saw mill, or factory, under this Determination receiving the adult rates prescribed herein.

Box and Case Making.

(iii) In the making of boxes and cases and the preparation and machining of timber for such making the number of such boys employed in any one timberyard, sawmill, or factory, may equal but shall not exceed one-half the number of employees engaged therein who receive the rates for adults prescribed by this Determination.

Plywood and Veneer.

(iv) In the making of plywood and veneer the aggregate of the number of such boys and of female juniors employed in any one factory, may equal but shall not exceed the number of employees engaged in such making, who receive the rates for adults prescribed by this Determination.

Small Wooden Articles.

(v) As to employers engaged in manufacturing small wooden articles the following proportion of unapprenticed junior labour shall be permitted:—

Coat Hangers.

- (1) In the manufacture of coat hangers and similar articles one boy to two adults in the machine section and unlimited boys in the assembly and despatch sections.

Bobbins, Paper Cores, Reels, &c.

- (2) In the manufacture of bobbins, paper cores, reels and other small articles turned on automatic or semi-automatic lathes with not more than 6-inch heads three boys to two adults. Provided that on the lathes above referred to boys shall only be used as operators.

Battery Box Parts.

- (3) In the manufacture of battery box parts one boy to four adults in the woodworking section. Provided that in this industry this Determination shall not apply to any part of the work in which the employee is called upon to use a chemical process. Provided also that on the cutting off machine no boy under eighteen years of age shall be employed.

Confectionery and Cigar Boxes, &c.

- (4) In the manufacture of confectionery boxes, cigar boxes, ring cases, serviette ring cases, handkerchief boxes, glove boxes and medical outfit cases one boy to four adults in the woodworking section. Provided that in addition not more than six boys shall be allowed in the assembly section but such number may be increased by agreement with the State branch of the Union.

Toys.

- (5) In the manufacture of toys one boy to four adults in the machine section. Provided that unlimited boys nineteen years of age and over shall be allowed on spade handle machines, unlimited boys eighteen years of age and over shall be allowed on disc sanders, belt sanders and on 6-inch head lathes and unlimited boys sixteen years of age and over shall be allowed on boring machines. Provided that unlimited boys shall be allowed in the assembly, finishing and despatch sections.

Electrical Wood Ware.

- (6) In the manufacture of electrical wood ware three juniors to two adults provided that in this industry in addition boys eighteen years of age and over shall be allowed on sanding and beading machines. Provided further that boys shall be allowed as feeders of burnishing and boring machines, staining, stacking, counting and wrapping blocks.

Shives.

- (7) In the manufacture of shives three boys to two adults.

Strawberry Boxes, &c.

- (8) In the manufacture of strawberry boxes or punnets three boys to two adults.

WAGES.

- (vi) The minimum rates or weekly wage (unadjustable) to be paid to unapprenticed boys shall be as follows:—

	s.	d.
Up to 16 years of age	28	0
16-17 years of age	33	6
17-18 years of age	45	0
18-19 years of age	56	0
19-20 years of age	67	6
20-21 years of age	78	6

- (vii) The minimum rates for female juniors shall be as provided in clause 15 (b) (7).

PROOF OF AGE.

- (viii) When any boy is engaged he shall, if the employer requires it, furnish a certificate or statutory declaration as to his age, and the employer may rely on such certificate or declaration until or unless he has notice of its inaccuracy.

Notification of Union.

- (ix) The employer within one week of the engagement of a boy or female junior to whom this clause refers shall inform the union by registered letter of such employment and the name and age of such junior and of the total number of employees receiving rates for adults. In any case in which the union shall make a demand by registered letter an employer shall within one month of the demand forward to the union a list of his unapprenticed boys and of such female juniors.

Alteration of Proportion.

- (x) In any case in which it is claimed that by reason of any special circumstances it is desirable that a greater or less number of unapprenticed boys should be employed an application setting out such special circumstances may be made to the Wages Board for a special order thereon and the Wages Board may thereupon make such order as it thinks proper under such circumstances.

Tuition in Sawing or Machining.

- (xi) Nothing in this clause shall prevent the instruction and tuition in sawing or machining of any boy employed under this clause.

*JUNIORS AND FEMALES IN SPORTING GOODS MAKING.**Proportion.*

15. (b) (1) In or about any sporting goods making factory the number of junior males employed at less than rates for adult males may equal, but shall not exceed one and a half times the number of males employed there at wage rates for adult males and the number of junior females employed at less than rates for adult females may equal, but shall not exceed one and a half times the number of females employed there at wage rates for adult females.

Prohibited Occupations (Juniors).

- (2) Juniors shall not be employed in the following operations, except as assistants on bending and glueing machines, and as hereinafter provided:—

- Operator of saws.
- Operator of buzzer, jointer, planer, glueing machines, shaper, belt sander, routing machines (except machines used for the grooving of the bows for the strings of all sporting goods made of wood).
- Tennis, squash, or badminton rim bending, hockey "U" bending, lacrosse stick bending.
- Setting up and grinding knives of any lathe.
- Fitting as described in the marginal classification, but not including assembling.
- Wood turning, except on automatic and semi-automatic copying lathes, and on small plugs for golf shafts.

Prohibited Occupations (Females).

- (3) Females shall not be employed on any work set out in clause 2 (b), other than:—

- Branding of sporting goods made of wood.
- Operating string or cord-binding machines.
- Any operation in the finishing department with the exception of racket stringing. For the purpose of this sub-clause work in the finishing department comprises painting and/or lacquering and all operations subsequent thereto.
- Operating spray gun, but not with filler or other heavy material.

Tuition in Sawing, &c.

- (4) Nothing in this clause shall prevent the instruction and tuition of any junior over the age of eighteen years in sawing or machining, or in the use of any other machine from which they are excluded under clause 15 (a).

Provided that such course of instruction and tuition shall not exceed twelve months and shall be under the supervision of a qualified journeyman at all times.

If such junior be employed after the conclusion of his term of instruction and tuition to fill the place of a sawyer or machinist who is absent from work he shall be paid the full adult wage for that class of work.

The proportion of such juniors receiving this course of instruction shall not exceed one to four adult sawyers and/or machinists.

Notification of Union.

- (5) The employer within one week of the commencement of the instruction and tuition of a junior under this clause shall inform the State branch secretary of the union by registered letter of the employment of such junior, giving the name and age of the junior, the date of commencement of such instruction and tuition, and the total number of the adult employees of the employer concerned working under this clause.

Wages (Males).

- (6) The minimum rates of weekly wage prescribed in clauses 14 and 15 (a) hereof shall so far as applicable be applied to male juniors employed in making of sporting goods.

Wages (Females).

- (7) The minimum rates of weekly wage (unadjustable) to be paid to female juniors shall be as follows:—

	s.	d.	
Under 16 years of age	22	6	per week.
16-17 years of age	27	0	"
17-18 years of age	36	0	"
18-19 years of age	42	6	"
19-20 years of age	49	6	"
20-21 years of age	53	0	"

SAWYER TO HAVE PULLER OUT.

16. No sawyer shall work or be required to work a running-out saw bench cutting over 3 feet 6 inches in length without a puller out provided that in the making of sporting goods a boy may be used as such puller out.

TOOLS TO BE SUPPLIED.

17. Employees other than millwrights and piece-workers shall be supplied by the employer with all necessary tools, implements, and plant.

PROTECTIVE COVERING.

18. (a) Water dogman and river dogman shall be paid 6d. per week in addition to their ordinary wage for the cost of waterproof coats and boots.

(b) If an employee is required to drive a tractor in log-hauling operations in heavy rain he shall be provided with oilskins or other suitable waterproof clothing.

The employer may deduct from the pay of any employee to whom oilskins or waterproof clothing have been supplied the cost of such articles as are not returned in good order or condition, fair wear and tear accepted, on demand being made by the employer.

Rain shall be deemed to be heavy when, if the employee works therein as required, his clothing will become saturated.

TRANSPORT OF EMPLOYEE.

19. Where means of transport to the bush or bush sawmills is provided by the employer, on the termination of service of an employee, the employee, his family, and his goods and chattels shall be transported free of charge within 48 hours of receipt by the employer of notice that such transport is required. But an employee shall not be entitled to free transport on a route along which the public is regularly transported for payment; on the other hand he shall not be charged a rate on such route in excess of that regularly charged to the public.

TIME BOOKS AND INSPECTION.

20. (a) The employer shall keep at each timber yard, sawmill, or factory or at a nearby office, which is part of the employer's business premises, a time book or sheets or cards with entries typed, or perforated, or written in ink showing the names of his employees, the number of hours worked by each, the rate of pay, and the wages payable and paid to each employee.

(b) The Federal secretary or secretary of a State branch of the union or any officer thereof authorized in writing by one of them, shall, on production of an authority to the employer, his local manager, or the person who purports to be in charge, be allowed at all reasonable times to inspect such time book, sheets, or cards, and to make a copy of the same. Such time book, sheets, or cards for the last preceding twelve months shall be kept available for this purpose.

(c) The Federal secretary or secretary of a State branch of the union or any officer thereof authorized in writing by one of them, shall, on production of an authority to the employer or his local manager, be allowed at all reasonable times to inspect any part of an employer's works where it is suspected that a breach of this Determination has occurred or is occurring, but such inspection shall be carried out in the company of the employer or some one on his behalf. The employer shall provide the necessary facilities for the investigation of the breach or the supposed breach of this Determination including access to the time book, sheets, or cards referred to herein. The union officers shall not interfere with or inconvenience the work and duties of the men more than is absolutely necessary for the proper investigation of the breach or supposed breach of this Determination.

RIGHT OF ENTRY OF UNION OFFICIALS.

21. The secretary or branch secretary or any officer of the union shall have the right to enter employers' working establishments, during the meal time, for the purpose of interviewing employees on legitimate union business, on the following conditions:—

- (a) That the representative produces his authority to the gatekeeper or such person as may be appointed by the employer.
- (b) That the representative interviews employees only at the places where they are taking their meals.
- (c) That not more than two such representatives shall, at any one time, visit or be in any one working establishment and if there are two representatives they shall both be there at the same time.
- (d) That if a working establishment shall have been visited by any such representative during a week it shall not be visited afterwards during the same week by any such representative.
- (e) That if any employer alleges that a representative is unduly interfering with his working establishment, or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.
- (f) Any unreasonable delay in allowing officers of the union into the premises shall be a breach of this Determination.

PROVISIONS RELATING TO SPECIAL WORK.

22. Special work means the following work performed by an employee (other than a regular employee) employed by the hour:—

- (a) Receiving timber from any vessel or wharf for delivery into any yard, mill, railway truck, or other place; the delivery of timber received from any vessel or wharf directly into any yard, mill, railway truck, or other place and thereupon stacking; receiving timber at any yard, mill, railway truck, or other place for delivery to any wharf or vessel, and the delivery of such timber to any vessel or wharf and thereupon stacking.
- (b) Receiving timber at any railway truck or siding and its delivery into any yard, mill, or place (other than vessel or wharf) and thereupon stacking; delivering timber from any yard, mill, or place (other than vessel or wharf) into any railway truck or siding and thereupon stacking or loading, which work shall be paid for at the rate of 10 per cent. additional to the weekly rate prescribed herein for the class of work performed.
- (c) Where a weekly employee is put on to special work, he shall, if he is discharged within four weeks of his being put on to such work, have his pay calculated according to the rates provided in this Determination for the special work for the time he is so engaged, and shall be paid any back pay due to him forthwith on his discharge or within fifteen minutes thereof.
- (d) Unless otherwise agreed upon with the consent of the State branch of the union the wages of special workers shall be paid at least once a week or if the work should finish before the end of any week then at the end of the job.
- (e) Where an employee doing special work is kept waiting after his discharge for his pay for more than fifteen minutes through default of the employer the employee shall be paid at overtime rates for all time from the time of his discharge until he is paid.
- (f) One hour or such other time as may be mutually agreed upon shall be allowed for meals except in a case of urgency or except where not more than half an hour is required to finish a job. Except in such cases no special worker shall be called upon to work during the meal hour unless he consents to do so. Where a special worker works during the meal hour he shall be paid for the time worked at the rate of 2s. 6d. per hour in addition to the ordinary rate for such period.
- (g) A special worker having begun work shall not, without reasonable cause or excuse, be dismissed or cease work until the job is finished. The burden of establishing such reasonable cause or excuse shall in every legal proceeding be upon the party alleging such reasonable cause or excuse.
- (h) Any special worker engaged for work shall be paid for at least two hours whether put to work or not.

DEFINITIONS.

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

- (a) "Glazier (first class)" means an employee who is called upon to cut plate, sheet, figured, rolled, and other flat glass, also structural glass and to glaze and to fit into wood and/or steel, and/or metal and to fix structural glass.
- (b) "Head Faller" means an employee who selects timber for falling, exercises supervision over two or more other fallers and/or who sharpens fallers' saws used in bush operations.
- (c) "Kiln Operator" means an employee who operates a drying kiln and is responsible for the temperature reading and records thereof.
- (d) "Labourer experienced" shall mean an adult employee with not less than three months' experience in the industry whether in the service of one or more employers who is employed upon work for which a margin is not elsewhere provided.
- (e) "Leading hand" means an employee who, while he is working, has under his charge or control any adult person or persons not apprentices or improvers, and who has been appointed by the employer to take such charge or control. This definition does not apply to engine drivers, firemen, or greasers. A leading hand shall receive 6s. per week in addition to his ordinary rate.
- (f) "Main dock" means the dock, in a mill where there are two or more docks, at which most timber is docked. In mills where the breaking down bench feeds two benches with approximately equal quantities of timber, the two docks shall be rated as main docks.
- (g) "Measurer": See "Tallyman or measurer".
- (h) "Millwright" means and includes an employee who installs machinery in a sawmill.
- (i) "Mixed industry" shall mean an employer's industry where the work performed by an employee as herein defined is subsidiary and ancillary to the chief and principal purpose and business of such industry.
- (j) "Orderman" means an employee who is responsible for the selection, allotment, and measuring of orders for delivery and/or for the execution of orders for delivery.
The word "order" in this definition shall mean the demand of a customer or of the employer, or some one on his behalf to the orderman for an expressed size and class, or expressed sizes and classes of timber.
- (k) "River logman" means an employee usually and ordinarily engaged on or in connexion with any barge, raft, or punt on any river, in loading, discharging, or bringing logs, piles, hewn or sawn timber to or from any mill or depot.
- (l) "Tallyman or measurer" is an employee who by measuring and/or calculating quantities keeps an account of timber, and does not include one who merely measures lengths of timber, or merely counts timber by pieces.
- (m) "Timber grader" means an adult employee who grades timber according to quality into three or more classes.
- (n) "Tramway builder or repairer" means an employee engaged in the work of tramway construction and maintenance, but does not include the work of clearing the track and forming the permanent way, or the work ordinarily performed by a fottlor.
- (o) "Union" means the Australian Timber Workers' Union.
- (p) "Water dogman" means a crane attendant usually and ordinarily engaged in the work of handling in water round logs, or hewn logs or oregon spars.
- (q) "Year" means a year commencing the 23rd day of January in each year.

CLASSIFICATION OF SAW BENCHES.

24. The following provisions shall apply to log sawmills:—

- (a) A breaking down bench shall include a circular saw, a band saw, twin saws, horizontal saw, or vertical saw when any of such saws is used for the purposes of reducing a log to flitches.
- (b) A No. 1 Bench shall mean any bench which takes flitches 3 inches thick or over from the breaking down bench.
- (c) A No. 2 Bench shall mean any bench which is fed directly from a No. 1 Bench or an edger saw bench and which is not being used as a picket bench within sub-clause (e) hereof.
- (d) A No. 3 Bench shall mean any bench which is fed directly from a No. 2 Bench, and which is not being used as a picket bench within sub-clause (e) hereof.
- (e) A No. 4 Bench shall mean a bench on which timber is cut into pickets, laths, droppers, palings, staves, or other small sizes which small sizes do not exceed 3 inches by 1½ inches by 9 feet or the equivalent in section by 9 feet.

MEASURING LOGS.

25. All logs felled or hauled at piece-work rates shall be measured at the mill landing. Particulars of the logs so measured shall be given to the piece-worker at least once a fortnight unless otherwise agreed upon by the employer and employee, and such particulars shall set out the name of the mill supplied, the name or names of the employees, the date, the brand, the length, the girth, and the cubic feet of such logs. Provided that in respect of measuring red gum logs an agreement may be entered into between the State branch of the union and employers.

SPECIAL TRANSPORT OF INJURED.

26. The employer shall as soon as is reasonably possible supply means free of charge to convey to the nearest hospital or doctor at which or by whom the employee is to be treated any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

ACCOMMODATION.

Rents of Houses and Huts.

27. (a) The employer may charge such rent for the use and occupation of huts or houses owned or controlled by him as may be agreed upon between the employer, the employee, and the union. In default of such agreement such rent as shall not exceed the amount ascertained by the Commonwealth Statistician as the average rental for four or five-roomed houses in relation to four towns for the State of Victoria. No employee shall be charged any rent by his employer for any house or hut occupied by him unless such house has been built by the employer or some previous employer at the employer's own expense or purchased by him from some prior owner.

Sanitation.

(b) The employer shall provide at every sawmill, timber yard, or bush camp where persons are constantly employed proper sanitary conveniences.

Supply of Water, Fuel, and Lighting.

(c) Where water, fuel, or lighting is supplied by the employer to an employee at a charge payable to the employer, then such charge shall be fixed by agreement between the employer, the employee, and the union.

Sleeping Accommodation.

(d) Where the employer provides houses or huts for the use and occupation of his employees at a bush mill or camp, or in the bush, the following provisions shall apply :—

- (i) No room shall have a floor space less than 10 feet by 12 feet. This requirement shall not apply to existing buildings having a floor space of not less than 10 feet by 8 feet which have been approved by the union.
- (ii) No room shall have a height of less than 8 feet, but this shall not apply to existing buildings the rooms of which have a height of not less than 7 feet.
- (iii) There shall be one glazed sash in each room or hut.
- (iv) Not more than two employees shall be permitted to occupy a room.

Shower Baths.

(e) In all sawmills in the bush cold showers shall be provided where it is practicable to do so.

ROYALTIES.

28. Where timber is obtained from Crown lands or private property the employer shall pay any royalty charged on the timber, or where the employee obtaining the timber pays royalty such royalty shall be paid by the employer to the employee in addition to the rates of pay prescribed herein.

SHIFTING OR ERECTING CAMP.

29. Any employee employed in shifting or erecting camp or assisting therein or in clearing the site for a camp shall be paid at his ordinary rates for the time he is so employed.

PAYMENT OF WAGES.

30. (a) All wages due and payable to employees in the bush and at bush sawmills shall be paid in such manner as may be agreed upon between the employer, the employee, and the union; or in default of such agreement : (i) where a bank exists within five miles of the mill or place where the work is performed, weekly in cash at the mill or such place : (ii) where no bank exists within five miles of such mill or place, fortnightly in cash at such mill or place. Such payment shall not be delayed more than four working days after the expiration of the period in respect of which the wages are due and payable.

(b) All wages due and payable to employees in towns and cities shall be paid weekly in cash at the mill or place where the work is performed. Such payment shall be made not later than two days following the expiration of the pay week observed by the employer at his works and in any case not later than Friday, but the accepted pay-day shall not be altered without seven days' prior notice to the State branch of the union.

(c) Should any employee wherever employed be dismissed during the course of a week, he shall be paid at the usual place of payment, on demand there by him, any wages which are legally due to him within fifteen minutes of dismissal, provided that if the usual place of payment be on the work in the bush, then such payment shall be made within 30 minutes of the usual ceasing time on the day of dismissal at the usual place of payment.

(d) If payment be delayed for more than fifteen minutes through default of the employer the employee shall be paid at overtime rates for three hours or until the hour of payment whichever shall first occur if payment be made on the day of default and if payment be not made on that day shall in addition be paid at overtime rates for all ordinary working hours between the end of the day or default and the day of payment provided that this penalty rate shall not exceed payment as for forty-four hours.

ANNUAL HOLIDAY.

31. 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.)

TRAM AND TRAIN LINES.

32. All tram and train lines owned or controlled by the employer shall be kept in good order by the employer.

SHOP STEWARDS.

33. The employer shall give recognition to any employee who is appointed shop steward in any timber yard, sawmill, workshop, or place where he is employed, and he shall be allowed the necessary time to interview the employer in working hours on such matters affecting the employees in such timber yard, sawmill, workshop, or place.

FIRST AID OUTFIT.

34. (a) The employer shall provide and continuously maintain an efficient first-aid outfit and appliances, including a stretcher suitable for the carriage of injured persons at each sawmill, factory, bush landing and stacking or timber yard.

(b) The first-aid outfit shall contain the following equipment :—

- 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 teaspoonsful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints distilled water—1 pint.
- Pins, safety—1 packet.
- Sal volatile—6 oz.
- Scissors—1 pair.
- Tourniquet—1.
- Tweezers—1 pair.
- Gauze, sterilized, plain cotton, absorbent lint, absorbent plaster, adhesive—an adequate assortment.

CONTRACTORS.

35. (a) Where a person bound by this Determination (hereinafter referred to as the "principal") enters into a contract with any person (hereinafter referred to as the "contractor") for the supply to the principal of logs or sleepers or timber and where such contractor is by the terms of the contract to supply such logs, sleepers, or timber from the property of the principal or from property in the possession of or under his control or from property in which the employer has or controls the timber rights; or

(b) Where the principal enters into a contract with any contractor for the manufacture and supply to him or on his behalf of boxes, cases, or crates, or any part thereof; and

(c) The contract in either case involves the payment of wages the principal shall make it a term of the contract that the provisions of this Determination shall be observed by the contractor in regard to his employees and the principal shall, subject to the conditions hereinafter prescribed, be liable for the payment of such wages—

- (i) he shall not be liable in any case to an amount exceeding the full amount payable by him to the contractor under the contract;

- (ii) he shall not be liable for the payment of any wages to any employee in respect of whom he receives from the contractor a statement in writing signed and acknowledged by the employee concerned that he has been paid all wages in full;

Provided that the receipt of such a statement and acknowledgment shall not affect the principal's liability in respect of any wages which become due and payable after the date specified therein as the date to which wages have been paid in full;

- (iii) in the event of the full amount payable to the contractor under the contract being insufficient to pay in full the wages payable to the employees of the contractor the amount payable shall be applied *pro rata* in the settlement of the outstanding claims;
- (iv) he shall make it a term of the contract that he shall retain so much of the moneys as otherwise would be payable to the contractor thereunder to enable him to discharge his liability under this clause.
- (d) "Wages" for the purposes of this clause includes any rate of remuneration prescribed by this Determination.

PROVISION OF CONVENIENCES.

36. Except as otherwise provided by State law employers shall provide, free of charge to the employees—

- (a) at each sawmill, factory, or timber yard in cities and towns or in the bush, where living accommodation is not provided and where ten or more employees are engaged, suitable dining accommodation;
- (b) at each sawmill, factory, or timber yard in the cities and towns specifically referred to in Table "A" of clause 37 or in urban areas suitable lockers or suitable clothes-hanging facilities;
- (c) where practicable, boiling water at meal times;
- (d) at each sawmill, factory, or timber yard in which five or more employees are engaged reasonable and sufficient conveniences to enable the employees to wash themselves.

Provided that the provisions of sub-clauses (a) and (b) hereof shall not for such period or periods as the Wages Board may fix apply to any employer who proves to the satisfaction of the union, or, failing that, of the Wages Board, that he is unable, by reason of lack of space, shortage of material, or labour or any other difficulties to provide dining accommodation, lockers, or clothes-hanging facilities as aforesaid. In cases where dining accommodation, lockers, or clothes-hanging facilities are not provided at the date upon which this order comes into operation, this clause shall not apply until the 1st day of March, 1945, and the Wages Board may extend the time for providing such dining accommodation or lockers as aforesaid.

Provided further, however, that where employees do not desire dining accommodation an employer shall not be compelled to provide same.

PERIODICAL ADJUSTMENT OF WAGES.

37. 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 determines that such rates shall be automatically adjusted as prescribed by clause 38.

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

- Where the marginal rate is 28s. and over, 3s. war loading.
Where the marginal rate is 21s. and under 28s., 2s. 6d. war loading.
Where the marginal rate is 12s. and under 21s., 2s. war loading.
Where the marginal rate is 5s. and under 12s., 1s. 6d. war loading.

Such war loadings shall be set off against general or special loadings which may subsequently be determined.

The minimum amount per week to be paid to adult female employees (other than an aged or infirm worker) engaged in the making of sporting goods, plywood, veneer, and small wooden articles shall be 54 per cent. of the total basic wage payable from time to time for the respective area or place set out in Table "A" hereof. Such calculation shall be made to the nearest 6d., half or less than half of 6d. in the result to be disregarded. In addition to the resultant basic wage so obtained, the rates payable as shown in clause 2 (b) contain certain margins granted prior to the operation of this Determination.

Table "A".

Place.	Needs Basic Wage Adjustable.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne	£ s. d. 5 3 0	s. d. 6 0	£ s. d. 5 9 0	Melbourne
Within 10 miles of G.P.O., Geelong, or at Warrnambool—same as contemporaneous basic wage for Melbourne				
Mildura and Gippsland Districts—same as contemporaneous basic wage for Melbourne				
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week				
In the bush and in bush sawmills and elsewhere in the State—3s. less than the contemporaneous basic wage for Melbourne				

Male adult employees in bush or in bush sawmills or in log sawmills outside the cities and towns specifically referred to in Table "A" shall, in addition to the total basic wage, be paid 2s. per week as the allowance referred to in clause 9 (c) hereof. Where an employer has such a bush sawmill or log sawmill this provision shall apply to all his employees at that place of business.

ADJUSTMENT OF BASIC WAGE.

38. (a) For the purposes of this Determination, the expression "Commonwealth Statisticians' 'all times' 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 37.

(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.

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

J. V. WILLOX, Secretary.

Melbourne, 11th December, 1947.

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