



VICTORIA GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

DETERMINATION OF THE CONFECTIONERS BOARD.

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

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

1. That on the 10th August, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK.

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

Apprentices and Improvers.			Juvenile Workers.—Males under 21 Years of Age, Other than Apprentices or Improvers.		Other Employees.	
<i>Males (assisting the Storeman and Packer).</i>			<i>General Hands.</i>		<i>Males.</i>	
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
18 years of age and under 19 years	67	3	15 years of age and under	32 0	Confectioners	134 6
19 " " " 20 " "	82	6	16 years of age	39 9	Storeman or packer—	
20 " " " 21 " "	101	3	17 years of age	50 6	(a) Who works singly ..	128 6
<i>All Other Males.</i>			18 years of age	71 6	(b) Who supervises or directs the	
15 years of age and under	32	0	19 years of age	85 6	number of persons 18 years of	
16 years of age	39	9	20 years of age	90 6	age or over indicated here-	
17 years of age	50	6	<i>PROPORTION.</i>		under, viz :—	
18 years of age	71	6	Two juvenile workers to every three adult workers receiving not less than the minimum wage. For the purpose of this clause a junior who is in receipt of the rate prescribed for an adult shall be counted as an adult.		(i) 1, 2, 3, 4, 5 or 6 such	
19 years of age	85	6			persons	130 9
20 years of age	90	6			(ii) 7 or more such persons	144 9
<i>Females.</i>					Other storeman or packer engaged	
16 years of age and under	34	3			in the despatch or bulk receiving	
17 years of age	42	0			stores	124 0
18 years of age	52	6			Machinists	124 6
19 years of age	61	6			General hand	119 0
20 years of age	71	0			All other males	108 0
<i>PROPORTION.</i>					<i>Females.</i>	
<i>Males (assisting the Storeman and Packer).</i>					General workers, chocolate dippers,	
One male apprentice to every three or fraction of three male workers receiving not less than 124s. per week.					French cream dippers, bulk and novelty dippers, sale and counter attendants and all other adult female employees (except those provided for in clause 5) ..	83 3
One male improver to every four or fraction of four male workers receiving not less than 124s. per week.						
<i>Other Male Apprentices.</i>						
One male apprentice to every three or fraction of three male workers receiving not less than 124s. per week.						
<i>Other Male Improvers.</i>						
One male improver to every three or fraction of three male workers receiving not less than 124s. per week.						
<i>Females.</i>						
Three female apprentices or improvers to every two or fraction of two female employees receiving not less than 83s. 3d. per week on day work or at piecework rates.						

(ii) Thereafter.

Apprentices and Improvers.	Juvenile Workers—Males under 21 Years of Age, Other than Apprentices or Improvers	Other Employees.
<i>Males (assisting the Storman and Packer).</i> 18 years of age and under 19 years .. 68 0 19 " " 20 " 83 6 20 " " 21 " 102 0 <i>All Other Males.</i> 15 years of age and under .. 32 6 16 years of age .. 39 9 17 years of age .. 51 0 18 years of age .. 72 0 19 years of age .. 86 6 20 years of age .. 91 6 <i>Females.</i> 16 years of age and under .. 34 6 17 years of age .. 42 3 18 years of age .. 53 0 19 years of age .. 62 0 20 years of age .. 71 6 <i>PROPORTION.</i> <i>Males (assisting the Storeman and Packer).</i> One male apprentice to every three or fraction of three male workers receiving not less than 125s. per week. One male improver to every four or fraction of four male workers receiving not less than 125s. per week. <i>Other Male Apprentices.</i> One male apprentice to every three or fraction of three male workers receiving not less than 125s. per week. <i>Other Male Improvers.</i> Other male improver to every three or fraction of three male workers receiving not less than 125s. per week. <i>Females.</i> Three female apprentices or improvers to every two or fraction of two female employees receiving not less than 84s. per week on day work or at piecework rates.	<i>General Hands.</i> 15 years of age and under .. 32 6 16 years of age .. 39 9 17 years of age .. 51 0 18 years of age .. 72 0 19 years of age .. 86 6 20 years of age .. 91 6 <i>PROPORTION.</i> Two juvenile workers to every three adult workers receiving not less than the minimum wage. For the purpose of this clause a junior who is in receipt of the rate prescribed for an adult shall be counted as an adult.	<i>Males.</i> Confectioners .. 135 6 Storeman or packer— (a) Who works singly .. 129 6 (b) Who supervises or directs the number of persons 18 years of age or over indicated hereunder, viz :— (i) 1, 2, 3, 4, 5 or 6 such persons .. 131 9 (ii) 7 or more such persons 145 9 Other storeman or packer engaged in the despatch or bulk receiving stores .. 125 0 Machinists .. 125 6 General hand .. 120 0 All other males .. 109 0 <i>Females.</i> General workers, chocolate dippers, French cream dippers, bulk and novelty dippers, sale and counter attendants and all other adult female employees (except those provided for in clause 5) .. 84 0

DEFINITIONS.

3. "Confectioner" means an adult male, not expressly included in the definition of a machinist or general hand employed—

- (i) handling or dealing with confectionery in any process of manufacture from raw materials such as sugar, glucose, gelatine, gum, or licorice, chocolate or similar material to the finished articles, and includes an employee who runs by hand with any kind of funnel or bag jubes, jellies, cream fondant, snowballs, or other articles which are run into stamped or moulded starch trays or other moulded receptacles; or

- (ii) operating or controlling any of the following machines :—

Chocolate dipping or covering machines.
Licorice making or shaping machine.
Depositing machine.
Cocoa bean roaster.
Milk chocolate condenser.
Lozenge stamping machine.
Lozenge cutting machine.
Mogul depositing machine.

- (iii) any male employee engaged continuously tempering chocolate in quantities in excess of one cwt. at a time.

"Machinist" means an adult male employed operating any one or more of the following machines :—

Combined refiner and melanger.
Melanger.
Refiners.
Conches.
Cocoa butter press.
Neat work mill.
Liquor mill.
Gum refining.

"General hand" means a male employee engaged on one or more of the following operations:—

Grinding nuts.
 Stirring gum or syrup.
 Smoothing, emptying, sieving starch trays.
 Cleaning confectionery.
 Washing tins or bottles with a capacity of over 4 lb.
 Stamping lozenges.
 Marking toffee on slabs.
 Rolling confectionery, sticks or balls.
 Blanching nuts by machine.
 Cutting confectionery by hand or vertical or circular cutting machine.
 Grinding figs, acids, and other ingredients used in the trade.
 Weighing confectionery and ingredients (over 30 lb.).
 Straining syrup or other material used in the trade.
 All handling of confectionery or ingredients in the manufacture of confectionery.
 Up-ending sugar or lumping sugar.
 Glazing confections.
 Cutting neat work.
 Coating boiled goods with such ingredients as dry sugar or coconut, &c.
 Feeding Forgrove and similar machines (except universal type).

GENERAL WORKERS.

Means a female employed at nailing up boxes, except in the despatch or bulk or receiving store, tying up boxes, bottles, tins or parcels, tinning up, boxing or packing under 30 lb. in weight; wrapping; packing stock boxes or tins or bottles; labelling; picking nuts or fruit or confection; spreading peel or confections; sieving; cutting fruit or ginger; cleaning; washing tins or bottles with a capacity of 4 lb. or under; plain piping or dotting or glazing novelties; marking confectionery; blanching nuts by hand; separating confectionery; cutting confectionery (excepting lozenges or goods of similar nature); coating jellies or other confections with such ingredients as dry sugar or coconut; all handling of confectionery directly it leaves the confectioner or the machine; packing confections; stirring confectionery or ingredients (if over 30 lb. to be done by males only); icing novelties; carrying goods, materials, or utensils; filling dates with cream; placing nuts on paste; and other unskilled or labouring work, except in the despatch or bulk receiving store.

CHOCOLATE OR FRENCH CREAM DIPPERS.

Means a female engaged in dipping by hand or fork goods in chocolate, French cream, or other substance, or covering by hand or fork goods with chocolate, French cream, or other substance.

BULK DIPPERS OR NOVELTY DIPPERS.

Means a female who at one operation dips or covers a number of confections in or with chocolate or other material by means of wire frames, strainers, or other utensils, or persons filling or turning out chocolate goods moulded in or on metal.

STARCH WORK.

4. (a) Any employee whether an adult or junior employed on starch boxes shall be paid 2s. 6d. per week in addition to the prescribed rate.
 (b) An employer shall not employ any person under 18 years of age on starch boxes.
 (c) An employer shall not employ females on smoothing starch trays or emptying or sieving starch trays with or without confections in them.

SPECIAL RATES.

5. (a) All female employees employed on any work which is usually performed by males, according to the classifications and definitions, shall be paid at the rate of wages operating for males for such work.
 (b) A dust allowance of 2s. 6d. per week shall be paid to employees working in the following sections of the plant:—
 Chocolate mixing from powder in werner mixers and melanguer.
 V.G. crumb platform in chocolate mill.
 Feeding cocoa weighing room weighing machines.
 Icing sugar mill.
 Cocoa mill.
 Mogul machine work.
 (c) Any employee employed in operating a cocoa butter press shall be paid 7s. 6d. in addition to the prescribed rate for a machinist.

PROHIBITED WORK.

6. (a) No female under the age of eighteen (18) years shall be permitted to lift or carry more than 25 lb. in weight, and no female over eighteen (18) years shall be permitted to lift or carry more than 30 lb. in weight or stir confectionery or any other ingredients over 30 lb. in weight.
 (b) Males under 18 years of age shall not be permitted to pull trucks or any other conveyances of a greater load than 5 cwt. gross weight.

HOURS.

7. The ordinary working hours shall not exceed 44 per week until the 31st December, 1947, thereafter 40, to be worked in five days of not more than 8 hours 48 minutes each to be worked continuously, except for a meal break as prescribed, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive.

Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees.

MEAL BREAKS.

8. (a) Employees shall be allowed a meal break of not less than half an hour between the hours of noon and 2 p.m. on each day, Monday to Friday inclusive.
 (b) An employee shall not be worked for more than five hours without a break for a meal.
 (c) All time worked during the time ordinarily observed by an employee as his or her meal break shall be paid for at the rate of double time.

SMOKO OR REST PERIOD.

9. All employees shall be allowed a ten minute smoko or rest period each morning.

CONTRACT OF EMPLOYMENT.

10. (a) Employment shall be by the week and shall be terminated by a week's notice on either side, such notice to be given at any time during the week. This shall not affect the right of an employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty, or misconduct (and in such cases wages shall be paid up to the time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike by the Association or any other organization or association or through any breakdown of machinery or any stoppage of work by any cause which the employer cannot reasonably prevent, or through slackness of work, or through the closing of factories between Christmas and New Year. This clause shall not apply to workers on night shift.
 (b) Any employee not attending for duty shall lose his or her pay for the actual time of such non-attendance unless he or she produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the management that his or her non-attendance was due to personal accident arising out of and in the course of his or her employment or to personal ill health necessitating such absence.

Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill health or both for more than 44 hours until the 31st December, 1947, thereafter 40, of working time in each year.

SHIFT WORK.

11. For the purposes of this clause:—

- (1) "Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.
 "Night shift" means any shift finishing subsequent to midnight and at or before 9 a.m.
 "Rostered shift" means a shift of which the employee concerned has had 48 hours' notice.
- (2) (a) The ordinary hours of shift workers shall not exceed 44 until the 31st December, 1947, thereafter 40 in any week to be worked in five shifts of not more than 8 hours 48 minutes on Monday to Friday inclusive.
 (b) Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than five hours without a break for a meal.
 (c) Except at regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours.
 (d) Shift workers whilst on afternoon or night shifts shall be paid 10 per cent. more than ordinary rates for such shifts. The minimum payment for an adult on afternoon or night shift shall be 10s. per week. Juniors shall receive the adult general hand rate.
 (e) Subject to this sub-clause shift workers for all time worked on a Sunday or holiday shall be paid at the rates prescribed for holidays and Sunday work. Where shifts commence between 11 p.m. and midnight on Sundays and/or holidays, the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.
 (f) Shift workers for all time worked in excess of or outside the ordinary working hours or on a shift other than a rostered shift shall be paid at the rate of time and a half for the first four hours and double time thereafter except when the time is worked—
 (i) by arrangement between the employees themselves;
 (ii) for the purpose of effecting the customary rotation of shifts.
 (g) Shift workers who work on any afternoon or night shift which does not continue for a least five successive afternoons or nights shall be paid at the rate of time and a half.
 (h) Female shift workers whilst on afternoon and night shifts, shall be paid not less than the rates hereinbefore prescribed or 1s. per shift whichever is the higher.
 (i) The method of working shifts may in any case be varied by agreement between the employer and the union to suit the circumstances of the establishment.

OVERTIME AND SUNDAY WORK.

12. (a) All time worked outside the ordinary hours shall be paid for at the rate of time and a half for the first four hours and double time thereafter.
 (b) All time worked on a Sunday shall be paid for at the rate of double time.
 (c) A male employee who is called upon to work overtime beyond one hour and who has not been notified when ceasing work on the previous day that he is required to work overtime shall be supplied with a meal or be paid an allowance of 1s. 6d. If such notice as aforesaid is given and the employee attends and is not required to work overtime he shall be paid the 1s. 6d. allowance. A female employee shall be paid 1s. 6d. meal allowance on any day which she is required to work overtime.
 (d) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS.

13. (a) All employees shall be entitled without loss of pay to the following holidays or any days observed in lieu thereof:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day, and Union Picnic Day.
 (b) "Union Picnic Day" shall be a day (other than a Saturday or Sunday) set apart for the holding of a picnic, and such day shall be arranged between the employers and the Union and no employee shall be entitled to payment for such day unless a ticket for the picnic has been purchased.
 (c) Employees working on any of the holidays mentioned in sub-clause (a) hereof shall in addition to the prescribed wage be paid at the rate of ordinary time for the time worked with a minimum payment as for four hours.
 (d) An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays mentioned in sub-clause (a) hereof.
 (e) Employees shall be entitled to and receive payment for the holidays as prescribed in sub-clause (a) hereof, provided that they shall be available for duty on the last working day their services are required preceding and the first working day following such holiday, provided that the employees may be absent with the consent of either the manager or the head of the Department in which the employee is working.
 (f) Pieceworkers working on any of the holidays mentioned in sub-clause (a) hereof shall in addition to the piecework earnings be paid at the rate of ordinary time for such holiday.

ANNUAL LEAVE.

14. (a) Except as hereinafter provided, a period of 14 consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

- (b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.
 Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of fourteen consecutive days' annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

- (c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 13 of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to that period one working day for each such holiday falling as aforesaid.

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

Broken Leave.

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

Calculation of Continuous Service.

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

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

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not except to the extent of not more than 14 days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this clause shall, within 48 hours of the commencement of his absence, submit evidence satisfactory to the employer that his absence is due to personal sickness, accident or reasonable cause and shall if practicable inform the employer in writing of the nature of the illness injury or other cause of absence and the estimated duration of absence.

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

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

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

Calculation of Service.

(f) Service before 1st January, 1946, shall be taken into consideration for the purpose of calculating annual leave but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been made under the clause hereby varied. Provided however, that in respect of service before the 1st January, 1946, the annual leave shall be allowed at the rate of $3\frac{3}{4}$ hours for each completed one month of continuous service and in respect of service after that date at the rate of $7\frac{1}{2}$ hours until the 31st December, 1947, thereafter $6\frac{1}{2}$ for each completed one month of service. Any broken part of a month served before the 1st January, 1946, shall for the purpose of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

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

Calculation of Month.

(g) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of 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 is no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(h) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clause (1) hereof payment shall not be made or accepted in lieu of annual leave.

Time for Taking Leave.

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

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one twelfth of the amount of wage paid on account of annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 13 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages except a seven-day shift worker who shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purpose of this sub-clause and sub-clause (1) hereof wages shall be at the rate prescribed by clauses 2, 4, and 5 of this Determination for the occupation in which the employee was ordinarily employed prior to the commencement of his leave or the termination of his employment as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee the employee shall be paid at his ordinary rate of wage for $3\frac{3}{4}$ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for $7\frac{1}{2}$ hours until the 31st December, 1947, thereafter $6\frac{1}{2}$ at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

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

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

- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is reopened for work.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (i) of this clause subject to adjustment for any proportionate leave which may have been allowed as aforesaid.

Disputes.

- (n) Any dispute arising in connexion with annual leave shall be referred to the Wages Board for decision.

PAYMENT OF WAGES.

15. (a) All wages shall be paid not later than Friday in each week.
- (b) An employer shall not keep more than two days' pay in hand :
Provided that in those cases in which three days' pay was on the 20th day of November, 1939, kept in hand the employer may continue to keep not more than that number of days' pay in hand.
- (c) If an employee leaves his or her employment or is dismissed he or she shall, provided that the necessary money is then available at the factory office, be paid his or her wages upon leaving or being dismissed.
- (d) All wages shall be paid during working hours.

MIXED FUNCTIONS.

16. When an employee is put to work temporarily on work of a classification higher than that under which he or she was engaged or deemed to be working, he or she shall be paid the higher rate prescribed for the higher classification for the time he or she is occupied upon such work if he or she is so occupied for not more than four hours, and payment for one full day if he or she is so occupied for more than four hours.

DINING ROOM ACCOMMODATION.

17. The employer shall provide for employees proper dining room accommodation and a sufficient quantity of boiling water at meal hours. The employer shall also provide a heating apparatus in the dining room where more than three females are employed.

WASHING FACILITIES.

18. The employer shall provide suitable washing facilities for employees.

LOCKERS AND DRESSING ROOM.

19. The employer shall provide a cloak and dressing room, and suitable lockers for the use of female employees.

OVERALLS AND TOOLS OF TRADE.

20. (a) Where an employee is required by the employer to wear overalls, caps, uniforms, aprons, &c., other than those normally worn in his or her occupation the employer shall supply the same.
- (b) The employer shall provide all tools of trade required and used by employees in the course of their employment.

SEATING ACCOMMODATION (FEMALES ONLY).

21. Where practicable the work of the employee shall be performed sitting or standing, whichever is the more convenient. Where practicable the employees shall have the right to change the position of the work either from sitting to standing or from standing to sitting position at any time they feel disposed during working hours unless impracticable owing to the nature of the work.

FIRST AID.

22. The employer shall provide and maintain in every factory or workshop a properly equipped first aid ambulance chest, which shall be a suitable dustproof receptacle made of either metal or wood and shall make it available for the use of employees in some accessible place in the said factory or workshop.

UNION BUSINESS.

23. (a) Officials of the Federated Confectioners Association of Australia and The Federated Storeman and Packers Union of Australia may absent themselves from work without pay to attend to the business of the Association, or Union if they give at least one day's notice to the employer.

(b) An employer shall not prevent the secretary of such Association or Union or any official thereof authorized by the Association or Union from visiting or conversing with the members of the Association or Union at meal times or before or after the hours of work in a place mutually agreed upon by the employer or his works manager and the Association or Union secretary or other authorized official.

FACILITIES FOR UNION OFFICERS AND MEMBERS (FEMALES ONLY).

24. At each factory reasonable facilities shall be afforded members and officers of the Female Confectioners Union to interview the employees during lunch time, and for the necessary working connexion with the Union, and the Union shall be permitted to post a copy of the Determination and the Union notices on a board in a prominent position in each factory.

TIME AND WAGES BOOK.

25. (a) Each employer shall keep at his factory or at an office convenient thereto a time and wages book in which he shall enter or cause to be entered the name and classification of each employee, the times of starting and ceasing work each day, the amount of overtime worked and the wages and overtime paid to each employee.

(b) Such book shall, on demand, be produced by the employer for inspection to an official of the Federated Confectioners Association of Australia, Female Confectioners Union, or The Federated Storeman and Packers Union of Australia duly authorized in writing, by the president or secretary of the local branch of the Association or Union concerned at the place where the book is kept at any time between the hours of 10 a.m. and noon on any day except pay day or the day before pay day between the 1st to the 27th inclusive of each calendar month.

No authority to inspect shall be given by the Association or Union concerned unless the president or secretary has good reason to suspect that the employer, whose book is to be inspected, is committing or has committed a breach of this Determination.

(c) Any employer who provides a mechanical clock for the purpose of recording the time of employees may for the purpose of this clause and in lieu of a time and wages book keep the cards or check used in connexion with such clock if such card or check contain the particulars prescribed by sub-clause (a) hereof.

PIECEWORK (FEMALES ONLY).

26. Any employer may fix and pay piecework prices to any person or class of persons employed at any work which the minimum wage has been provided for under this Determination, provided that any such employer shall base such piecework prices on the earnings of an average adult worker, with reasonable effort, working under like conditions, at the weekly adult minimum rate and such piecework prices shall be fixed so that an average worker can earn no less than 10 per cent. above the adult wages that are fixed by this Determination for such work.

Any alteration to the minimum wage shall apply to pieceworkers by adding to, or subtracting from the same amount to the pieceworker's wage.

In the event of a pieceworker being placed on new work not earning the adult minimum wage through no fault of her own, she shall be paid the existing adult wage.

WAITING TIME FOR PIECEWORKERS (FEMALES ONLY).

27. Pieceworkers who are waiting for work on or about the factory or workshop of the employer must be paid for such waiting time a sum calculated on the basis of the weekly wage.

OVERTIME RATES FOR PIECEWORKERS (FEMALES ONLY).

28. All work performed before or after the regular working hours as per clause 7 shall be paid for at piecework rates plus 50 per centum for the first four hours and thereafter at double the ordinary piecework rates.

All overtime rates earned by a pieceworker shall be paid in full and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

PERIODICAL ADJUSTMENT OF WAGES.

29. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 30.

Provided that the wages of Junior males (assisting the Storeman and Packer) shall be adjusted proportionately to adjustments of the needs basic wage, such adjustments to be calculated to the nearest threepence, half or less than half of threepence to be disregarded.

BASIC WAGE.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage for Adult Males.	Minimum Wage for Adult Females.	Index Number Set Assigned.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.	
Throughout the State	5 3 0	0 6 0	5 9 0	4 4 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1948, the amounts of the basic wage shall be as prescribed in clause 29.

(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.

(d) The amounts of the adjustable rates for females are fixed on a minimum wage for adult females of £4 2s. 6d., and such rates shall be adjusted proportionately to the minimum wage for adult females, calculated to the nearest threepence half or less than half of threepence to be disregarded.

Such adjustments are to be made upon the following rates:—

Apprentices and Improvers.

Females.

									s. d.
16 years of age and under	..	..	..	..	..	..	..	..	34 0
17 years of age ..	..	..	..	..	..	..	..	..	41 6
18 years of age ..	..	..	..	..	..	..	..	..	52 0
19 years of age ..	..	..	..	..	..	..	..	..	61 0
20 years of age ..	..	..	..	..	..	..	..	..	70 3

(e) The Wages of "All Other Males" and "Juvenile Workers" shall be the undermentioned percentages of the needs basic wage and in addition thereto the constant loading specified, such adjustment to be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

							Percentage of Needs Basic Wage.	Loading Constant.
							%	s. d.
15 years of age and under	..	..	..	..	..	..	31	0 6
16 years of age ..	..	..	..	..	..	..	38	0 9
17 years of age ..	..	..	..	..	..	..	48½	1 0
18 years of age ..	..	..	..	..	..	..	69	1 0
19 years of age ..	..	..	..	..	..	..	82	2 0
20 years of age ..	..	..	..	..	..	..	87	2 0

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

J. V. WILLOX, Secretary.

Melbourne, 2nd December, 1947.

