



# VICTORIA GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

## DETERMINATION OF THE FACTORY ENGINE DRIVERS BOARD.

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

(B) On the 22nd June, 1914, and 17th August, 1920, respectively, the powers of the Factory Engine Drivers Board were extended to enable it to "fix the lowest prices or rates which may be paid to any person employed in the occupation of—

- (a) a boiler cleaner;
- (b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines other than internal combustion engines or electrical engines connected with mines."

(C) On the 16th April, 1935, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person employed in the occupation of—

- (a) a fireman, boiler attendant, boiler cleaner, or engine-driver in connexion with steam engines or steam boilers in or about plants for crushing metalliferous ores;
- (b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines in or about plant for crushing metalliferous ores—

and such power was conferred exclusively on the Mining Engine Drivers Board.

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 wheresoever employed in the occupation of a fireman, boiler attendant, or engine-driver, in connexion with the use of steam-boilers or steam-engines other than steam-boilers or steam-engines connected with mines," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 24th February, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

### Wages.

NOTE.—The rates prescribed in columns lettered "A" are payable until the beginning of the first pay period to commence in May, 1948; thereafter the rates prescribed in columns lettered "B" shall be payable.

	Wages per Week.								
	Persons other than those Employed in Bush Saw-mills.						Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.		
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warramboul, and in the Gippsland District.		Within 15 miles of the Mildura Post Office.		At Yallourn.				
	A.	B.	A.	B.	A.	B.			A.
A.—STATIONARY ENGINE DRIVERS.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Steam Engines.									
First-class .. .. .	7 10 0	7 12 0	7 16 0	7 18 0	7 16 6	7 18 6	7 7 0	7 9 0	
First-class, with condenser .. .. .	7 16 6	7 18 6	8 2 6	8 4 6	8 3 0	8 5 0	7 13 6	7 15 6	
Second-class .. .. .	7 5 0	7 7 0	7 11 0	7 13 0	7 11 6	7 13 6	7 2 0	7 4 0	
Second-class, with condenser .. .. .	7 10 0	7 12 0	7 16 0	7 18 0	7 16 6	7 18 6	7 7 0	7 9 0	
Suction Gas or Other Internal Combustion Engine.									
Fifty brake horse-power or over .. .. .	7 10 0	7 12 0	7 16 0	7 18 0	7 16 6	7 18 6	7 7 0	7 9 0	
Under fifty brake horse-power .. .. .	7 5 0	7 7 0	7 11 0	7 13 0	7 11 6	7 13 6	7 2 0	7 4 0	
Electric Motor Attendants.									
On motors over 250-horse power .. .. .	7 10 0	7 12 0	7 16 0	7 18 0	7 16 6	7 18 6	7 7 0	7 9 0	
On motors 100-horse power to 250-horse power inclusive .. .. .	7 2 0	7 4 0	7 8 0	7 10 0	7 8 6	7 10 6	6 19 0	7 1 0	
On motors under 100-horse power .. .. .	6 16 0	6 18 0	7 2 0	7 4 0	7 2 6	7 4 6	6 13 0	6 15 0	
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors.									
Note.—Horse power shall be that shown on the maker's name plate.									

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	Wages per Week.							
	Persons other than those Employed in Bush Saw-mills.						Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.	
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.		Within 15 miles of the Mildura Post Office.		At Yallourn.			
	A.	B.	A.	B.	A.	B.	A.	B.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<b>B.—LOCOMOTIVE ENGINE DRIVERS.</b>								
If human beings other than train crew are sometimes or always carried ..	8 9 0	8 11 0	8 15 0	8 17 0	8 15 6	8 17 6	8 6 0	8 8 0
Others ..	7 19 6	8 1 6	8 5 6	8 7 6	8 6 0	8 8 0	7 16 6	7 18 6
If the gauge is less than three feet, 4s. 6d. per week less in each case.								
<b>C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.</b>								
Driver ..	8 15 6	8 17 6	9 1 6	9 3 6	9 2 0	9 4 0	8 12 6	8 14 6
Second driver ..	7 15 6	7 17 6	8 1 6	8 3 6	8 2 0	8 4 0	7 12 6	7 14 6
<b>D.—WINCH DRIVERS.</b>								
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders) ..	7 10 0	7 12 0	7 16 0	7 18 0	7 16 6	7 18 6	7 7 0	7 9 0
Others ..	7 6 0	7 8 0	7 12 0	7 14 0	7 12 6	7 14 6	7 3 0	7 5 0
<b>E.—CRANE DRIVERS.</b>								
Lofty cranes—first-class ..	8 5 0	8 7 0	8 11 0	8 13 0	8 11 6	8 13 6	8 2 0	8 4 0
Lofty cranes—second-class ..	8 1 6	8 3 6	8 7 6	8 9 6	8 8 0	8 10 0	7 18 6	8 0 6
Lofty cranes—third-class ..	7 15 6	7 17 6	8 1 6	8 3 6	8 2 0	8 4 0	7 12 6	7 14 6
Cantilever cranes ..	8 1 6	8 3 6	8 7 6	8 9 6	8 8 0	8 10 0	7 18 6	8 0 6
Cranes transporting molten metal in foundries ..	7 14 0	7 16 0	8 0 0	8 2 0	8 0 6	8 2 6	7 11 0	7 13 0
Open hearth furnace crane ..	7 14 0	7 16 0	8 0 0	8 2 0	8 0 6	8 2 6	7 11 0	7 13 0
Steam travelling cranes ..	7 14 0	7 16 0	8 0 0	8 2 0	8 0 6	8 2 6	7 11 0	7 13 0
Other steam cranes ..	7 9 6	7 11 6	7 15 6	7 17 6	7 16 0	7 18 0	7 6 6	7 8 6
Grab cranes ..	7 14 0	7 16 0	8 0 0	8 2 0	8 0 6	8 2 6	7 11 0	7 13 0
Electric cranes not elsewhere included—								
Four motions and over ..								
Overhead traverser with auxiliary hoist ..								
Traverser with jib hoist ..								
Two or three motions ..	7 5 6	7 7 6	7 11 6	7 13 6	7 12 0	7 14 0	7 2 6	7 4 6
Overhead traverser ..								
Stationary jib; stationary jib hoist ..								
Traverser jib ..								
Hydraulic stationary jib cranes ..	7 2 0	7 4 0	7 8 0	7 10 0	7 8 6	7 10 6	6 19 0	7 1 0
Mobile cranes lifting capacity up to and including 3 tons ..	7 6 0	7 8 0	7 12 0	7 14 0	7 12 6	7 14 6	7 3 0	7 5 0
Over 3 tons and up to 5 tons ..	7 11 0	7 13 0	7 17 0	7 19 0	7 17 6	7 19 6	7 8 0	7 10 0
Over 5 tons, for each ton of lifting capacity over 5 an extra 2s. 6d. per week up to 10 tons ..								
Fork lift driver ..	7 6 0	7 8 0	7 12 0	7 14 0	7 12 6	7 14 6	7 3 0	7 5 0
Cranes and hoists not elsewhere included ..	6 18 0	7 0 0	7 4 0	7 6 0	7 4 6	7 6 6	6 15 0	6 17 0
String cranes—five tons or less ..	6 10 0	6 12 0	6 16 0	6 18 0	6 16 6	6 18 6	6 7 0	6 9 0
<b>F.—TRACTION ENGINE DRIVERS.</b>								
<i>Road.</i>								
Traction engine or road roller (steam) ..	7 13 0	7 15 0	7 19 0	8 1 0	7 19 6	8 1 6	7 10 0	7 12 0
Road roller (oil) ..	7 11 0	7 13 0	7 17 0	7 19 0	7 17 6	7 19 6	7 8 0	7 10 0
Traction engine (oil—50-brake h.p. or over) ..	7 13 0	7 15 0	7 19 0	8 1 0	7 19 6	8 1 6	7 10 0	7 12 0
Traction engine (oil—under 50-brake h.p.) ..	7 8 0	7 10 0	7 14 0	7 16 0	7 14 6	7 16 6	7 5 0	7 7 0
When used as stationary engines, Division A of this clause shall apply.								
<i>Rail.</i>								
Electric traction motor ..	7 3 0	7 5 0	7 9 0	7 11 0	7 9 6	7 11 6	7 0 0	7 2 0
Internal combustion traction motor ..	7 3 0	7 5 0	7 9 0	7 11 0	7 9 6	7 11 6	7 0 0	7 2 0
<i>Tow Motors.</i>								
Tow motor ..	6 17 0	6 19 0	7 3 0	7 5 0	7 3 6	7 5 6	6 14 0	6 16 0
<b>G.—TRACTOR UNIT PLANT.</b>								
<i>The provisions of this Division shall not apply to logging operations.</i>								
Tournapull ..	8 15 6	8 17 6	9 1 6	9 3 6	9 2 0	9 4 0	8 12 6	8 14 6
Tractors without power operated attachments or with power operated attachments not in use ..								
(a) 50-brake horse power and under ..	7 8 0	7 10 0	7 14 0	7 16 0	7 14 6	7 16 6	7 5 0	7 7 0
(b) over 50-brake horse power ..	7 13 0	7 15 0	7 19 0	8 1 0	7 19 6	8 1 6	7 10 0	7 12 0
Tractors while using power operated attachments—								
(a) 35-brake horse power and under ..	7 13 0	7 15 0	7 19 0	8 1 0	7 19 6	8 1 6	7 10 0	7 12 0
(b) over 35-brake horse power to 70-brake horse power ..	8 3 0	8 5 0	8 9 0	8 11 0	8 9 6	8 11 6	8 0 0	8 2 0
(c) over 70-brake horse power ..	8 9 0	8 11 0	8 15 0	8 17 0	8 15 6	8 17 6	8 6 0	8 8 0

	Wages per Week.							
	Persons other than those Employed in Bush Saw-mills.						Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere in- cluded.	
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.		Within 15 miles of the Mildura Post Office.		At Yallourn.			
	A.	B.	A.	B.	A.	B.		
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.								
<i>Special Work</i> —A driver operating a tractor of 70-horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.								
Loader, Front end and Overhead— Appropriate wage for Tractor hereinafter prescribed.								
Loader, mechanical bucket type, truck or tractor mounted .. .. .	7 13 0	7 15 0	7 19 0	8 1 0	7 19 6	8 1 6	7 10 0	7 12 0
Grader, single unit over 40-horse power	8 9 0	8 11 0	8 15 0	8 17 0	8 15 6	8 17 6	8 6 0	8 8 0
Grader, single unit 40-horse power and under .. .. .	7 19 0	8 1 0	8 5 0	8 7 0	8 5 6	8 7 6	7 16 0	7 18 0
Concrete paver, single drum .. .. .	7 8 0	7 10 0	7 14 0	7 16 0	7 14 6	7 16 6	7 5 0	7 7 0
<b>H.—FIREMEN.</b>								
Fireman .. .. .	7 0 0	7 2 0	7 6 0	7 8 0	7 6 6	7 8 6	6 17 0	6 19 0
Fireman—first-class .. .. .	7 5 0	7 7 0	7 11 0	7 13 0	7 11 6	7 13 6	7 2 0	7 4 0
Leading fireman—first class .. .. .	7 12 0	7 14 0	7 18 0	8 0 0	7 18 6	8 0 6	7 9 0	7 11 0
Leading fireman—second-class .. .. .	7 9 0	7 11 0	7 15 0	7 17 0	7 15 6	7 17 6	7 6 0	7 8 0
Locomotive fireman .. .. .	7 3 0	7 5 0	7 9 0	7 11 0	7 9 6	7 11 6	7 0 0	7 2 0
<b>I.—GREASERS.</b>								
Greaser or oiler .. .. .	6 16 0	6 18 0	7 2 0	7 4 0	7 2 6	7 4 6	6 13 0	6 15 0
Greaser or oiler—first-class .. .. .	7 5 0	7 7 0	7 11 0	7 13 0	7 11 6	7 13 6	7 2 0	7 4 0
Trimmer .. .. .	6 12 0	6 14 0	6 18 0	7 0 0	6 18 6	7 0 6	6 9 0	6 11 0
Fuelman .. .. .	6 12 0	6 14 0	6 18 0	7 0 0	6 18 6	7 0 6	6 9 0	6 11 0
Engine cleaner .. .. .	6 12 0	6 14 0	6 18 0	7 0 0	6 18 6	7 0 6	6 9 0	6 11 0
Boiler cleaner .. .. .	6 12 0	6 14 0	6 18 0	7 0 0	6 18 6	7 0 6	6 9 0	6 11 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.								
<b>J.—OTHERS.</b>								
Pile-driving machine .. .. .	7 12 0	7 14 0	7 18 0	8 0 0	7 18 6	8 0 6	7 9 0	7 11 0
All others .. .. .	5 13 0	5 15 0	5 19 0	6 1 0	5 19 6	6 1 6	5 10 0	5 12 0

Male adult employees in bush sawmills shall, in addition to the wages shown above, be paid 2s. 6d. per week in lieu of payment under clause 14 for absences arising from sickness or accident.

## 3.

*Additional Rates.*

(a) An engine-driver or fireman engaged as hereinafter specified shall be paid additional rates as follow, viz:—

	Per Week.
Attending to refrigerating compressor .. .. .	s. d. 9 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity .. .. .	9 0
In charge of plant .. .. .	9 0

Provided that except as to dragline excavators these rates shall not be cumulative to the extent of increasing the wage of an employee more than 61s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall be paid a rate not less than 41s. above that fixed for "All Others".

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

(b) Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz:—

s. d.
15 0

**JUNIOR LABOUR.**

4. (a) The minimum rates of wage to be paid to juniors working as greasers or oilers, other than on shafting, or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant loading specified.

NOTE.—The rates prescribed in the columns lettered "A" are payable until the beginning of the first pay period to commence in May, 1948; thereafter the rates prescribed in columns lettered "B" shall be payable.

—	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable—								
			Persons other than those Employed in Bush Saw-mills.						Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere in- cluded.		
			Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.		Within 15 miles of the Mildura Post Office.		At Yallourn.				
			A.	B.	A.	B.	A.	B.			A.
	Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
If under 16 years of age ..	25	0 6	1 7 0	1 7 6	1 7 0	1 7 6	1 9 0	1 9 6	1 6 6	1 7 0	
If 16 years of age ..	33	0 9	1 16 6	1 16 6	1 16 6	1 16 6	1 18 6	1 19 0	1 15 6	1 15 6	
If 17 years of age ..	60	1 0	3 5 0	3 6 6	3 5 0	3 6 6	3 9 0	3 10 6	3 3 6	3 4 6	
If 18 years of age ..	75	2 0	4 2 0	4 3 6	4 2 0	4 3 6	4 7 0	4 8 6	4 0 0	4 1 6	
If 19, but under 20 years of age ..	90	2 6	4 19 0	5 0 6	4 19 0	5 0 6	5 4 6	5 6 6	4 16 0	4 18 0	

(b) If a cleaner, greaser or oiler sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

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

#### CONTRACT OF EMPLOYMENT.

5. (a) Except as provided by clause 6 hereof, employment shall be by the week. An employee, to become entitled to payment on a weekly basis, shall, except as provided by clause 15 hereof, perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service shall be from day to day at the weekly rate fixed. Provided that any employee who has once served a probationary period of two weeks with any employer shall not be subject to be employed for a second probationary period with the same employer, except when his re-engagement takes place at least one month after the termination of his employment. Provided further that an employee shall be paid for any holiday or holidays which occur during any period he is employed on probation pursuant to this clause.

(c) An employee not attending for duty shall, except as provided by clause 14 hereof, lose his pay for the actual time of such non-attendance.

(d) Employment shall be terminated by a week's notice on either side, such notice to be given at any time during the week, or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any time the employee cannot be usefully employed because of any strike by the Federated Engine-drivers and Firemen's Association of Australasia or any other Union or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Provided that, where an employer orders employees not to work on any day because of the state of the weather, such order shall not deprive the employees of their claim for payment under their weekly engagements, but if such employees cease work on any day because of the state of the weather without being ordered to do so, they shall not be entitled to payment for time so lost.

#### CASUAL LABOUR.

6. A casual employee (as defined) shall be paid per hour an amount equal to 1 1/10th of the weekly rate prescribed by this Determination for the work performed by him divided by forty.

#### HOURS.

7. (a) For an employee not working on shift the ordinary working hours per week and per day respectively shall be of the same number as those worked in the particular workshop, factory, or working place at which such employee works by the majority of the employees not working on shift who are engaged therein in connexion with the operation for which is used the power or steam supplied with the aid of such employee.

Provided that if the number of hours worked by such majority exceeds 40 per week, the ordinary working hours for such employee shall not exceed 40 per week nor 8 in any one day.

(b) Except as provided in sub-clause (d) hereof time occupied in raising steam or closing down engines or banking fires shall be regarded as time worked.

(c) For employees not working on shift a regular starting and finishing time shall be fixed, which shall not be changed except after notice of at least a week to the employee concerned.

(d) In the bush or in bush sawmills or in log sawmills outside the towns and cities specifically referred to in clause 26 hereof each engine-driver or fireman when so engaged shall be allowed 1½ hours per day at ordinary rates for preparing and/or closing down engines and/or for raising steam and/or banking fires on boilers.

(e) For employees working on shift the ordinary working hours shall be as provided in clause 13 hereof.

#### MEAL INTERVAL.

8. Except on shift work, provision shall as far as practicable be made by the employer to enable an employee to have a midday meal interval of not less than 40 minutes nor more than one hour on all working days except Saturday, or as otherwise agreed between an employer and the appropriate branch of the Union. Such meal interval shall not be deemed to be time worked, and the time of ceasing work shall be extended by time equal to the duration of the meal interval.

For all work done during such meal interval and thereafter until a meal break is allowed, payment shall be made at the rate of time and a half.

#### MEAL INTERVAL DURING OVERTIME.

9. (a) Until further order, employees shall be allowed the same conditions as to the meals and meal intervals to be allowed while working overtime as are prescribed by award, determination or industrial agreement—Commonwealth or State—for the general body of employees of the industry in which they are employed.

(b) In any case to which sub-clause (a) hereof does not apply—

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

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

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

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

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

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

#### OVERTIME.

10. (a) For all time worked on week days outside the hours prescribed in clause 7 hereof, overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.

(b) An employee recalled after leaving his place of work to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(c) An employee occasionally required to hold himself in readiness, either at his home, his place of work or elsewhere, to work after ordinary hours or on a Saturday which is not an ordinary working day or on a Sunday or holiday, shall be paid standing-by time at his ordinary rate of wage for the time from which he is to hold himself in readiness until released.

(d) When an employee working overtime finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home or pay him at his ordinary rate of wage for the time occupied in reaching his home.

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

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

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

(f) 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.

11. All employees shall be entitled to the same holidays as are observed by the general body of employees of the industry in which they are employed.

#### SUNDAY AND HOLIDAY WORK.

12. (a) In the case of continuous or recurring work necessarily done in the ordinary course directly for the establishment's usual production of service upon Sundays or holidays as well as upon other days of the week, ordinary time or shift worked on a Sunday or holiday shall be paid for at the rate of time and a half, but in all other cases all time on duty on Sundays or holidays shall be paid for at the rate of double time.

(b) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

#### SHIFT WORK.

13. (a) The ordinary working hours of employees on shift work shall not exceed an average of 40 per week spread over a period of two, three or four weeks, to be worked in shifts of eight hours, including such time as by mutual arrangement may be taken for meals.

(b) There shall be a roster of shifts which shall—

(i) Provide for rotation unless all the employees concerned desire otherwise;

(ii) Provide for not more than eight shifts to be worked in any nine consecutive days; and

(iii) Not be changed until after four weeks' notice.

Provided that an employee's place on such roster shall not be changed except on one week's notice of such change or payment of penalty rates.

So far as employees present themselves for work in accordance therewith, shifts shall be worked according to the roster.

(c) Notwithstanding the preceding sub-clauses (a) and (b), where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with the operations for which is used the power or steam supplied with the aid of such employees work shifts not in accordance with sub-clauses (a) and (b) hereof, such employee for his ordinary hours of work may be required by his employer to work shifts similar in length, roster conditions and crib-times to those of such majority, but this sub-clause shall not apply when such shifts exceed in the aggregate 160 hours in any period of four consecutive weeks, in which case the preceding sub-clauses (a) and (b) shall apply.

(d) For work done by a shift worker outside the ordinary hours of his shift double time shall be paid. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time. Such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

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

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

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

An employee who—

- (i) during a period of engagement on shift works night shift only; or
  - (ii) remains on night shift for a longer period than four consecutive weeks; or
  - (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,
- shall during such engagement period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

Night shift means any shift starting between 8 p.m. and 5 a.m.

Afternoon shift means any shift starting between noon and 8 p.m.

Employees working shifts shall be paid for work performed between midnight on Friday and midnight on Saturday at the minimum rate of time and a quarter. This extra rate shall be in substitution for and not cumulative upon the shift premiums prescribed in the preceding paragraphs of this sub-clause, but the provisions of this paragraph shall not prejudice any right of the employee to obtain, alternatively, any higher rate in respect of that work by virtue of any provision of this Determination.

(f) Notwithstanding the preceding sub-clause (e) where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with operations for which is used the power or steam supplied with the aid of such employee receive higher shift premiums for working such shifts than those provided by sub-clause (e) hereof, such employee shall be paid such higher shift premiums in substitution for the provisions of sub-clause (e).

(g) Where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with operations for which is used the power or steam supplied with the aid of such employee receive compensation by way of annual leave or otherwise for working Saturday afternoon, holiday and/or Sunday shifts, such employee shall be given similar compensation for working such shifts.

#### SICK LEAVE.

14. (a) Employees shall be entitled to and shall be allowed sick leave to the same extent and subject to the same conditions as are prescribed by award, determination, or agreement—Commonwealth or State—for the general body of employees in the industry in which they are employed. Provided that an employee shall be entitled in any case to sick leave not less than is hereinafter provided.

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

- (i) He shall not be entitled to paid leave of absence for any periods in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer (or in the event of dispute, the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (as defined) whether in the employ of one employer or of several to leave in excess of 40 hours of working time.

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

#### SINGLE DAY ABSENCES.

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

#### CUMULATIVE SICK LEAVE.

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

#### ATTENDANCE AT HOSPITAL, ETC.

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

#### ANNUAL LEAVE.

15. (a) Employees shall be entitled to and shall be allowed annual leave to the same extent and subject to the same conditions as are prescribed by statute, award, determination, or industrial agreement—Commonwealth or State—for the general body of employees in the industry in which they are employed. Provided that an employee shall be entitled in any case to annual leave not less than that 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.

#### 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 annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

## MIXED FUNCTIONS.

16. (a) Where the employment or work involves functions of a mixed character, the minimum wages to be paid to the employee for the day or part of a day he is so employed shall be calculated as if he performed such only of the said functions as involve the highest rate of wages under this Determination. If so employed for any part of a day he shall be paid at the highest rate for the whole of such day.

(b) Engine drivers, whilst in charge of their engines, shall only be required to perform such work as may be within the scope of or incidental to engine driving and the generation, use and application of engine power. Provided that engine drivers in charge of engines supplying power to any intermittent process involving regular stoppages, may during such stoppages be required to perform any work necessary or incidental to such intermittent process.

## EXTRA RATES NOT CUMULATIVE.

17. Extra rates herein prescribed are not cumulative so as to exceed the maximum of double the ordinary rates.

## TRAVELLING AND CAMPING ALLOWANCES.

18. Employees shall be allowed the same conditions as to fares, travelling time, travelling allowances, country work, camping allowances as are prescribed by award, determination or industrial agreement—Commonwealth or State—for the general body of employees of the industry in which they are employed.

## RIGHT OF ENTRY OF UNION OFFICIALS.

19. A duly accredited representative of the Federated Engine-drivers and Firemen's Association of Australasia not more than once a fortnight shall have the right to enter during the midday meal hour the portion of an employer's establishment in which any employees engaged upon any class of work to which this Determination applies are employed for the purpose of interviewing such employees on legitimate Union business.

If any employer alleges that a representative is unduly interfering with or is creating disaffection amongst his employees or is offensive in his methods, such employer may refuse the right of entry.

Provided, however, that no employer or person apparently acting on his behalf shall refuse to allow such representative as aforesaid to enter an establishment upon the grounds only that it is not then the midday meal interval, unless he shall upon such refusal give the representative full and accurate particulars of the meal hours or crib times of each of the employees engaged upon work to which this Determination applies. An employer shall be deemed to have committed a breach of this Determination if he or the person apparently acting on his behalf omits, being obliged to do so, to give such particulars as aforesaid.

## TIME AND WAGES BOOK.

20. (a) Each employer shall keep a time and wages book at his workshop, factory or mill or other place of work or at an office convenient thereto showing the name of each employee, his classification under this Determination, his time of starting and finishing work each day and the amount of overtime worked, and all amounts paid to him by way of wages, special rates and allowances.

(b) Any time occupied by an employee in filling in any time book or card, or in making of records, shall be treated as time of duty.

(c) An employer may provide a mechanical clock for the purpose of recording the time of each employee, in which case an employee shall at the end of the week enter such other particulars as may be necessary to comply with sub-clause (a) hereof on some card or document used in connexion with such clock, and such card or document shall be deemed to be the time and wages book.

(d) Such time and wages book shall on demand be produced at reasonable times by the employer for inspection to an official of the Federated Engine-drivers and Firemen's Association of Australasia duly authorized in writing by the president and secretary of the local branch or sub-branch of such Association at the place where the time and wages book is kept pursuant to sub-clause (a) hereof.

The official making such inspection shall be permitted to make and retain a copy of any entry in such time and wages book relating to any matter in respect of which he suspects a breach of this Determination has been committed. He shall, if required to do so, produce for inspection by the employer or his representative any such copy as aforesaid.

## SHOP STEWARDS.

21. A shop steward appointed by the employees in each workshop or place of work shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

Provided that this clause shall not apply in any case in which at the one place an employer employs five or less employees to whom this Determination applies.

## MISCELLANEOUS.

*Radiators.*

22. (a) Each crane cabin shall, unless otherwise heated, be equipped with a radiator, which the employer shall install and maintain in good order and condition.

*Boiling Water.*

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

*Drinking Water.*

(c) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water.

## DEFINITIONS.

23. In this Determination, except where otherwise clearly intended—

(a) "Attendant" means a person who attends to an electric motor or motors of thirty horse-power or more in the aggregate, and performs any duties of oiling or cleaning or attending to commutators, brushes, fuses, or switches.

(b) "Casual employee" means an employee competent to do the work he is engaged to do who is dismissed or refused work without any fault of his own before the expiration of six days from the date he starts work, but does not include an employee usually engaged in another capacity by the employer concerned, and who is called upon to do work coming under the terms of this Determination.

(c) "Engine-driver" means any person who operates or drives any engine or engines, the motive power of which is either steam, gas, oil, water, compressed air, or electricity, and includes any person who is called upon in the ordinary course of his duty to do engine-driver's work other than simply stopping or starting an engine under the supervision of an engine-driver.

- (d) "Engine-driver in charge of plant" means—  
 (i) When two or more drivers are employed at the plant at one time, the engine-driver who is invested with the superintendence and responsibility or who has to accept the responsibility and superintendence; or  
 (ii) When he is the only person of his class employed on the plant, the engine-driver who does the general repair work of the plant in addition to the work of engine-driving, but not when he merely assists a fitter or engineer to do such work.
- (e) "Fireman in charge of plant" means when he is the only person of his class employed on the plant, the fireman who does the general repair work of the plant in addition to the work of firing, but not when he merely assists a fitter, engine-driver, or engineer to do such work.
- (f) "Fireman—first-class" means a fireman who attends to two or more boilers or two or more suction gas generators or one boiler or one suction gas generator developing 1,000 i.h.p., and includes the fireman of a steam navvy or excavator.
- (g) "Greaser or Oiler" shall mean and include any persons substantially engaged in greasing or oiling any engine, machinery or shafting.
- (h) "Greaser or Oiler—first-class" means a greaser or oiler who under the supervision of an engine-driver stops or starts an engine or engines, but does not include any greaser or oiler who does so only in cases of necessity or emergency.
- (i) "Leading fireman—first-class" means—  
 (i) The fireman employed at a plant where three or more firemen are employed at the same time who is invested with the responsibility and superintendence or who has to accept the responsibility and superintendence; or  
 (ii) The fireman employed at a plant where three or more firemen are employed at the same time whose duty it is to attend to the water of boilers that are fired by two or more of the other firemen.
- (j) "Leading fireman—second-class" means—  
 (i) The fireman employed at a plant where two firemen are employed at the same time who is invested with the responsibility and superintendence or who has to accept the responsibility and superintendence; or  
 (ii) The fireman employed at a plant where two firemen are employed at the same time and whose duty it is to attend to the water of boilers that are fired by the other fireman.
- (k) "Lofty crane—first-class" means a lofty crane on a building in the course of erection or demolition where the driving platform is more than 100 feet above the ground.
- (l) "Lofty crane—second-class" means a lofty crane on a building in the course of erection or demolition where the driving platform is from 20 to 100 feet above the ground.
- (m) "Lofty crane—third-class" means a lofty crane outside buildings not in the course of erection where the driving platform is more than 20 feet from the level of the ground.
- (n) "Steam-engine—first-class" means a turbine or an engine or engines having a single cylinder with a bore of 12 inches in diameter or over, or having singly or together two or more cylinders the sum of the area of whose bores equals or exceeds the area of a circle 12 inches in diameter.
- (o) "Steam-engine—second-class" means an engine or engines having a single cylinder with a bore less than 12 inches in diameter or having singly or together two or more cylinders the sum of the area of whose bores is less than the area of a circle 12 inches in diameter.
- (p) "Year" means a year commencing the 1st day of January.

## APPLICATION OF DETERMINATION.

24. This Determination shall not apply to—

- (i) The driving of any internal combustion engine of 30 or less b.h.p. or any engine or electric motor or any pump, air compressor, pneumatic, or small hoist on which no engine-driver or fireman or greaser is employed as such, but the starting and stopping of and attention to which is done by an employee the greater part of whose time is taken up with other work; or  
 (ii) The operation of pneumatic and small hoists and two-motion electric man-power cranes; or  
 (iii) The driving of footpath rollers of 30 cwt. and under.

## MARGINS.

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

Classification.	Margins.	Loadings.
<b>A.—STATIONARY ENGINE DRIVERS.</b>	<i>s. d.</i>	<i>s. d.</i>
<i>Steam Engines.</i>		
First-class .. .. .	34 0	3 0
First-class, with condenser .. .. .	40 6	3 0
Second-class .. .. .	29 0	3 0
Second-class, with condenser .. .. .	34 0	3 0
<i>Suction Gas or Other Internal Combustion Engine.</i>		
Fifty brake horse-power or over .. .. .	34 0	3 0
Under fifty brake horse-power .. .. .	29 0	3 0
<b>ELECTRIC MOTOR ATTENDANTS.</b>		
On motors over 250 horse-power .. .. .	34 0	3 0
On motors 100 horse-power to 250 horse-power inclusive .. .. .	26 0	3 0
On motors under 100 horse-power .. .. .	20 0	3 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors		
NOTE.—Horse-power shall be that shown on the maker's name plate		
<b>B.—LOCOMOTIVE ENGINE DRIVERS.</b>		
If human beings other than train crew are sometimes or always carried .. .. .	50 0	6 0
Others .. .. .	42 6	4 0
If the gauge is less than three feet, 4s. 6d. per week less in each case.		
<b>C.—NAVYIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.</b>		
Driver .. .. .	56 6	6 0
Second driver .. .. .	38 6	4 0
<b>D.—WINCH DRIVERS.</b>		
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders) .. .. .	34 0	3 0
Others .. .. .	30 0	3 0

## MARGINS—continued.

Classification.	Margins.	Loading.
	s. d.	s. d.
<b>E.—CRANE DRIVERS.</b>		
Lofty cranes—first-class .. .. .	45 0	6 0
Lofty cranes—second-class .. .. .	42 6	6 0
Lofty cranes—third-class .. .. .	38 6	4 0
Cantilever cranes .. .. .	42 6	6 0
Cranes transporting molten metal in foundries .. .. .	37 0	4 0
Crane driver on open hearth furnaces .. .. .	37 0	4 0
Steam travelling cranes .. .. .	37 0	4 0
Other steam cranes .. .. .	33 6	3 0
Grab cranes .. .. .	37 0	4 0
Electric cranes not elsewhere included—		
Four motions and over .. .. .		
Overhead traverser with auxiliary hoist .. .. .		
Traverser with jib hoist .. .. .		
Two or three motions .. .. .	29 6	3 0
Overhead traverser .. .. .		
Stationary jib: stationary jib hoist .. .. .		
Traverser jib .. .. .		
Hydraulic stationary jib cranes .. .. .	26 0	3 0
Mobile cranes lifting capacity up to and including 3 tons .. .. .	30 0	3 0
Over 3 tons and up to 5 tons .. .. .	35 0	3 0
Over 5 tons, for each ton of lifting capacity over 5, an extra 2s. 6d. per week up to 10 tons .. .. .		
Fork Lift Driver .. .. .	30 0	3 0
Cranes and hoists not elsewhere included .. .. .	22 0	3 0
String cranes—five tons or less .. .. .	14 0	3 0
<b>F.—TRACTION ENGINE DRIVERS.</b>		
<i>Road.</i>		
Traction engine or road roller (steam) .. .. .	37 0	3 0
Road roller (oil) .. .. .	35 0	3 0
Traction engine (oil—50-brake horse-power or over) .. .. .	37 0	3 0
Traction engine (oil—under 50-brake horse-power) .. .. .	32 0	3 0
When used as stationary engines, Division A of this clause shall apply.		
<i>Rail.</i>		
Electric traction motor .. .. .	27 0	3 0
Internal combustion traction motor .. .. .	27 0	3 0
<b>TOW MOTORS.</b>		
Tow motor .. .. .	21 0	3 0
<b>G.—TRACTOR UNIT PLANT.</b>		
<i>The provisions of this Division shall not apply to logging operations.</i>		
Tournapull .. .. .	56 6	6 0
Tractors without power operated attachments or with power operated attachments not in use—		
(a) 50-brake horse-power and under .. .. .	32 0	3 0
(b) over 50-brake horse-power .. .. .	37 0	3 0
Tractors while using power operated attachments—		
(a) 35-brake horse power and under .. .. .	37 0	3 0
(b) over 35-brake horse-power to 70-brake horse power .. .. .	44 0	6 0
(c) over 70-brake horse-power .. .. .	50 0	6 0
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.		
<i>Special Work</i> —A driver operating a tractor of 70 brake horse-power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half-pence per hour for all work performed on that day.		
<b>Loader, Front End and Overhead—</b>		
Appropriate margin and loading for Tractor hereinbefore prescribed.		
Loader, Mechanical Bucket type, truck or tractor mounted .. .. .	37 0	3 0
Grader, single unit over 40-brake horse-power .. .. .	50 0	6 0
Grader, single unit 40-brake horse-power and under .. .. .	40 0	6 0
Concrete paver, single drum .. .. .	32 0	3 0
<b>H.—FIREMEN.</b>		
Fireman .. .. .	24 0	3 0
Fireman—first-class .. .. .	29 0	3 0
Leading fireman—first-class .. .. .	36 0	3 0
Leading fireman—second-class .. .. .	33 0	3 0
Locomotive fireman .. .. .	27 0	3 0
<b>I.—GREASERS.</b>		
Greaser or Oiler .. .. .	20 0	3 0
Greaser or Oiler—first-class .. .. .	29 0	3 0
Trimmer .. .. .	16 0	3 0
Fuelman .. .. .	16 0	3 0
Engine cleaner .. .. .	16 0	3 0
Boiler cleaner .. .. .	16 0	3 0
Provided that any person engaged inside the gas or water space of any boiler, flue, or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.		
<b>J.—OTHERS.</b>		
Pile-driving machine .. .. .	36 0	3 0
All others .. .. .	—	..

## PERIODICAL ADJUSTMENT OF ADULTS' WAGES.

26. 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 by the same amount and at the same time as such basic wage as prescribed by clause 27.

*Basic Wage.*

Place.	Needs Basic Wage (Adjustable) Per Week.	Loading (Constant) Per Week.	Total Basic Wage Per Week.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne	5 9 0	6 0	5 15 0	Melbourne
Within 10 miles of Chief P.O., Geelong; or at Warrnambool—same as the contemporaneous basic wage for Melbourne				
Mildura and Gippsland Districts—same as the contemporaneous basic wage for Melbourne				
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne				
Bush sawmills wherever situated—3s. less than the contemporaneous basic wage for Melbourne				

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1948, the amounts of the Basic Wage shall be as prescribed in clause 26.

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

## PERIODICAL ADJUSTMENT OF JUNIORS' WAGES.

28. The wages of juniors shall be the percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant loading specified in clause 4 of this Determination.

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

J. W. RYAN, Secretary.

Melbourne, 24th March, 1948.