

VICTORIA

GOVERNMENT GAZETTE.

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No. 9361

MONDAY, SEPTEMBER 27.

[1948

Factories and Shops Acts.

DETERMINATION OF THE GROCERS' SUNDRIES 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 4th March, 1941, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

- (a) manufacturing cereal foods (except in flour mills), spices, condiments, coffee, chicory, cocoa, or any kind of goods commonly known as Grocers' Sundries;
- (b) making, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish;
- (c) grinding, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale charcoal or coal dust;
- (d) making soap, washing soda, candles, or starch;
- (e) manufacturing or preparing maize products, glucose, or honey;
- (f) preparing for trade or sale, peanuts or other edible nuts or the products of peanuts or other edible nuts except when such work is subject to the Determination of any Wages Board heretofore appointed;
- (g) manufacturing matches or match boxes "-

has made the following Determination, namely :-

1. That as from the beginning of the first pay period to commence on or after the 8th August, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a)

APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.	ļ	Frmales.									
Age.	Wages.	Age.	Adjustable Rate Ingredient.	Industry Loading (Constant).	Special Loading (Constant).	Total Weekly Wages.					
Under 16 years of age 16 years of age and under 17 years of age 17 years of age and under 18 years of age 18 years of age and under 19 years of age 19 years of age and under 20 years of age 20 years of age and under 21 years of age	Per Week. s. d. 49 3 55 0 65 6 77 9 90 0 107 9	Under 16 years of age 17 to 18 years of age 18 to 19 years of age 19 to 20 years of age 20 to 21 years of age	Per Week. s. d. 29 0 30 6 37 6 41 6 48 0 54 6	Per Week. s. d. 2 3 2 6 3 0 3 3 3 9 4 3	Per Week. s. d. 2 9 2 9 3 6 4 0 4 6 5 3	Per Week. s. d. 34 0 35 9 44 0 48 9 56 3 64 0					

PROPORTION (within any Factory or Place.)

Apprentices.

Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.

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

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

Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.

No. 936,-8820/48.-PRICE 6D.

Improvers.

Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.

One male improver to every four or fraction of four male workers receiving not less than the minimum wage. One girl improver to every four or fraction of four women workers receiving not less than the minimum wage.

${\it Candle \ or \ Soap \ and \ Soda \ Sections.}$

One improver to every five or fraction of five workers receiving not less than the minimum wage. Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of

- In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the Industry-
 - At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.

 In the Starch, Starch Products and Cornflour section of the industry—
 At any class of work filling, weighing, labelling and casing starch.

 In the Soap and Soap Powders and Soap Extract sections of the industry—
 At wrapping or packing washing soap or soap extract.

 In the Candles section of the industry—
 At packing candles in boxes or wrapping or labelling candles.

 In the Polishing Materials section of the industry—
 At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(b)				Other	EMPLOYE	ES.					•		
										Wages pe	er Week.		-
11-110-1-11-1-1				<u>-</u>				except	Ball	Victoria arat and stricts.	Within Bendig	Ball o D	larat and istricts.
	D1 · ·							£	8.	d.	£	s.	d.
		1.—Groce											
imployees engaged in the r	anufac	ture of gr	ocers' si	mdries—	-								
Stonedressers and/or mille Honey blenders	rs	••	• •		• •	• •	• •	8 7	1 16	6		18 13	6 6
Men roasting and/or grine	ling and	d who mix	x or ble	nd coffee	or chico	rv			16			13	6
Assistant millers Coffee essence makers	• •	• • •	• •	• •	• •	• • •			14			11	0
Coffee essence makers Bagged goods carriers and	l/or sta	ckers	• •	• • •	• •				14 14			11 11	0
Cellarmen in charge and w	orking :	at loading	unloadi	na and a	despatchi	ig by pro	ducte	7	14	0	7	11	ō
Men roasting and/or grine Roasters of other common	ung, wi	no do not san coffee	mix or	blend c	offee or o	hicory			11 11		7	8	0
Mill assistants while enga	ged wo	rking at o	or takin	g off spi	ices, cinn	amon, cl	hillies.	•	••		,	0	v
turmeric, pepper, curry	powde	r, or ging	ger (Thi	s rate in	icludes a	5s. disa	bility	-	11	0	_		Δ.
allowance) Mixers or blenders Kilnmen and/or bleachers Mill hands Men engaged drawing off									11	0	7	8	0
Kilnmen and/or bleachers			• •	• •				7	6	6	7	3	6
Men engaged drawing off	finished	products	and/or	by-prod	ucts in e	ereal mil	lls	7		0	7	1	0
men engaged at oat clean	ing and	i/or gradu	ng					7	4	ŏ	7	i	ŏ
Women assisting in filling powder or red ochre—6	and lid	ding tins	or conta	iners of	pepper,	cayenne,	curry						
Leading hands—10s, per	week ac	lditional	MONIAL.										
All other male adults All female adults	• •				• •				19			16	0
An lemale adults	••	• •	• •	• •	••	• •	• •	3	14	3	3	12	6
mployees engaged in the ma and cornflour— Stonedressers and/or m Assistant millers					f starch, s 	-	ducts	8	~			18	6
Men in charge of and ac	tually w	orking at:	rice star	ch macer	ator and	or centri	fugals	'	14		7	11	0
and/or briquetting ar	id/or bi	umping or	perations					7	14	0	7	11	0
Men in charge of and a runs	ruany	working at	t staren	araining	boxes ar	id/or cor	ntlour	7	14	0	7	11	o
runs	• •	• • • • • • • • • • • • • • • • • • • •		• •				7		ŏ	7	6	ő
Men engaged on crustin includes a 3s. disabili	g stove: tv allov	s and/or o wance)	irying re	oms and	i/or tunn	els. (Thi	s rate	7	7	0	7	4	0
Men assisting the person	n in cha	rge of star	rch drai	ning box	es and/or	cornflou	r runs	7	6	6	7	3	6
Assistant operators wor briquetting and/or pu	king at impino	operations	n macer	ator and	or centi	ifugals a	,	-	4	0	7		Δ.
aien grinning staren an	azor eo	rnflour				• •	• •	7	4	~	7	1 1	0
Mill hands Starch and/or cornflour	shovell	lera	• •	• • •	• •	• •		. 7			7	1	
Leading hand—10s. per All other male adults	week a	additional	••	•••	••	• •	• • •	7	4	0	7	1	0
All other male adults All female adults	• •	• •				••	••		19			16	
An lemale adults	••	••	• •	• •	••	••	• •	3	14	3	3	12	6
	L	vivision 3	-Rice.										
mployees engaged in the ma	nufactni	re and prep	aration :	for sale of	f rice and	rice prod	ucts						
Stonedressers and/or mills	arg.				• •	P. 54		8		6		18	6
Assistant millers Mill hands	••		• •	• •		• •	• • •	7 7	14 4			II,	0
Men engaged drawing off	broken	rice, bran	. straw.	and/or	rice		• • •	7			7	l l	0
Men engaged taking off a	nd/or s	owing and	for stac	king rice				7	4	0	7	1	Ō
Rice meal rammers Rice hull packers	• •		::-	• •			• • •	7 7	4		7	1	0
All other male adults	• •		::-	···		• •		6	19	0	6	16	Ó
AU TEMBLE SCHILLS				4				3	14	3	3	12	6

OTHER EMPLOYEES-continued.

От	HER EMPL	OYEESco	ntinued.					
						Wages p	er Week.	
_				exce	pt Bal	of Victoria larat and districts.		Ballarat and Districts.
					£ s.	d.		s. d.
Division 4.—Gluten, Glucose and	Allied Pro	ducts.						
Employees engaged in the manufacture and preparat			almonn ar	a				
allied products-		•	. •					1.0
Vacuum pan men		• •			7 14 7 14	. 0	7 1	
Flour mixers or men feeding mixers and/or ba Men on tanks, gluten washers, gluten squeezers Men engaged on char filters, filter press operators,	s, gluten o bulk corn	lryers flour bagge	rs and sewe	rs		6 6		3 6 3 6
Pumpmen Leading hands—10s. per week additional	••	••	••	•	7 4	-	7	
All other male adults	• • •	• •		:	6 19 3 14			16 0 12 6
Division 5.—Macaroni and Alli	ed Produc	is.						
Employees engaged in the manufacture and preparati	ion for sal	e of macar	oni and allic	ed				
products— Employees engaged drying macaroni, vermicelli	and allie	d product	s	.	7 19		7 1	
Paste makers		• •			7 5 7 5	0	7	
Women working in dough room and vermicelli	twisting	and spaghe	tti spreadir		3 19 6 19			17 6 16 0
All other female adults	•••	• •	• •		3 14	3		2 6
Division 6.—Cereal Breakfac	st Foods.							
Employees engaged in the manufacture and prepara	ation for	sale of cer	eal breakfa	st				
foods— Men in charge of and working cereal cookers				.	7 14			1 0
Men in charge of and working rollers Men in charge of and working at toasting flakes or	biscuits (c	ven men)			7 14 7 14			11 0 11 0
Grinding and milling machinists			• •		7 5 7 5	0		2 0 2 0
Pressmen				.	7 5 7 5	0	7 7	2 0
Leading nands—10s. per week additional	••	• •	••			•		_ *
All other male adults	••				6 19 3 14			16 0 12 6
Division 7.—Malt Extra	ci.							
Employees engaged in the manufacture and prepar	ation for	sale of ma	lt extract-	-	8 1	6	7	18 6
Leading vacuum pan attendants Vacuum pan attendants Men operating and in charge of grain crushers, 1				.	7 14 7 11	0	7 1	1 0
Men operating and in charge of grain crushers, in Men working at and in charge of dehydrators. Man working at and in charge of store	mixing an	 գորուն ա			7 11	6	7	8 6
Man working at and in charge of store Man working at and in charge of spent grain bin		• •			7 10 7 10		7 7	7 0 7 0
All other adult males		••	••	•	7 6		7	3 0
Division 8.—Maize Pro	ducts.	•						
Millers and/or stonedressers	• •			.	8 1 7 14	6	7 1	
Man engaged on cornflour packing machine Convertor men		• • •			7 14	ŏ	7 1	0 1
Man in charge of and working at macerators Vacuum pans men		• •			7 14 7 14		7 1	1 0
Men in charge of and working in drip rooms Dextrine and/or custard mixer and/or blender	••			:	7 14 7 11		7 1	1 0 8 0
Weighbridge attendants		::	• •		7 11 7 9	Ó	7	8 0
Steepmen Millers' assistants	::			.	7 9	0	7	6 0
Feed dryers Silk reel repairers		• •		:	7 9 7 6		7 7	6 0 3 6
Men engaged on char filters					7 6 7 6	6	7 7	3 6 3 6
Char kilnmen Oliver filtermen	••				7 6	6	7	3 6
Oil expeller men		• •		.	7 6 7 6		7 7	3 6 3 6
Neutralizer men			• •		7 6	6	7 7	3 6 3 6
Drip room men	• • •				7 4	Ö	7	1 0
Sample men	••	• •			7 4		7 7	1 0 1 0
Feed press valve men	••	::			7 4		. 7	1 0

OTHER EMPLOYEES-continued.

			Отнеі	в Емрі	LOYEES-	-continu	ed.'					
										Wages pe	er Week.	
	• • • • • • • • • • • • • • • • • • • •							exce	pt Ball	f Victoria arat and istricts.	Within Bendige	
									£ s.	d.	£	s. d.
Divi	sion 8.—Me	iize Prod	ucto-(co	ntinue	sd).							
ones men lushing system men							• • •		7 4 7 4	0	7 7	$\begin{array}{cc} 1 & 0 \\ 1 & 0 \end{array}$
addlers '					• • •		::		7 4	0	7	1 0
umpmen	1		• •	• •					7 4	0	7	1 0
olly feed and/or oil mea	l baggers ai	nd sewer				• •			7 4	Ô	7	I 0 I 0
ulk cornflour baggers an ssistant operators on ma				• •	• • •				7 4 7 4	0	7	1 0
ardmen omen employed at scrap	oing eterob	••	• •	• •			• •		7 4 3 19	0	7 3	1 0 17 6
omen employed on cust	ard powder	filling n	achines	• •	• •	• • • • • • • • • • • • • • • • • • • •			3 19	3	3	
eading hands—10s. per v ll other male adults	week additio	nal -							6 19	0	6	16 0
ll other female adults				• • •		• • • • • • • • • • • • • • • • • • • •			3 14	3		12 6
					•	• •	•					
	•	nion 9.—										
mployees engaged in pro Tallow samplers	•		•						7 4	0	7	1 0
Man in charge of liquef Assistant liquefying tall							•••	1	7 11 7 7	8 .	7 7	8 0 4 6
Operator of bleaching p	lant		••	••	• ••				76	6	7	3 6
Operator of pumps and All other male adults	or blowers		• •	• •	• •				7 4 6 19			1 0 16 0
All female adults					::		::		3 14		3	
							•					
	vision 10.—	Fatty Ac	ids and	Candle	28.				T 10		7	10 6
perator of tallow splittir perator of filter presses	and/or reag						• • • • • • • • • • • • • • • • • • • •		7 15 7 15	6 6	7	12 6
perator of fatty acid sti tillman's assistant and/o				• •	• •	• •		1	7 15 7 6	6 6	7 7	12 6 3 6
upboard runners	-								7 9	. 0 .	7	6 0
ress room ganger (or cha perator in charge of bla			room)			• • •			7 15 7 4	6 0	7	12 .6 1 0
perator of oliver filters	••••				• • •				7 15	6	7	12 6
umpman toreman in oliene store	• •		• •		• • •			l	7 6 7 5		7 7	3 6 2 0
atmen treating stearine	· .				::			1	7 9	0	7	6 0
andle moulder—after 12 andle moulder with less	months' ex	perience		• •	• • •	• •			7 9 7 4		7	6 0
ll other male adults				• • •	• •	• • •			6 19		6	16 0
ll female adults							٠		3 14			12 6
Cupboard runners who wer 100° F. for more that	are require in half an l	our cont	ain in th tinuously	on ar	osrd at ny day-	a tempe: -6d. a d	rature of ay extra					
t	Division	11 Con										
mployees engaged in the	e manufactu	re and p	preparati	on for	sale of	soap an	d soda—	. 				
Caustic soda and/or s	ilicate prep	arers (tl	his inclu	des M	letso i.e	., Meta	Silicate	1	7 9	6	7	6 6
									7 9	0	7	6 0
Assistant soda crystal i Assistant soap maker		••		••	• •				7 4 7 16		7	$\begin{array}{cc} 1 & 0 \\ 13 & 6 \end{array}$
Soap pumpmen	,		• •	• •					7 9		7	6 0
Soap pumpmen Lye runner Operator of power mix	ore and/or	 menteka			••	••		}	7 4 7 9		7 7	1 0 6 0
Operator of power mix Soap crutcher by hand		··	• • •	• •	· ·			İ	76	0	7	3 0
Soap crutcher by hand Soap cutting machinist				• •				1	7 6		7	3 0
Head soap cutter by h Soap cutter by hand		••		• • •		• • • • • • • • • • • • • • • • • • • •			7 1	6	6	18 6
Stampers by foot or he	and	ann project) + On mark	ing m	nohimoa				7 4			1 0
Operator of automatic Operator of automatic	soap dryers			ung m	acnines	• • •			7 4	0 . 0	7 7	$\begin{array}{ccc} 1 & 0 \\ 1 & 0 \end{array}$
Leading hands—10s. pe All other male adults	er week add	itional							6 19	0	. 6	16 0
All female adults lilling of Toilet Soap—				• • •	••	• •			3 14			12 6
Milling room foreman									7 9		7	6 6
Man in charge of, and Soap miller	actually mi	lling soa		• •	• • •				7 9 7 4	. 0	7 7	6 0
Soap miller Mixing and/or blending Pulverising and/or dres	toilet soap	chips				::			7 4	. 0	7	1 0
Pulverising and/or dres Leading hands—10s. po	ssing pulver er week add	izea soar litional	· · · · · · · · · · · · · · · · · · ·	• •	• •	• • • •			7 4	. 0	7	1 0
All other male adults			• •			٠.			6 19			16 0
All female adults	• •	••	• •	• •		• •	• •	1	3 14	: 3	3	12 6

OTHER EMPLOYEES-continued.

										Wages pe	r Week.	er Week.		
								except	Ball	Victoria arat and stricts.	Within Bendig			
Division	12.—Soap	Powders	and S	oap Extr	acte.		•	£	8.	d.	. E,	s.	d.	
perator of power mixer a	nd/or eru	tcher						7	9	0	7	6	0	
perator of soap powder n	aill							7	9	0	7	6 19	0	
ruckers and assistants to ceading hands—10s. per w	eek additi	or mixers ional	, eruten	ers or m	1118	••	• • •	7	z	0	·	19	v	
ll other male adults			• •	• •		• •	• •		19 14	0		16 12		
ii iemaie aduits	• •	••	••	••	••	••	••	,	14	°	3	12	v	
	Divisi	on 13.—	Glycerin	e.										
perator of evaporators							٠.		15	6		12	6	
ssistant operator of evapo		• •	••	••	••	••	• •		6 15	6 8	7	$\frac{3}{12}$	6 6	
perator of glycerine stills len preparing charcoal for			• • •	• • •			• •		. 6		7	3	6	
ilter press hand				••	•••		••	. 7	4	0		1	0	
ll other male adults ll female adults	••	••	• • •	• •	••		• •		19 14			16 12	0 6	
						••				-		-	-	
	Division	14.—Pol	lishing .	M aterials										
mployees engaged in the n	anufactur	e and pre	eparatio	n for sale	of polishi	ing mater	rials—	Ì						
Men in charge of and actu blacking, boot creams,	ually work boot cles	ing at mi neer line	ixing an Jeum ne	d/or bler olishes.c	iding boot ar polishe	t polishes	s, boot							
of polish and/or stain								7	19	0	7		0	
Mill hands as defined								7	11	6	7	8	в	
Men working at mixing a			OF TOUR	nes. Door	t creams.	DOOT DIS	icking.			_		_	_	
boot aleganear linelaum	nolishes	one notick	100 00 0	ny kind	of polish s	and for st	ain	1 . 7	A	0	7	3	0	
boot cleanser, linoleum Mill hands shall be paid i	polishes, o	car polish	les, or a	ny kind (rescribed	of polish a Labove ar	and/or st	ain	7	6	0	7	3	0	
boot cleanser, linoleum Mill hands shall be paid in per week dirt money	polishes, on addition and an a	car polish to the a mount o	les, or a	ny kind (rescribed	of polish a Labove ar	and/or st	ain	7	6	0	7	3	0	
boot cleanser, linoleum Mill hands shall be paid in per week dirt money the cost of clothing re	polishes, on addition and an a eplacement	car polish to the a mount o	les, or a	ny kind (rescribed	of polish a Labove ar	and/or st	ain of 5s. ice for				7			
boot cleanser, linoleum Mill hands shall be paid is per week dirt money	polishes, on addition and an a	car polish to the a mount o	les, or a	ny kind (rescribed	of polish a Labove ar	and/or st	ain	6	6 19 14	0		16 12	0	
boot cleanser, linoleum Mill hands shall be paid it per week dirt money the cost of clothing re All other male adults	polishes, on addition and an a splacement	car polish to the an mount o	nes, or a mount p f 2s. 6d	ny kind o prescribed 1. per wo 	of polish a Labove ar	and/or st a amount a allowan	ain of 5s. ice for	6	19	0		16	0	
boot cleanser, linoleum Mill hands shall be paid is per week dirt money the cost of clothing re All other male adults	polishes, on addition and an a splacement	car polish to the a mount o	nes, or a mount p f 2s. 6d	ny kind o prescribed 1. per wo 	of polish a Labove ar	and/or st a amount a allowan	ain of 5s. ice for	6 3	19 14	0 3	3	16 12	0 6	
boot cleanser, linoleum Mill hands shall be paid in per week dirt money the cost of clothing re All other male adults All female adults toaster, man in charge	polishes, on addition and an a splacement	car polish to the an mount o	nes, or a mount p f 2s. 6d	ny kind o prescribed 1. per wo 	of polish a Labove ar	and/or st a amount a allowan	ain	6 3	19 14	0 3	7	16 12	0 6	
boot cleanser, linoleum Mill hands shall be paid it per week dirt money the cost of clothing re All other male adults All female adults coaster, man in charge	polishes, on addition and an a splacement	car polish to the an mount o	nes, or a mount p f 2s. 6d	ny kind o prescribed 1. per wo 	of polish a Labove ar	and/or st a amount a allowan	ain of 5s. ice for	6 3	19 14	0 3	7	16 12	0 6	
boot cleanser, linoleum Mill hands shall be paid in per week dirt money the cost of clothing re All other male adults All female adults Coaster, man in charge	polishes, on addition and an a eplacement	car polish to the an mount o	nes, or a mount pf 2s. 6d	ny kind de prescribed de per we seribed de per we seribed de la per mental de la	of polish a Labove ar	and/or st a amount a allowan	ain	6 3	19 14	0 3	7	16 12	0 6	
boot cleanser, linoleum Mill hands shall be paid is per week dirt money the cost of clothing re All other male adults All female adults Coaster, man in charge cooker, man in charge	polishes, on addition and an as eplacement Divi	car polish to the all mount of the sion 15 eion 16 ure and	nes, or a mount p f 2s. 6c	ny kind orescribed l. per we uts.	of polish a l above ar eek as an	and/or st n amount n allowan 	ein	6 3 7 7	19 14 16 14	0 3 6 0	7 7	16 12 13 11	0 6 0	
boot cleanser, linoleum Mill hands shall be paid in per week dirt money the cost of clothing re All other male adults All female adults toaster, man in charge cooker, man in charge Comployees engaged in the Compo-mixers	polishes, on addition and an a splacement Divi	car polish to the all mount of the simulation of the simulation 15.	nes, or a mount pf 2s. 6c	ny kind direscribed d. per we	of polish a l above ar eek as an sale of m	and/or stone amount allowan	ain of 5s. ce for	63	19 14 16 14	0 3 6 0	7 7	16 12 13 11	0 6 0	
boot cleanser, linoleum Mill hands shall be paid is per week dirt money the cost of clothing re All other male adults All female adults toaster, man in charge cooker, man in charge	polishes, on addition and an aceplacement Divi	car polish to the all mount of the sion 15 eion 16 ure and	nes, or a mount p f 2s. 6c	ny kind orescribed l. per we uts.	of polish a l above ar eek as an	and/or st a amount a allowan	ain	77777	19 14 16 14 6 5 4	0 3 6 0	7 7 7 7 7	16 12 13 11	0 6 0	
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Hot Places.

Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 14d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to 20 minutes rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause:—

CHILD CHURSE	•							•	
Employees	stacking soda ash from lorry	to stack						6d. Extra pe	
Employees	processing soda ash (i.e., during	such period a:	they ar	e actually	handling	the soda	ash)	3d. Extra per	hour
Employees	carrying pulverized pumice or	silicate	• •	••		÷.		3d. Extra pe	
Employees	cleaning evaporator tubes	• •			• •			6d. Extra pe	
Employees	mixing Cooee cleaner by prese	ent methods			• •	• •		9d. Extra pe	
Employees	carrying bags in excess of 200) lba	• •					6d. Extra pe	
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DEFINITIONS.

3. For the purposes of this Determination, unless a contrary intention appears :-

Bagged goods carrier means an employee engaged in carrying cereal or other bagged goods in their raw state but not engaged in the manufacture or delivery of goods;
Bagged goods stacker means an employee engaged in stacking cereal or other bagged goods in the raw state but not engaged in the manufacture or delivery of goods;
Caustic soda or silicates preparer means an employee engaged in preparing caustic soda or silicates for soap makers;
Cooce Cleaner by present methods means as at year 1943;
Digester means an employee in charge of and actually working a digester;
Employee means a person who is employed by an employer;
Employer means an employer upon whom this Determination is made binding;
Grocers' sundries means cereal foods (except wheaten flour), spices, condiments, coffee, chicory, cocoa and all kinds of goods commonly known as grocers' sundries;
Leading hand means an adult male employee appointed as such where considered necessary by the employer and who, while working under the supervision of a foreman or assistant foreman, gives instructions and/or is responsible for work done by other employees;
Miller means an employee in charge of one or more grinding departments;
Mill assistant means an employee (working under the direction of a miller) who supervises the running of grinding, rolling or cleaning machines;

rolling or cleaning machines;

rolling or cleaning machines;

milling room foreman means an employee in charge of and actually working at the milling of soap;

mill hand means an employee working at a mill used for grinding of moulders' blacking, moulders' plumbago preparations, charcoal or coal dust;

mixer or blender means an employee in charge of and working in one or more mixing or blending departments;

Month means a period from a day in one month to the corresponding day or the nearest corresponding day in the following month;

Polishing materials means oils, boot blacking, boot naste, boot polish, harness dressing, harness compounds, chonite

Polishing materials means oils, boot blacking, boot paste, boot polish, harness dressing, harness compounds, ebonite shine, stove polish, metal polish, knife polish, washing blue, moulders' blacking, moulders' plumbago preparations, grinding charcoal or coal dust;

Soapmakers' assistant means an employee who is occasionally a soap boiler;

The Union means the Manufacturing Grocers Employees' Federation of Australia;

Year means a period of twelve complete months commencing on 25th December, in each year.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

- 4. (a) Employees may be engaged by the week and when so engaged must be available, ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.
 - (b) Employment for the first two weeks of service at any time shall be from day to day at the weekly rate fixed.
- (c) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period or to close down for any period on the days other than the holidays prescribed in clause 13 hereof or the period of annual leave the weekly wage shall not apply.

Casual Employment.

(d) A casual employee is one employed for 20 hours or less in any one week, but no employee shall be deemed a casual worker where after employment for at least one week he is dismissed before he has worked 20 hours in the succeeding week or where his non-employment for more than 20 hours is wholly attributable to causes over which the employer has no control. A casual employee unless dismissed for misconduct shall be paid at the rate of time and a third for all work performed.

PIECEWORK.

- 5. (a) The employer, in conjunction with his employees and representatives of the Union, may fix his own piecework rates, bonus systems, provided such rates and payments enable an employee of average capacity working under like conditions to earn at least 15 per cent. above the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory whether they be adults, improvers or juveniles. In the event of a dispute occurring in the fixation of piecework rates, and remaining unsettled by the employer and his employees the employer or the secretary of the Union, or the secretary of the Victorian branch thereof, shall refer such dispute to the Chief Inspector of Factories.
- (b) Pieceworkers who are required to wait on or about the employer's premises for work on any one day for more than half an hour shall be paid for such waiting time at the rate based on the minimum weekly wage.
- (c) A weekly piecework employee shall be allotted in each week sufficient piecework to enable such employee to earn at least the prescribed rate fixed in this Determination for the class of work performed. If such work is not provided, and the employee is ready and willing to perform any other work provided, then such employee shall be paid the basic wage or minimum rate (as the case may be) applicable to the employee so employed.
- (d) Pieceworkers working overtime for less than 15 minutes or any fraction of 15 minutes shall have their payment computed on the basis of the average amount of work done in 15 minutes.
 - (e) A list of piecework or bonus rates shall be posted in the relevant department.
- (f) The amounts earned by piecework shall be increased or decreased by the amount that the weekly rates of wage vary in accordance with clause 32 of this Determination.

SHIFT WORKERS.

- 6. (a) Shift workers shall have a break for meals without deduction of pay.
- (b) Shift workers engaged in working a second or third shift daily shall receive payment at ordinary time plus 10 per cent. (c) Shift workers on a second or third shift who are unable to travel to and from work on workmen's tickets shall be paid 1s. 6d. a week in addition to their ordinary rate of pay.
 - (d) Shift work including overlapping shifts may be arranged by agreement between the employer and the Union.
- (e) Shift workers entitled to payment for any period under the provisions of clauses 13, 17 or 18 shall be paid the amount to which they would have been entitled for such period had they worked exclusive of overtime.

MIXED FUNCTIONS.

7. Where during any day an employee is employed on work requiring the performance of functions involving different rates of wages prescribed by this or any other Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee had performed such only of the said functions as involved the highest rate of wages.

8. The maximum ordinary hours shall not exceed 40 per week.

STARTING AND FINISHING TIMES.

- 9. (a) Except for shift workers ordinary hours shall be worked in five days of not more than 8 hours 48 minutes each, continuously (except for breaks for meals) 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 the Union.
- (b) The employer shall fix the starting and finishing times: Provided that no change in such fixed times shall be made except by agreement between the employer and the Union: And provided further that one week's notice of such change shall be given to the employees.

OVERTIME.

- 10. (a) All work performed outside the starting and finishing times provided for in clause 9 of this Determination or fixed pursuant to an agreement under clause 9 of this Determination shall be paid for at the rate of time and a half for the first two hours and double time thereafter. In computing overtime as aforesaid each day's overtime shall stand alone.
- (b) Overtime rates shall be paid on the basis of a minimum of a quarter of an hour. A fraction of a quarter of an hour shall be paid for as a quarter of an hour.
- (c) Piecework or bonus work done outside the starting and finishing times shall be paid for at ordinary rate plus one-half for the first two hours and at double rates thereafter.
- (d) Shift workers on second or third shifts shall be paid at the rates prescribed herein for overtime plus 10 per cent. of ordinary time.
- (e) Any employee required to work on a Saturday, Sunday or holiday shall be paid as for a minimum of three hours otherwise agreed upon at the prescribed rate of pay.

MEAL TIME.

- 11. (a) A lunch period of at least one half-hour for each employee shall be fixed in each factory between noon and 2 p.m. for other than shift workers.
- (b) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be An employee shall not be compelled to work for more than 5 hours without a break for a meal.

REST PERIOD.

12. Women workers shall be allowed an interval of 10 minutes between 10 a.m. and 11 a.m. and between 3 p.m. and 4 p.m. for rest. Such intervals shall be observed at times convenient to the employer and shall count as time worked.

HOLIDAYS AND SUNDAYS.

- 13. (a) For all work performed on Sundays employees shall be paid at not less than the rate of double time or double piecework rates according as they are time or piecework workers.
- (b) For all work performed on any of the holidays prescribed by sub-clause (c) of this clause, time workers shall be paid at not less than the rate of ordinary time in addition to their weekly or daily or hourly rates and pieceworkers shall be paid double piecework rates.
- (c) The following holidays shall be allowed to all weekly employees without any deduction from pay:—New Year's Day, Australia Day, Good Friday, the Saturday before Easter Sunday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day, or any other day by Act of Parliament or proclamation substituted for any of the abovenamed holidays.
- (d) Notwithstanding the provisions of sub-clause (c) of this clause, an employee engaged by the week shall not be entitled to the aforesaid holidays without deduction from pay if he or she shall be absent from employment on the working day before or the working day after a holiday without reasonable excuse or without the consent of the employer.
- (e) Pieceworkers shall be paid for holidays not worked at the rates of wages payable to employees on time work doing the same class of work.
- (f) When Christmas Day, Boxing Day, or New Year's Day, or a proclaimed substitute therefor, falls on a day other than a Sunday, and payment of wages for such day or days is not included in the weekly wage, then employees shall receive payment for each of such days, if they are not otherwise paid for such days.
- (g) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period, or to close down for any period on days other than the holidays prescribed by sub-clause (c) of this clause, the weekly wage shall not be payable in respect of such period.

PAYMENT OF WAGES.

14. Wages shall be paid in the employer's time weekly on a week day other than Saturday and not more than two days' pay shall be kept in hand.

LIMITATION OF EMPLOYER'S LIABILITY.

15. Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period, such employee shall not recover from his employer any further sums in respect of any services rendered to such employer during such period unless within three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employes.

MEAL MONEY.

16. Should an employee be required to work overtime for a period of 2 hours or more after the usual time of ceasing duty, he shall either be supplied with a meal at the employer's expense, or be allowed 2s. 6d. for each meal required if the expense is incurred.

SICK LEAVE.

- 17. (a) An employee on weekly hiring who is absent from his or her work on account of personal illness, or on account of injury by accident shall be entitled to leave of absence without deduction from pay, subject to the following conditions and limitations :-
 - (i) He or she shall not be entitled to such leave of absence unless he or she has been in the service of the employer concerned for at least three months immediately prior to such absence.
 - (ii) He or she shall not be entitled to such leave of absence for any period in respect of which he or she is entitled to Workers' Compensation.
 - (iii) He or she shall within twenty-four hours of the commencement of such absence inform the employer of his or her inability to attend for work and as far as practicable shall then state the nature of the illness or injury and the estimated duration of the absence.
 - (iv) He or she shall, if required by the employer, prove to the satisfaction of the employer by statutory declaration or by such other means as the employer may reasonably require (or, in the event of any dispute, to the satisfaction of the Chief Inspector of Factories) that he or she was unable on account of such illness or injury to attend for work on the day or days for which he or she claims to be entitled to such leave of absence
 - (v) He or she shall not be entitled in any year to such leave of absence in excess of six days of working time notwithstanding that he or she may be employed during such year by more than one employer.

- (vi) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (v) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years but for no longer from the end of the year in which it accrues.
- (b) A pieceworker entitled to leave of absence without deduction of pay under this clause shall be paid in respect thereof, at the time work rate applicable to the class of work usually performed by him or her.

ANNUAL HOLIDAY.

18. 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.

WOMEN WORKERS-WEIGHT CARRYING.

19. No woman worker shall be required to carry more than 30 lbs in weight.

MATCH FACTORY FRAMES.

20. All frames in match factories shall be finished off, rubbed down, made free from rough edges and glue, and properly felted so that the employees will not cut or injure their hands.

CONDITIONS APPLICABLE TO DIVISIONS 9, 10, 11, 12 AND 13 OF CLAUSE 2 (b).

- 21. Any male worker under 21 years of age whose work involves-
 - (i) lifting any weight in excess of 1 cwt.; or
 - (ii) slabbing abrasive soap; or
 - (iii) stripping soap frames; or
 - (iv) entering driers; or
 - (v) handling caustic soda or any other corrosive substance;

shall, while so engaged, be entitled to payment therefor at the rate of wage hereinbefore fixed for a male adult employee performing the same class of work.

DRIED FRUITS SECTION-BOOTS AND OVERALLS.

22. Two pairs of boots shall be supplied annually to men employed on seeding machines; all males shall be paid an allowance of 5s. annually for overalls.

SUPPLY OF MATERIALS.

- 23. The undermentioned materials shall be provided free of charge by every employer:
 - (i) All necessary tools of trade which shall be kept in good repair by the employer.
 - (ii) Goggles for employees engaged in work injurious to the eyes.
 - (iii) Uniforms required by the employer to be worn by the employee: Women and girls shall be provided with overalls.

DESTRUCTION OF CLOTHING.

24. Where satisfactory evidence is produced by an employee that when dissolving caustic soda, using solutions of caustic soda or mineral acids his or her clothing has been destroyed through no fault of such employee, reparation shall be made by the employer.

MEAL ROOMS.

25. Every employer shall set aside a separate room or portion of the factory as a dining room wherein the employer shall provide adequate table and seating accommodation. Hot water shall be provided and the room kept clean at the employer's expense.

FIRST AID.

26. (a) A first aid ambulance chest shall be placed in some accessible place upon the premises.

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

				Ar	ticles.						Quantities to be kept in Ambulance Chest—
Antiseptic solut					•••						1 bottle
Bandages, cotto	on and	gauze									l dozen assorted sizes
astor oil											2 oz.
odine, tincture											2 oz.
Ianual, first ai											1
Petrolatum, cai											l jar
icric acid solu	tion, r	nade accor	rding to	the follo	wing rec	cipe or p	rescription	:			
1 deaspooi	nfuls o	f powdere	ed pierie	acid, 3	oz. of a	absolute	alcohol, ar	id 2 pin	ts of	distilled	
water		• •						^			l pint
ins, safety	• •	••					••		• •		l pint l packet
Pins, safety Sal volatile											
Pins, safety Sal volatile Scissors		• •		• •	• •		• •	• •	••	,	l packet
Pins, safety Sal volatile Scissors Courniquet				• •	••	• •	• •	••	::		l packet 6 oz.
Pins, safety al volatile cissors Courniquet Weezers		 	•••	•••	••	•••	••	••		*	l packet 6 oz.
Pins, safety sal volatile scissors Fourniquet Sweezers Sotton, absorbe	ent			••			•••			*	l packet 6 oz. 1 pair 1
Pins, safety Sal volatile Scissors Fourniquet Sweezers Cotton, absorbe Sauze, sterilize	ent d, plai				••	•••	•••	•••		*	l packet 6 oz. 1 pair 1
water Pins, safety Sal volatile Scissors Fourniquet Fweezers Lotton, absorbe Gauze, sterilize Lint, absorbent	ent d, plai						•••				l packet 6 oz. 1 pair 1

⁽b) Every employer shall appoint, where possible, an employee in charge of first aid, and shall fix extra remuneration (if any) to be paid to such employee according to individual circumstances and notify the Union.

RIGHT OF ENTRY OF UNION OFFICIALS.

- 27. (a) Any official or officials of the Union authorized by the Secretary in writing shall have power to inspect any part of the factory, workshop or place where it is believed that a breach of the Determination is occurring or has occurred. The employer on such inspection shall provide access to the wages books or time sheets or record of any employee, and the official or officials of the Union shall be entitled to interview any employee. The work and duties of the employees shall be interfered with as little as possible by any such authorized official.
- (b) A duly accredited representative of the Union shall have the right to enter employers' factories during the mid-day meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions:—
 - (i) That he gives 24 hours' notice to the management of his intention to interview employees.
 - (ii) That he produces his authority to the gate-keeper or such other person as may be appointed by the employer.
 - (iii) That he interviews employees only at the place where they are taking their meal.

Posting of Determination and Notices.

- ·28. (a) Each employer shall erect in a suitable position in his factory a notice board for the purpose of posting any notice thereon in connexion with meetings or other business of the Union which it may require to have posted. Any such notice shall be signed by the president, secretary or shop steward.
 - (b) A copy of this Determination shall be posted in a conspicuous place in each factory.

SHOP STEWARDS.

20. The employer shall recognize any employee appointed by the Union as a shop steward to collect Union dues and levies within the respective factories.

TERMINATION OF EMPLOYMENT.

- 30. (a) Seven days' notice of intention to terminate employment shall be given on any day of the week by either employer or employee provided that any such notice given to an employee solely for the purpose of avoiding payment for prescribed holidays shall not deprive such employee of payment for holidays occurring between such notice and re-engagement, if any.
- (b) Nothing contained in this Determination shall affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any day on which the employee cannot be usefully employed because of a strike by the Union, or any other Union, or through any breakdown of machinery, or any stoppage of work for which the employer cannot reasonably be held responsible.
- (c) In the event of such dismissal wages shall be paid up to the time of such dismissal. If an employee's services be terminated during the course of a week he shall be paid all money due to him at the termination of his services or such money shall be forwarded to him by post within twenty-four hours thereafter.

PERIODICAL ADJUSTMENT OF WAGES

31. Adult Males.—The wages rates set out in clause 2 are based upon the following basic wage ingredient and pursuant to the provisions of section 21 of the Factories and Shops Act 1934, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed by clause 32.

Basic Wage.

, Place.	Basic Wage Ingredient (Adjustable).	Industry Loading (Non- adjustable).	Special Loading. (Non- adjustable).	Additional Loading (Non- adjustable).	Total Base Rate.	Index Number Set Assigned.
In all parts of Victoria except Ballarat and Bendigo Districts Within Ballarat and Bendigo Districts—3s, less than the contemporaneous basic wage ingredient for Melbourne	£ s. d. 5 17 0	s. d. 5 0	s. d. 5 0	s. d. 12 0	£ s. d.	Melbourne

Adult Females.—The minimum payment to be made by employers to adult female employees shall be at the rate of the total of the Industry Base Wage indicated in the fourth column of the table hereunder and, according to the class of work performed by such employees the amount assigned in clause 33 as being payable as an additional payment for work of that class—

Table.

Column 1. Basic Wage (Adjustable).	Column 2. Industry Loading (Not Adjustable).	Column 3. Special Loading (Not Adjustable).	Column 4. Industry Base Wage.
Per Week. An amount, calculated to the nearest 3d. (half or less than half of 3d. to be disregarded), as nearly as possible equivalent to 54 per cent. of the Basic Wage applicable in the case of adult male employees in accordance with clause 32.	Per Week. £ s. d. 0 5 0	Per Week. £ s. d. 0 6 0	The total of the amounts 'indicated in columns 1, 2 and 3 of this table.

ADJUSTMENT OF BASIC WAGE INGREDIENT.

- 32. (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 November, 1948, the amounts of the basic wage ingredient shall be as prescribed in clause 31.
- (c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, 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.

Junior Employees.

(d) (i) Females.—The rates of female juniors shall be adjusted from time to time by increasing or decreasing the adjustable ingredient of their wage in the same proportion as any increase or decrease of the male basic wage ingredient of the wages rates per week of adult employees bears to the said basic wage ingredient. Provided that any such adjustment shall be calculated to the nearest 3d. per week, half or less than half of 3d. to be disregarded.

(ii) Males.—The rates of male juniors shall be the undermentioned percentage of the total basic wage for Melbourne.

		Age.						Percentage of Total Basic Wag for Melbourne.
	 	 	 					
Inder 16 years of age	 	 	 					42
6 to 17 years of age	 	 	 	• •		• •		47
7 to 18 years of age	 	 	 					56
3 to 19 years of age	 	 	 				• •	66 1
to 20 years of age	 	 	 			• •		77
to 21 years of age	 	 	 	• •				92

MARGINAL RATES.

33. In addition to the total base rate as provided in clause 31 of this Determination the following margins shall be the minimum rates payable to adults engaged in the occupations named.

										Margin per We
		Division 1	.—Groces	rs' Sundrie	es.		-			s. d.
mployees engaged in the										22 6
Stonedressers and/or mi			• •	• •	• •	• •	• •	• •		17 6
Honey blenders		 	- bland	20 6 500 00	ahioom	• •		• • •	::	17 6
Men roasting and/or gri	noung and v	vno mix o	r oiena	conee or i	emeory				:: 1	15 0
Assistant millers Coffee essence makers	• •	••	••	• •	• •				::	15 0
Coffee essence makers Bagged goods carriers a	nd for etack	 ora	• •							15 0
Cellarmen in charge and	l working at	loading.	unloadin	g and des						15 0
Men roasting and/or gr	inding, who	do not m	ix or ble	end coffee	or chicory	,				12 0
Men roasting and/or gr. Roasters of other comm	odities than	coffee or	chicory]	12 0
Mill accietante while e	nasaed work	ring at o	r taking	off spice:	s. cinnam	on, chilli	eв. turn	ieric,	pepper,	
curry powder, or ging	er	• •				• •	• •		• • •	12 0 12 0
Mixers or blenders	• •			. • •	• •	• •	• •	• •		7 6
curry powder, or ging Mixers or blenders Kilnmen and/or bleache Mill hands	rs	••	• •	• •	• •	••	• •		::	5 0
Mill hands	ff finished r	rodueta a	id/or by	 producte	in cereal	mille		• •		5 0
Men engaged at oat cle	aning and fo	r grading	ia, or by	-products	,					5 Ŏ
All other male adults	annig ana/o	. Braaning		• • • • • • • • • • • • • • • • • • • •					[Nil.
All female adults			• •			••				Nil.
THE LUMBER OF THE PARTY OF THE									1	
	Division 2	2.—Starch,	Starch 1	Products as	nd Cornflo	ur.				
mployees engaged in the	manufactur	e and prep	paration :	for sale of	starch, st	arch prod	lucts an	d corn	flour-	
Stonedressers and/or m Assistant millers	illers	• •		• •	••		• •	• •		22 6 15 0
Assistant millers	., .,	***		:		···		 	and/or	15 0
Men in charge of a	nd actually	y working	; at ric	e staren	macerator	and/or	centru	ugais	and/or	15 0
briquetting and/or pr Men in charge of and	imping oper	BUOUS	arah dra	ining boy	on and/or	cornflour	rnna	•••		15 0
Men in charge of and	iccuany wor	and at st	mich dia	ming ook	es and/or	COLHHOUL	1 41110	• •		10 0
Steepmen Men engaged on crustin	o stoves su	d/or drvir	or rooms	and/or t	unnels			• •		8 0
										76
Assistant operators wo	rking at ric	e starch	macerato	r and/or	centrifuga	ls and/o	r briqu	etting	and/or	
pumping operations			• •		• •	• •		• •		5 0
Men grinding starch an	id/or cornflo	ur			• •		• •	• •		5 0
Mill hands		• •	• •	• •	• •	• •	• •	• •	• •	5 0 5 0
min nanus										Nil.
Starch and/or cornflour	shovellers	• •	• •		• •					
Starch and/or cornflour All other male adults	shovellers		••				• •	••	• •	
Starch and/or cornflour	shovellers	••				•••				Nil.
Starch and/or cornflour All other male adults	shovellers		••	••				••		
Starch and/or cornflour All other male adults All female adults	shovellers	 Die	vision 3.		of rice an	••		••		Nil.
Starch and/or cornflour All other male adults All female adults Comployees engaged in the Stonedressers and/or m	shovellers e manufactu	 Did are and pr	vision 3.	Rice.	of rice an	 d rice pr	 roducts-			Nil. 22 6
Starch and/or cormfour All other male adults All female adults Employees engaged in the Stonedressers and/or massistant millers	e manufactu	 Dit ure and pr 	vision 3.	Rice.	of rice an	d rice p	 roducts- 	-		Nil. 22 6 15 0
Starch and/or comflour All other male adults All female adults 	e manufactu	 Die ure and pr 	vision 3.	Rice. n for sale	of rice an	d rice pr	roducts-	- ::		Nil. 22 6 15 0 5 0
Starch and/or cornflour All other male adults All female adults 	e manufactu	Die	vision 3.	Rice. n for sale and/or rice	of rice an	d rice pr	 roducts- 	-		Nil. 22 6 15 0 5 0
Starch and/or cornflour All other male adults All female adults Employees engaged in the Stonedressers and/or massistant millers Mill hands Men engaged drawing Men engaged taking of	e manufactu nillers off broken r f and/or sev	Dia tre and pr ice, bran, wing and/o	vision 3 eparation straw, a	Rice. n for sale and/or rice ing rice	of rice an	d rice pr	 roducts- 			Nil. 22 6 15 0 5 0
Starch and/or cornflour All other male adults All female adults Comployees engaged in the Stonedressers and/or massistant millers Mill hands Men engaged drawing Men engaged trawing Men engaged taking of Rice meal rammers	e manufactu e manufactu nillers off broken ref f and/or sev	Diagram Diagra	eparation straw, a	Rice. n for sale and/or rice ing rice	of rice an	d rice pr	 roducts- 	- ::		22 6 15 0 5 0 5 0
Starch and/or cornflour All other male adults All female adults Assistant millers Mill hands Men engaged drawing Men engaged taking of Rice meal rammers Rice hull packers	e manufactuillers off broken r	Dia Dia ire and pr ice, bran, wing and/o	eparation straw, a	Rice. n for sale	of rice an	d rice pr	roducts-	-		Nil. 22 6 15 0 5 0 5 0 5 0 5 0
Starch and/or cornflour All other male adults All female adults Employees engaged in the Stonedressers and/or a Assistant millers Men engaged drawing Men engaged drawing of Rice meal rammers Rice hull packers All other male adults	e manufactuillers coff broken r f and/or sev	Did Did Did Did O O O O O O O O O O O O O	eparation straw, a	Rice. n for sale and/or rice ing rice	of rice an	d rice pr	roducts-			Nil. 22 6 15 0 5 0 5 0 5 0 5 0 5 0
Starch and/or cornflour All other male adults All female adults Assistant millers Mill hands Men engaged drawing Men engaged taking of Rice meal rammers Rice hull packers	e manufactuillers off broken r f and/or sev	Diagram Diagra	eparation straw, a		of rice an	d rice pr	roducts-			Nil. 22 6 15 0 5 0 5 0 5 0 5 0 Nil.
Starch and/or cornflour All other male adults All female adults	e manufactunillers off broken r f and/or sev	Dia re and pr	eparation straw, a or stacki	Rice. In for sale and/or rice ing rice se and All	of rice an	d rice pr	roducts-			Nil. 22 6 15 0 5 0 5 0 5 0 5 0 Nil.
Starch and/or cornflour All other male adults All female adults All other male adults All female adults All female adults All female adults All female adults	e manufactuillers off broken r f and/or sev Division	Difference and process of the control of the contro	eparation straw, a or stacki n, Glucor eparation	Rice. n for sale and/or rice ing rice se and All	of rice an	d rice pr	roducts-		 	Nil. 22 6 15 0 5 0 5 0 5 0 5 0 Nil. Nil.
Starch and/or cornflour All other male adults All female adults All female adults Employees engaged in the Stonedressers and/or a Assistant millers Men engaged drawing Men engaged drawing Men engaged taking of Rice meal rammers Rice hull packers All other male adults All female adults Employees engaged in the Vacuum pan men	e manufactuillers off broken r f and/or sev Division e manufactu	Difference and process of the control of the contro	eparation straw, a or stacki n, Glucor eparation	Rice. n for sale and/or rice ing rice se and All	of rice an	d rice pr	roducts-		 	Nil. 22 6 15 0 5 0 5 0 5 0 7 0 8 0 8 0 8 0 8 0 8 0 8 0 8 0 8 0 8 0 8
Starch and/or cornflour All other male adults All female adults All female adults All female adults Comployees engaged in the Stonedressers and/or in Assistant millers Mill hands Men engaged drawing Men engaged taking of Rice meal rammers Rice hull packers All other male adults All female adults Compertor men	e manufactuuillers off broken r f and/or sev Division	Diure and pr	eparation straw, a or stacki n, Glucor eparation	Rice. n for sale and/or rice se and All n for sale	of rice an	d rice pr	roducts-		 	Nil. 22 6 15 0 5 0 5 0 5 0 Nil. Nil.
Starch and/or cornflour All other male adults All female adults All female adults All female adults Comployees engaged in the Stonedressers and/or in Assistant millers Mill hands Men engaged drawing Men engaged taking of Rice meal rammers Rice hull packers All other male adults All female adults Compertor men	e manufactuuillers off broken r f and/or sev Division	Diure and pr	eparation straw, a or stacki n, Glucor eparation	Rice. n for sale and/or rice se and All n for sale	of rice an	d rice pr	roducts-		 	Nil. 22 6 15 0 5 0 5 0 5 0 7 0 8 0 8 0 8 0 8 0 8 0 8 0 8 0 8 0 8 0 8
Starch and/or cornflour All other male adults All female adults Men engaged drawing All other male adults All female adults All female adults All female adults Convertor men Flour mixers or men fine the reality adults Men on tearly adults	e manufactu nillers off broken r f and/or sev Division me manufactu	Diagram and pr	eparation straw, a or stacki n, Glucos eparation bagging bagging bagging	Rice. n for sale and/or rice and/or rice se and All n for sale dry glute ten dryers	of rice an	d rice pr	roducts-		 	Nil. 22 6 15 0 5 0 5 0 5 0 Nil. Nil. 15 0 15 0 10 0
Starch and/or cormfour All other male adults All female adults All female adults Comployees engaged in the Stonedressers and/or in Assistant millers Mill hands Men engaged drawing Men engaged in the Wacuum pan men Convertor men Flour mixers or men in Men engaged on char Men engaged on char Men engaged on char	e manufactu nillers off broken r f and/or sev Division e manufactu ceeding mixe washers, glufiters, filter	Divine and properties on the second process on the second process and second process and second process on the second process of the	eparation straw, a or stacki n, Glucor eparation bagging testors, blue	Rice. n for sale and/or rice and/or rice se and All n for sale dry glute ten dryers	of rice an	d rice pr	and all			Nil. 22 6 15 0 5 0 5 0 5 0 7 0 Nil. Nil. 15 0 10 0 7 6 7 6 5 0
Starch and/or cornflour All other male adults All female adults All female adults Employees engaged in the Stonedressers and/or in Assistant millers Men engaged drawing Men engaged taking of Rice meal rammers Rice hull packers All other male adults All female adults Employees engaged in the Vacuum pan men Convertor men Flour mixers or men Flour mixers or men for tarks glutten	e manufactuillers off broken r f and/or sev Division ae manufactu ceeding mixe washers, glu filters, filter	Divine and properties on the second process on the second process and second process and second process on the second process of the	eparation straw, a or stacki n, Glucor eparation bagging testors, blue	-Rice. In for sale and/or rice in grice in gric	of rice an	d rice pr	and all		 	Nil. 22 6 15 0 5 0 5 0 5 0 Nil. Nil. 15 0 15 0 17 6

MARGINAL RATES-continued.

			DLARGI	NAL RAT	'ES—conlin	uea.				
										Margin per V
										s. d.
	Division 5	.—Mac	aroni a	nd Allied	Products.				ļ	
nployees engaged in the n								ed prod	acts—	
Employees engaged drying	macaroni, v	ermicel	li and a	allied pro	ducts	• •	••		[20 0 6 0
Paste makers Hydraulic press attendants	• • •				•••	• •	• •	* :		6 0
Women working in dough ro	oom and ve	rmicelli	twistin	ng and s	paghetti s	presdin	g	• •		5 0
All other male adults All other female adults		• •	• •	••	••	• •	• •	•••	::	Nil. Nil.
in outer reading determ	••	•	••	•••	••	••	••	• • •		
	Divisio	n 6.—	Tereal I	Breakfast	Foods.					
ployees engaged in the ma	inufacture a	nd prej ookers	paration	for sale	of cereal	breakf	ast foods			15 0
den in charge of and work den in charge of and work	ing rollers	·· .	٠		٠٠ .					15 0
fen in charge of and work Frinding and milling machi	miaka						• •			15 0 6 0
rillers and/or makers ressmen Conveyor workers All other male adults	• •			••			::		- ::	6 0
ressmen	••	• •	• •		• •		••	••		6 0 6 0
All other male adults		• •	• •		• •	• •	::	• •	(Nil.
All female adults	••							•••]	Nil.
			7 V.	u Pala						
inlovees engaged in the ma				ili Extrac		awtwant.			1	
ployees engaged in the ma eading vacuum pan attend	lants	prej	 	. 101 8816		· JUNEAU A				22 6
eading vacuum pan attend acuum pan attendants			···		n: ·					15 0
Ien operating and in charg Ien working at and in cha	ge of grain o	crushers drators	, mixin	ig and fil	uing mach	ines		• •	::	12 6 12 6
Men working at and in cha Man working at and in cha Man working at and in cha Mal other adult males	rge of store					• • •	•••	• • •		11 0
Man working at and in cha	rge of spent	grain	bins	• • •	• •	• •				11 0 7 0
lers and/or stonedressers				ze Produ						22 6
n engaged on cornflour pac nvertor men	··· macnii	ne 	• •		•••	• •				15 0 15 0
n in charge of and working	g at macera:	tors		• •	••	• •	• •			15 0
cuum pans men n in charge of and working			• •	• •	• •			• •		15 0 15 0
ttrine and/or custard mixe	r and/or blo	ender			• •	• •		• •		12 0
ighbridge attendants enmen	• •	• •	• • •	• •	• • •	• • •		• • •	••	12 0 10 0
ers' assistants d dryers t reel repairers n engaged on char filters					••		• • •			10 0
ed dryers	••		• •		• •	• •	• •	• •		10 0 7 6
n engaged on char filters	• •				•••	• • •	• • •	• •		7 6
		• •	• •	• •	• •	••	• • •	• •		7 6 7 6
expeller men els and cracker men utralizer men p room men	••	• •	• •		• •	• •	••	••	::	7 6
els and cracker men		• •	••			••	••	••		7 6 7 6
p room men	• •	• •	• •		••	• •	• • •	• •		7 6
ize teceiving and eleaning	operators	• •	••		• •	• •	••	• •		5 0
nple men nor presses		• •	• •	• • •	••	• •	••	• •	::	5 0 5 0
d press valve men	• •		• •			• •	٠.	• •		5 0
nes men			• •	• • •			••	• • •	::]	5 0 5 0
ldlers	• •			• •		•••	•••	•••	- ::	5 0
npmen rch house kilnmen		• •		• • •		• • •	• •	• •		5 Q 5 O
ly feed and/or oil meal ba	ggers and s	ewers	• •			::	• • •	• • •		5 0
k cornflour baggers and se istant operators on macera	wers		• •		• •	• •	••	• •		5 0 5 0
rdmen		• •	• • •	•••	• •	•••	• •	••	::	5 0
men employed at scraping men employed on custard	starch		 hines	• •	••	• •	• • •			5 0 5 0
		ng mac		••		• •	••		- ::	5 0 Nil.
other female adults			••	••	•••	••	••	••		Nil.
		Divisi	on 9.—	Tallow.						
ployees engaged in prepara	tion of talle)w								E 0
Fallow samplers Man in charge of liquefying	tallow	• •			• •			• •	::]	5 0 12 0
Assistant liquefying tallow			• •				• •	••	••	8 6
Operator of bleaching plant Operator of pumps and/or			• •	• •		• •	• • •	••	::	7 6 5 0
All other male adults		• •			• • • • • • • • • • • • • • • • • • • •		•••	••	- :: {	Nil.
All female adults		• •	• •			• •	••	• •		Nil.

MARGINAL RATES-continued.

							,			Margin per We
										s. d.
	Division 1	0.—Fat	tty Acid	ds and C	andles.					
erator of tallow splitting verator of filter presses and		aking pl	lant	• • •		• •	• •		:	16 6 16 6
erator of filter presses and, erator of fatty acid stills liman's assistant and/or pu phoard runners ess room ganger (or charge erator in charge of black a erator of oliver filters mpman reman in oliene store tmen treating stearine adle moulder—after 12 moulde moulder—after 12 moulder with less that other male adults	mpman	٠.	• •		• • •	• •	••			16 6 7 6
phoard runners							••	::		10 0
ss room ganger (or charge	hand in pres	s room)			• •	• • •	:•	• •	- ::	16 6 5 0
erator of oliver filters	·· · · · · · ·				••	• • •		• • •	::	18 8
mpman	• • • • • • • • • • • • • • • • • • • •		• •	••		• •	••	• •		7 6 6 0
tmen treating stearine	••			••				• • •		10 0
idle moulder—after 12 mor	tha' experien	ce	• •		•	٠.			[10 0
other male adults	n 12 montas	experie	nce	 	• •	• • •	••		::	5 0 Nil.
female adults			••	••	• •	••		•••	::	Nil.
	Divis	ion 11	—Soap	and Soc	la.					
ployees engaged in the r	nanufacture a	nd pre	paratio	n for s	ale of a	оар а	nd soda—			
anstic sods and for silicate	preparets (th	is inclu	ides Me	tso i.e	Meta-Sil	icate :	manufactur			10 6 10 0
oda crystal maker Assistant soda crystal make Assistant soap maker Coap pumpmen Aye runner	er		• •	• • •		• • •		• • •		5 0
Assistant soap maker				• •		٠.	• • • •	• •]	17 6
Soap pumpmen ye runner perator of power mixers of						• •	• •	• • •	[10 0 5 0
perator of power mixers of	ind/or crutche	re	• •				••			10 0
ioap crutcher by hand						• •			::	7 0 7 0
Soap crutcher by hand soap cutting machinist Head soap cutter by hand										7 0
Soap cutter by hand Stampers by foot or hand	••		• •	• •	• •	٠.	• •	• • •		2 6 5 0
perator of automatic stan	ւթուց, աւռթթո	ug, or p	wering.	macnine		• •	••			5 0
Decrator of automatic soan	drvers	,			• •	٠.				5 0
All other male adults All female adults			••	••		• •	••	• • •	::	Nil. Nil.
ling of Toilet Soap:— Milling room foreman Man in charge of, and acto Soap miller Mixing and/or blending toi	ally milling s let soap chips	овр			••				 :: (10 6 10 0 5 0 5 0
Pulverizing and/or dressing	pulverized so	ap				••	• • •			5 0
All other male adults All female adults	:: :				• • •	٠				Nil. Nil.
	Division 12.—	-			•					
erator of power mixer and erator of soap powder mill ackers and assistants to op-	or crutcher.			• •	• •	• • •				10 0 10 0
							••	••	••	3 0
other male adults female adults			• •	• • • • • • • • • • • • • • • • • • • •				• • •		Nil. Nil.
	•									
	L	ivision	13 <i>G</i>	lycerine.						
erator of evaporators	tore .		• •	• •	• •	• •	• •	• •		16 6 7 6
			• •		• • • • • • • • • • • • • • • • • • • •	٠	• • •			16 6
n preparing charcoal for re			• •		٠	٠				76
ter press hand	· · · · · · · · · · · · · · · · · · ·			::	• • •		•			5 0 Nil.
female adults			• •	• •	••	••	••	••		Nil.
nployees engaged in the miden in charge of and actuall boot cleanser, linoleum puill hands as defined when working at mixing a linoleum polishes, car po	anufacture and y working at no lishes, car po nd/or blendin lishes, or any	l preparaixing a colishes of color in the co	ration ind/or lor any	lending kind of es, boot	of polish boot polish polish a	shes, b nd/or boot	oot blackin stain	boot	cleanser,	20 0 12 6 7 0
All other male adults All female adults	:			• • •	••	••	• • • • • • • • • • • • • • • • • • • •			Nil. Nil.
		St	15 - 3	eanuls.						
				PILITALIA.						
easter, man in charge	·	Jiviaion								17 6

MARGINAL RATES-continued.

											Margin per Wee
											s. d.
			Divis	tion 16.—	-Matches.						
ployees engaged in	the man	ufacture	and pr	eparation	for sale	of mate	hes—				
ompo mixers	: .		`	•							7 6
killet and/or splint	: choppers	٠				• •					6 0
aste makers		• •									5 0
Vax mixers		• •	• •				• •				5 0
litters											5 0
um grinders								• •			5 0
ogmen	•••					• •		• •			5 0
ainting machine at			• •	• •			••				5 0
len operating two-		re e	• •					• •			5 0
ll other male adult	ts	• •	• •		• •	• •		• •			Nil,
ill female adults	• •		• •	• •	• • •	• •	• •	• •	• •	••	Nil.
The provisions in this Determination Storemen and pa- t he may be und ervising the storing	except w ckers (Ang ler the o	here ot y perso rders o	f this of herwise n engag f a suj	clause sh stated. ed as a	storemai	in all a	packer	who "n	otwithsta	nding	
(a) Supervises of				rsons 18	vears of	ige or ov	er indicat	ed hereu	nder, nam	ielv—	
(i) one, two,	three, fo	ur. five	or six	such pers	ions						12 9
(ii) seven or							• •	.,			26 9
						•				- 1	10 6
(b) Works singly	7										

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 13th August, 1948.

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