

[3327]



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 512]

THURSDAY, JUNE 9.

[1949

LEGISLATIVE ASSEMBLY.

THE HONORABLE THE CHIEF SECRETARY.

I HEREBY notify that I have this day issued a Writ for the Election of a Member to serve in the Legislative Assembly of Victoria for the Electoral District of Brunswick.

Date of Writ..	..	..	..	..	..	..	..	9th June, 1949.
Day before or on which nominations are to be made	..	..	..	..	..	..	..	23th June, 1949.
Day of Polling	..	..	..	..	..	..	..	16th July, 1949.
Return of Writ	..	..	..	..	..	..	..	26th July, 1949.

Legislative Assembly,
Melbourne, 9th June, 1949.

T. K. MALTBY,
Speaker.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.



[3329]



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 513]

THURSDAY, JUNE 9.

[1949

SUPPLEMENTARY REGISTER OF TEACHERS
AND SUPPLEMENTARY REGISTER OF
SCHOOLS FOR THE YEAR ENDING
31ST DECEMBER, 1948.

THE subjoined Supplementary Lists, showing the alterations, additions, revisions, and removals made in the Register of Teachers and in the Register of Schools during the year ended 31st December, 1948, are published in accordance with the provisions of Section 104, sub-section (2), of the *Education Act* 1928.

A. H. RAMSAY, President.

W. R. STEVENSON, Registrar.

The Council of Public Education,
Education Office, Melbourne, C.2.
31st January, 1949.

TABLE OF ABBREVIATIONS.

A.A.A.	Associate, Association of Accountants.
A.C.M.M.	Associate, Conservatorium of Music, Melbourne.
A.C.P., Eng.	Associate, College of Preceptors, England.
A.F.I.A.	Associate, Federal Institute of Accountants, Australia.
A.I.C.A.	Associate, Institute of Commonwealth Accountants.
A.I.I.A.V.	Associate, Incorporated Institute of Accountants, Victoria.
A.A.I.S.	Associate, Australian Institute of Secretaries.
A.L.C.M.	Associate, London College of Music.
A.M.	Assistant Master.
A. Mus. V.C.M.	Associate in Music, Victoria College of Music, London.
A.R.C.M.	Associate, Royal College of Music, London.
A.R.C.S.	Associate, Royal College of Science, London.
A.R.V.I.A.	Associate, Royal Victorian Institute of Architects.
A.S.A., Eng.	Associated Society of Accountants, England.
A.S.M.M.	Associate, School of Mines, Maryborough.
A.T.	Assistant Teacher.
A.T.C.L.	Associate, Trinity College of Music, London.
A.V.S.P.A.	Associate of the Victorian Society of Public Accountants.
B.A.	Bachelor of Arts.
B. Ag. Sc.	Bachelor of Agricultural Science.
B.C.E.	Bachelor of Civil Engineering.
B. Com.	Bachelor of Commerce.
B. Econ.	Bachelor of Economics.
B.Ed.	Bachelor of Education.
B.Sc.	Bachelor of Science.
B.T. (Bombay)	Bachelor of Teaching (Bombay).
Bot.	Certificate in Botany, Education Department.
C.A.	Chartered Accountant, Edinburgh.
Camb. (or) Cantab.	Cambridge.
C.B.	Passed the full course of the Order of the Christian Brothers.
Cert.	Certificate of Competency, Education Department.
Cert. Pianiste, T.C.L.	Certificated Pianiste, Trinity College, London.
Cert. Tr. Bd. Edn., London	Certificated Teacher, Board of Education, London.
Cert. Tr. R.A.M., Lon.	Certificated Teacher, Royal Academy of Music, London.
C.T.A.B.	Certificated Teacher, Associated Board of the Royal Academy of Music and the Royal College of Music, London.
Chem.	Certificate in Chemistry, Education Department.
1st Cl. Cert.	First Class Certificate, Education Department.
2nd Cl. Cert.	Second Class Certificate, Education Department.
2nd Cl. Cert. pendg. 1st C. Cert.	Second Class Certificate pending First Class Certificate, Education Department.
1st Cl. 1 Yr. Trg.	First Class, First Year Training, Education Department.
1st Cl. 2 Yr. Trg.	First Class, Second Year Training, Education Department.
2nd Cl. 1 Yr. Trg.	Second Class, First Year Training, Education Department.
2nd Cl. 2 Yr. Trg.	Second Class, Second Year Training, Education Department.
Coll.	College.
Co-Prin.	Co-Principal.
Dip. Assoc. Soc. Sc.	Diploma of Associate in Social Science.
Dip. Com.	Diploma of Commerce.
Dip. Dom. Econ. Ed. Dept.	Diploma of Domestic Economy, Education Department.
Dip. Educn.	Diploma of Education, Melbourne University.
Dip. Hist.	Diploma in History, London.
Dip. Mus.	Diploma in Music, Melbourne University.
Dip. Mus. Assoc.	Diploma of Musical Associate, Melbourne University.
Dip. Nat. Edn. Bd., Ireland	Diploma of the National Education Board, Ireland.
2nd Div. Comp. Ed. Dept.	Second Division of Competency, Education Department.
D.M.A.V.	Diploma, Musical Association of Victoria.
D.M.S.V.	Diploma, Musical Society of Victoria.
2 Cl. D.M.S.V.	Second Class Diploma, Musical Society of Victoria.
Dril.	Qualified to Teach Drill, Education Department.
Drg.	Licence to Teach Drawing, Education Department.
Drg. Lic.	Licence to Teach Drawing, Education Department.
Drg. Cert.	Certificate of Competency in Drawing, Education Department.
Drg. Tr's Prim. Cert.	Drawing Teacher's Primary Certificate, Education Department.
Drg. Tr's Sec. Cert.	Drawing Teacher's Secondary Certificate.
Ed. Dept.	Education Department.
Edin.	Edinburgh.
Exam. Cl. Edn.	Examination of Council of Education.
F.A.I.S.	Fellow of the Australian Institute of Secretaries.
F.C.P.A.	Fellow of the Corporation of Public Accountants.
F.C.S.	Fellow of the Chemical Society.
F.F.A.	Fellow of the Faculty of Actuaries, Scotland.
F.F.I.A.	Federal Institute of Accountants.
F.G.C.M.	Fellow of the Guild of Church Musicians, England.
F.G.S., London	Fellow of the Geological Society of London.
F.I.A.V.	Fellow of the Institute of Accountants, Victoria.
F.I.C.A.	Fellow of the Institute of Commonwealth Accountants.
F.I.C.S.T., Lon.	Fellow of the Institute of Commercial and Specialist Teachers, London.
F.L.S.	Fellow of the Linnean Society.
F.P.S.A.	Fellow of the Incorporated Phonographic Society of Australia.
F.R.C.O.	Fellow of the Royal College of Organists, England.
F.R.M.S.	Fellow of the Royal Microscopical Society.
F.S.C.T.S.	Fellow of the Society of Certificated Teachers of Shorthand.
Gym.	Qualified to Teach Gymnastics, Education Department.
H.M.	Head Master.
Head Mis.	Head Mistress.
H.T.	Head Teacher.
1st Hon. Ed. Dept.	First Class Honours, Education Department.
2nd Hon. Ed. Dept.	Second Class Honours, Education Department.
Inf. Mist.	Infant Mistress.
Insp.	Inspector.
Inter. B.Sc., Lon.	Passed Intermediate Examination, Faculty of Science, London University.
Inter. Cert.	Intermediate Certificate.

1st Cl. I.T.C.	.. ..	.. First Class Infant Teacher's Certificate, Education Department.
2nd Cl. I.T.C.	.. ..	.. Second Class Infant Teacher's Certificate, Education Department.
Jt. Propr.	.. ..	.. Joint Proprietor.
J.P. Melb.	.. ..	.. Junior Public Examination, Melbourne University.
J.T.	.. ..	.. Junior Teacher.
Jun. Dmr.	.. ..	.. Junior Demonstrator.
Jun. Res. M.	.. ..	.. Junior Resident Master.
Jun. Univ.	.. ..	.. Junior University.
K.T.	.. ..	.. Qualified as a Kindergarten Teacher.
L.	.. ..	.. Licence to Teach, Education Department.
L. pendg. Cert.	.. ..	.. Licence pending Certificate of Competency, Education Department.
L.A.	.. ..	.. Licensed Auditor, Victoria.
L.A.B.	.. ..	.. Licentiate, Associated Board of the Royal Academy of Music and the Royal College of Music, London.
L.I.C.A.	.. ..	.. Licentiate of Institute of Commonwealth Accountants.
L.I.I.A.V.	.. ..	.. Licentiate, Incorporated Institute of Accountants, Victoria.
L.L.A., St. Andrew's	.. ..	.. Literate in Arts, St. Andrew's University, Scotland.
L.L.B.	.. ..	.. Bachelor of Laws.
L.L.C.M.	.. ..	.. Licentiate, London College of Music.
L.L.D.	.. ..	.. Doctor of Laws.
L.L.M.	.. ..	.. Master of Laws.
L. Mus. T.C.L.	.. ..	.. Licentiate in Music, Trinity College, London.
L.R.A.M.	.. ..	.. Licentiate, Royal Academy of Music, London.
L.S.W.	.. ..	.. Licensed Shorthand Writer, Victoria.
L.T.C.L.	.. ..	.. Licentiate, Trinity College, London.
L.V.C.M.	.. ..	.. Licentiate, Victoria College of Music, London.
Lvg. Cert.	.. ..	.. Leaving Certificate.
Lvg. Hons.	.. ..	.. Leaving Certificate Honors.
M.A.	.. ..	.. Master of Arts.
Math. M.	.. ..	.. Mathematical Master.
Matricn.	.. ..	.. Matriculation.
M.B.	.. ..	.. Bachelor of Medicine.
M.B., B.S.	.. ..	.. Bachelor of Medicine, Bachelor of Surgery.
M.C.E.	.. ..	.. Master of Civil Engineering.
M.D.	.. ..	.. Doctor of Medicine.
Melb.	.. ..	.. Melbourne.
M.F.I.A.	.. ..	.. Member, Federal Institute of Accountants, Australia.
M.Inst.E.E.	.. ..	.. Member, Institute of Electrical Engineers.
Mis. of M.	.. ..	.. Mistress of Method.
M.R.C.O.	.. ..	.. Member, Royal College of Organists, England.
Mus.	.. ..	.. Licence to Teach Music, Education Department.
Mus. Assoc. Melb.	.. ..	.. Musical Associate, Melbourne University.
Mus. Bac.	.. ..	.. Bachelor of Music.
Mus. Cert.	.. ..	.. Certificate of Competency in Music, Education Department.
Mus. Doc.	.. ..	.. Doctor of Music.
O. Carm.	.. ..	.. Member of the Carmelite Order.
Oxon.	.. ..	.. Oxford.
Ph. C.	.. ..	.. Pharmaceutical Chemist of Great Britain.
Ph. D.	.. ..	.. Doctor of Philosophy.
Primy.	.. ..	.. Primary.
Prin.	.. ..	.. Principal.
Propr.	.. ..	.. Proprietor.
Pupil T.	.. ..	.. Pupil Teacher.
P.S.T.C.	.. ..	.. Pitman's Shorthand Teacher's Certificate.
Relvg. T.	.. ..	.. Relieving Teacher.
R.T.	.. ..	.. Relieving Teacher.
Roy. Univ., Ireland	.. ..	.. Royal University, Ireland.
Sci.	.. ..	.. Science Certificate, Education Department.
2 Sci. (or) 2 Scs.	.. ..	.. 2 Science Certificates, Education Department.
S.D.A.	.. ..	.. Seventh Day Adventist.
Seedy.	.. ..	.. Secondary.
Sen. Com., Melb.	.. ..	.. Senior Commercial Examination, Melbourne University.
Sloyd	.. ..	.. Sloyd Teacher's Certificate, Education Department.
S.P., Melb.	.. ..	.. Senior Public Examination, Melbourne University.
Sen. Res. M.	.. ..	.. Senior Resident Master.
S.J.	.. ..	.. Member of the Order of the Society of Jesus.
Sng.	.. ..	.. Licence to Teach Singing, Education Department.
Sng. Cert.	.. ..	.. Certificate of Competency in Singing, Education Department.
Sp. T.C.	.. ..	.. Special Teacher's Certificate (Ed. Dept.)
S.S.	.. ..	.. State School.
Stu. T.	.. ..	.. Student Teacher.
Sub-Primy.	.. ..	.. Sub-Primary.
Temp. T.	.. ..	.. Temporary Teacher.
Tr.	.. ..	.. Teacher.
Tr's. Cert. Bd. Edn., London	.. ..	.. Teacher's Certificate, Board of Education, London.
Tr's. Cert. Mus. Melb. Univ.	.. ..	.. Teacher's Certificate of Music, University of Melbourne.
Tr's. Cert., Edn. Dept., Punjab, India	.. ..	.. Teacher's Certificate, Education Department, Punjab, India.
Tr's. Cert., Scotch Edn. Dept.	.. ..	.. Teacher's Certificate, Scotch Education Department.
T.I.T.C.	.. ..	.. Trained Infant Teacher's Certificate, Education Department.
T.P.T.C.	.. ..	.. Trained Primary Teacher's Certificate, Education Department.
T.S.T.C.	.. ..	.. Trained Secondary Teacher's Certificate, Education Department.
T.T.C.	.. ..	.. Trained Teacher's Certificate, Education Department.
T.T.C. (Com. subjs.)	.. ..	.. Trained Teacher's Certificate (Commercial subjects).
T.T. Dipl. Cam.	.. ..	.. Trained Teacher's Diploma, Cambridge.
1st Yr. Arts	.. ..	.. First Year Arts.
2nd Yr. Arts	.. ..	.. Second Year Arts.
IIA Cert.	.. ..	.. Teacher's Certificate Class IIA.
IIb Cert.	.. ..	.. Teacher's Certificate Class IIb.
IIIA Cert.	.. ..	.. Teacher's Certificate Class IIIA.
IIb Cert.	.. ..	.. Teacher's Certificate Class IIb.
"C" Cert.	.. ..	.. Teacher's Certificate Class "C."
"D" Cert.	.. ..	.. Teacher's Certificate Class "D."

REGISTER OF TEACHERS.

ADDITIONS AND REVISIONS MADE DURING THE YEAR ENDED 31st DECEMBER, 1948.

Registered No.	Name.	Address.	Division in which Registered.				Subject, if in Division D.	Qualifications.			Date of Registration.	Remarks.
			Sub Primary	Primary	Secondary	Special Subjects		(c) Registered by virtue of Employment before the passing of the Act.	(b) Evidence produced satisfactory to the Board of Fitness to Teach.	(e) Literary, Academic, or other Qualifications.		
16211	Abbott, Eveline Jean ..	14 Howitt-street, Glen Iris, S.E.6 ..	A	B	C	D	..	..	..	..	28.6.48	
16212	Adams, Hilda May (née Eates) ..	83 Arnold-street, Bendigo ..	A	B	..	..	..	..	..	..	28.6.48	
16145	Adams, Patricia Winifred ..	54 Pegonia-road, Gardenvale, S.4 ..	..	B	..	..	..	..	..	..	31.5.48	
16289	Adams, Winifred Mary ..	22 Cadby-avenue, Ormond, S.E.14 ..	A	B	..	..	..	..	..	..	30.8.48	
16222	Aiken, Joseph ..	Marist Brothers' Scholasticate, Camberwell ..	..	B	..	..	..	..	..	..	28.6.48	
16213	Allen, Beryl May (née Phillips) ..	13 Newton-street, Surrey Hills ..	..	B	..	..	..	..	..	..	28.6.48	
16342	Ansell, Leo Francis (Br.) ..	26 Barnett-street, Yarraville ..	..	B	..	..	..	..	..	..	29.11.48	
16311	Ansley, Viator (Br.) ..	Assumption College, Kilmore ..	..	B	..	..	..	..	..	..	25.10.48	
16065	Ashkenazy, Mozelle John ..	32 Charnwood-road, St. Kilda ..	..	B	..	..	..	..	..	..	23.2.48	
16243	Austlin, Noel Eustace ..	24 Fenton-street, Ascot Vale, W.2 ..	..	B	..	..	..	..	..	..	26.7.48	
16185	Baird, Margaret Craig ..	Yarra Glen-road, Healesville ..	..	B	..	..	..	..	..	..	31.5.48	
16036	Banks, William John ..	c/o National Trustees Co., 95 Queen-street, C.1 ..	A	..	..	..	..	..	..	..	27.1.48	
16186	Barclay, Elizabeth Jean ..	Flat 6, "Merrigal," 37 George-street, East Melbourne ..	A	B	..	..	..	..	..	..	31.5.48	
16146	Barnett, Mollie Mavis ..	4 Canterbury-road, Toorak ..	A	B	..	..	..	..	..	..	31.5.48	
16187	Bate, Winifred Mary ..	25 Jeffrey-street, Leongatha ..	A	..	..	..	..	..	..	..	31.5.48	
16037	Batson, Arthur Vivian ..	Trinity Grammar School, Kew ..	..	B	..	..	..	..	..	..	27.1.48	
9989	Bayley, Eileen (Sr. M. Walburga) ..	St. Mary's College, Tatura ..	..	B	C	..	..	..	..	..	25.5.20	} Additional registration
16131	Beavis, Jean Alice Judith..	Alexandra College, Hamilton ..	..	B	C	..	..	..	..	..	27.9.48	
16066	Beech, Joan (Sr. M. Joan)..	Presentation Convent, Dandenong-road, Windsor, S.1 ..	..	B	..	..	..	..	..	..	27.4.48	
16104	Bell, Barbara Margaret ..	Toorak College, Frankston ..	..	B	..	..	..	..	..	..	23.2.48	
16132	Bennett, John Nelson ..	Brighton Grammar School, Brighton, S.5 ..	..	B	..	..	..	..	..	..	22.3.48	
			..	B	..	..	..	..	..	..	27.4.48	

ADDITIONS AND REVISIONS MADE DURING THE YEAR ENDED 31ST DECEMBER, 1948—continued.

Reference No.	Name.	Address.	Division in which Registered.			Subject, if in Division D.	(g) Registered by virtue of provisions of the Act before the passing of the Act.	Qualifications.			Date of Registration.	Remarks.
			Sub-Primary	Primary	Secondary			Special Subjects	(f) Evidence produced to the Council of Fitness to Teach.	(e) Literary, Academic, or other Qualifications.		
16067	Black, Rita (Sr. M. Bertrand)	St. James' Convent, 163 Bridge-road, Forest Lodge, N.S.W.	B	B			Fitness to teach	Lvg. Cert.	.. ..	23.2.48	
16068	Blanche, Isobel Bernadine ..	The Rectory, Yass, N.S.W.	A				"	"	.. ..	23.2.48	
16147	Blumenthal, Hans (Rabbi) ..	21 Shoobra-road, Elsternwick ..	B	C			"	"	.. ..	31.5.48	} Additional registration
16343	Bolt, Margery Evelyn ..	4 Briggs-street, Caulfield ..	B				"	Inter. and Lvg. Certs. (Melb.)	.. ..	21.12.48	
16312	Bourke, Daniel Desmond ..	Assumption College, Kilmore ..	B				"	Lvg. Cert. (N.S.W.)	.. ..	25.10.48	
14009	Boyle, Kathleen (Sr. M. Hilary)	St. Scholastica's Convent, Glebe Point, Sydney	B	D		Bookkeeping; Shorthand	"	Lvg. Cert.	.. ..	26.2.40	} Additional registration
9554	Bredstreet, Veronica Lucy (Sr. Mary Teresita)	Convent of Mercy, Ascot Vale ..	B	D		Bookkeeping; Shorthand	"	Inter. Exam. (Sydney)	.. ..	27.1.48	
16038	Brill, Hella ..	83 Park-street, St. Kilda, S.2 ..			D	French	"	"	.. ..	23.2.48	} Additional registration
16105	Britten, Mervyn Wellesley ..	Geelong Church of England Grammar School, Corio					"	"	.. ..	27.1.48	
16344	Brosnan, Marie ..	117 High-street, Belmont, Geelong			C		"	"	.. ..	22.3.48	
16244	Brown, Margaret Anelny ..	12 Curral-road, Elsternwick, S.4 ..	A				"	Inter. and Lvg. Certs. (Melb.)	.. ..	29.11.48	
16106	Brown, Victor Roger Charge	Ivanhoe Grammar School, N.21 ..			C		"	Kindergarten Cert. (Queensland)	.. ..	26.7.48	
16270	Buckham, Jeannette Mary Lapdell	19 Donna Buang-street, South Camberwell			C		"	"	.. ..	22.3.48	
16107	Buss, Frances Mary ..	Nazareth House, Mills-street, Ballarat			C		"	B.A.; Dip. Ed. (Melb.)	.. ..	30.8.49	
16345	Butler, Edward Villers ..	81 Caroline-street, South Yarra ..	B				"	Lvg. Cert. (Melb.)	.. ..	22.3.48	
16108	Butler, Mary Cecelia ..	Sacré Heart College, Ballarat East	B				"	Lvg. Cert. (Melb.)	.. ..	29.11.48	
16294	Bryne, Ada Frances ..	Sienna, Dominican Convent, Camberwell	B				"	"	.. ..	22.3.48	
16295	Cahill, John William (Br.)	Christian Brothers' College, Victoria-parade, East Melbourne	B				"	Lvg. Cert. (N.S.W.)	.. ..	27.9.48	
16214	Campbell, Betty Jean ..	1 Saral-street, Black Rock, S.9 ..	A	B			"	T.P.T.C.; I.T.C. (Ed. Dept.)	.. ..	28.6.48	
16133	Campbell, Joan Elizabeth ..	4 Hawthorn-grove, Hawthorn, E.2			C		"	B.Sc.; Dip. Ed. (Melb.)	.. ..	27.4.48	
14077	Candy, Lily (Sr. Mary Ina)	Presentation Convent, Dandenong-road, Windsor, S.1	A	B			"	Lvg. Cert.	.. ..	29.4.40	} Additional registration
16039	Cant, Ruth Williamina ..	73 Inkerman-street, St. Kilda, S.2			B		"	"	.. ..	23.2.48	
16268	Capelin, Elizabeth Annie (née Thomas)	11 Glen Eira-road, St. Kilda, S.2			C		"	B.Sc. (London); Univ. of London Teacher's Diploma	.. ..	27.1.48	
							"	"	.. ..	26.7.48	

ADDITIONS AND REVISIONS MADE DURING THE YEAR ENDED 31ST DECEMBER, 1948—continued.

Regis-tered No.	Name.	Address.	Division in which Registered.				Subject, if in Division D.	Qualifications.			Date of Registra-tion.	Remarks.
			Sub-Primary	Primary	Secondary	Special Subjects		(a) Registered by virtue of Employment before the passing of the Act.	(b) Evidence produced satisfactory to the Council of Fitness to Teach.	(c) Literary, Academic, or other Qualifications.		
16348	Cooper, Joan ..	11 Bent-street, East Malvern ..	A	..	..	..	..	..	Inter. Cert.	..	29. 11. 48	
16191	Cooper, Margaret Isabelle ..	"Lyndale," Gladstone-road, Dandenong ..	A	..	..	..	..	..	"Specialist in Nursery School and Kindergarten Work"	..	31. 5. 48	
16112	Coots, Eileen Martha Ramsay (née Heel) ..	4 Henty-street, East Brighton, S.6 ..	B	..	..	..	..	..	..	..	22. 3. 48	
16070	Corker, Hilda Irene (née Spiers) ..	229 Elgar-road, Box Hill, E.11 ..	B	..	..	..	..	..	IIIb. Cert. (S.A.) ..	..	23. 2. 48	
16216	Coughlan, Mary Catherine ..	152 Maude-street, Geelong ..	B	..	..	..	..	..	..	..	28. 6. 48	
16274	Coventry, Marion ..	Tarleton, via Latrobe, Tasmania ..	B	..	..	..	..	..	..	..	30. 8. 48	
16160	Cox, Eileen (Sr. Mary of Madeleine) ..	Good Shepherd Convent, Abbotsford, N.9 ..	B	..	..	..	..	..	..	..	31. 5. 48	
16151	Crean, Olive Isobel (née Dart) ..	15 Park-street, East Geelong ..	B	..	..	..	..	..	T.P.T.C., I.T.C. ..	..	31. 5. 48	
16071	Critchley, Gwenda Josephine (Sr. M. Wenceslaus) ..	St. Scholastica's Convent, Glebe Point, Sydney, N.S.W. ..	B	..	..	..	..	..	Lvg. Cert. ..	..	23. 2. 48	
16217	Crooke, Kathleen Victoria ..	26 Union-street, Malvern, S.E.3 ..	..	..	C	..	..	..	T.S.T.C. ..	..	28. 6. 48	
16152	Crunden, Norah ..	St. Margaret's School, Berwick ..	..	..	..	..	..	..	..	..	31. 5. 48	
16192	Crutch, Marce Louise ..	"Uralla," Private Bag, Kyabram ..	A	..	..	..	..	..	"Specialist in Nursery School and Kindergarten Work"	..	31. 5. 48	
14082	Cunningham, Patricia Monica (Sr. M. Bernadette) ..	St. Joseph's Convent, Havelock-road, Hawthorn East, E.3 ..	A	B	..	..	..	..	Lvg. Cert.; 2nd Cl. Cert. (Ed. Dept.) ..	..	29. 4. 40 25. 10. 48 29. 11. 48	Additional registration
16349	Cure, Nancie J. ...	Brookhead School, Weeena, Tasmania ..	..	B	..	..	..	..	..	..	..	..
16042	Curthoys, Mary Margaret ..	Convent of Mercy, Casterton ..	..	B	..	..	..	..	Lvg. Cert. ..	..	27. 1. 48	
16165	Dale, Claire (Sr. Mary Elizabeth) ..	Bethlehem Convent, Ashfield, N.S.W. ..	A	..	..	..	..	..	..	..	31. 5. 48	
16298	Dalton, Moira Gwen ..	97 Hopetoun-avenue, West Brunswick ..	..	B	..	..	..	..	T.P.T.C. ..	..	27. 9. 48	
16072	D'Arcy, Leonie (Sr. M. Brigid) ..	St. Scholastica's Convent, Glebe Point, Sydney, N.S.W. ..	..	B	..	..	..	..	S.P. (Qld.) ..	..	23. 2. 48	
16073	Davies, Lucy Joy ..	12A Thanet-street, Malvern, S.E.4 ..	..	..	..	D	Shorthand	..	..	..	23. 2. 48	
13274	Davy, George (Bro.) ..	55 McKillop-street, Geelong ..	..	B	C	..	..	..	C.B.; Lvg. Cert. (N.S.W.) ..	..	24. 11. 36 29. 11. 48	Additional registration
13606	Dewar, Julia Eleanor (Sr. M. Ambrosine de Sion) ..	Convent N.D. de Sion, Warragul ..	A	B	..	..	..	..	Lvg. Cert. (Melb.) ..	..	29. 5. 39 28. 6. 48	Additional registration
16136	D'Helin, Jean Estelle ..	Clyde School, Woodend ..	..	..	C	..	..	..	T.S.T.C. (Melb.); Dip. Ed. ..	..	27. 4. 48	
16299	Dickason, Verosa Jean (née Moffat) ..	38 Davis-street, Elsternwick ..	A	B	..	..	..	..	T.P.T.C., I.T.C. ..	..	27. 9. 48	

ADDITIONS AND REVISIONS MADE DURING THE YEAR ENDED 31ST DECEMBER, 1948—continued.

Registered No.	Name.	Address.	Division in which Registered.				Subject, if in Division D.	Qualifications.			Date of Registration.	Remarks.
			Sub-Primary	Primary	Secondary	Sup. Subjects		(a) Registered by Council of Education before the passing of the Act.	(b) Evidence produced satisfactory to the Council of Fitness to Teach.	(c) Literary, Academic, or other Qualifications.		
16078	Fitzgerald, Veronica Mary (Sr. Philippine)	Presentation Convent, Dandenong road, Windsor, S.1	B							Lvg. Cert.	5.4.48	
16277	Fogarty, Leo Gregory (Br.)	Christian Brothers' College, Queensberry-street, North Melbourne	B							"	30.8.48	
16248	Fonseca, Mary	Girton Girls' School, Bendigo			C					B.A., B.T. (Bombay)	26.7.48	
16044	Foster, Jean (Mrs.)	76 Shoohra-road, Elsternwick, S.4	B							"	27.1.48	
16196	Frederick, Elizabeth Mary	32 Violet-street, Essendon, W.5	A							" Specialist in Nursery School and Kindergarten Work"	31.5.48	
16250	Frederick, William Henry	Wesley College, Prahran, S.1			C					M.A.; Dip. Ed.; Dip. Sorbonne, Paris	26.7.48	
9025	Gault, Marjorie	"Tarrangower," Toorong-road, Hawthorn			C					B.A.; Dip. Ed. (Melb.)	23.2.48 26.7.48	} Additional registration
16251	Gaynor, Noel Jonathon	Melbourne Grammar School, South Yarra			C					B.A.; Dip. Ed.; T.P.T.C.	26.7.48	
16278	Gibbon, Dorothy Kate (née Wilson)	27 Brougham-place, Kew, E.4			C					"	30.8.48	
16197	Gibson, Mary Mansell	4 Weld-street, South Hobart, Tasmania	A							" Specialist in Nursery School and Kindergarten Work"	31.5.48	
16352	Gillespie, Frances Elise	389 Barker's-road, Kew			C					B.A.	29.11.48	
16234	Guilliani, Conleth (Br.)	Marist Brothers' Scholasticate, 21 Canterbury-road, Camberwell			B					L.C.; Matric. (N.S.W.)	28.6.48	
16353	Giulieri, Marie Veronica	111 Tennyson-street, Essendon			B					Lvg. Cert.	29.11.48	
16354	Gladman, Constance Helena (Sr. M. Rosina)	O.L.S.H. Convent, Kensington, Sydney, N.S.W.			B					T.P.T.C.	29.11.48	
16300	Gleeson, James William	Catholic Education Office, 222 Victoria Square, Adelaide, S.A.			B					Lvg. Cert. (Adelaide)	27.9.48	
16355	Gleeson, Margaret Monica	Convent of Mercy, Geelong			B					Lvg. Cert.	29.11.48	
16170	Goss, Clare Monica (Sr. Jeanette)	St. Vincent's Convent, Victoria-street, Pott's Point, Sydney			B					Lvg. Cert.	31.5.48	
16198	Gray, Audrey	1179 Burke-road, East Kew, E.4	A							" Specialist in Nursery School and Kindergarten Work"	31.5.48	
16356	Gray, Dorothy Muriel	"Vauluse," Convent P.C.J., Church-street, Richmond			B					"	29.11.48	
16220	Green, Jean	165 Arnold-street, North Carlton			B					T.P.T.C.	28.6.48	
16221	Gribbin, Hazel Mary	4 Laxdale-road, Burwood	A							L.T.C.	28.6.48	
16113	Griggs, Hilda Jane	Presbyterian Ladies' College, Albert-street, East Melbourne, C.2			C					B.Sc.	22.3.48	
16171	Cunn, Marie Josephine (Sr. Mary Joseph)	Bethlehem Convent, Ashfield, Sydney, N.S.W.			B					Inter. Cert.	31.5.48	

No.	Name	Address	Grade	Class	French	D	Fitness to teach	Inter. Cert.	Other	Date	Notes
16114	Haas, Nora (Mrs.)	14 St. Finbar's-crescent, East Brighton	..	..	..	..	..	..	..	22.3.48	
16060	Haggerty, Mary Elizabeth (Sr. M. Ignatius)	St. Mary's Priory, West Maitland, N.S.W.	..	..	..	..	..	..	..	27.1.48	
16252	Hall, Ethel Veronica (née Ryan)	153 Albion-street, West Brunswick, N.10	A	..	..	..	..	..	..	26.7.48	
13891	Hall, Marcia (Sr. M. Rose)	"Siona," Dominican Convent, 289 Riversdale-road, East Camberwell, E.6	..	D	Shorthand	..	..	..	..	24.4.39 28.6.48	} Additional registration
16079	Hannon, Irene (Sr. M. Oswald)	St. Scholastica's Convent, Glebe Point, Sydney, N.S.W.	A	..	..	..	..	..	..	23.2.48	
16115	Harcoun, Alice Adeline	7 Wales-street, West Brunswick, N.12	A	..	..	..	..	..	..	22.3.48	
16301	Harris, Selina (née Rush)	165 Bay-street, North Brighton, S.5	A	..	..	..	..	..	..	27.9.48	
16080	Hart, Etta Mary (née White)	10 Khartoum-street, North Caulfield, S.F.7	..	D	Bookkeeping; Shorthand	..	..	..	..	23.2.48	
16154	Hausmann-luer, Regina	125 Riversdale-road, Camberwell	..	C	..	..	..	..	..	31.5.48	
16279	Hearn, Alfred Beretley	Geelong College, Geelong	..	B	..	..	..	..	..	30.8.48	
16235	Heinrich, Gordon (Br.)	Marist Brothers' Scholasticate, 21 Canterbury-road, Camberwell, E.6	..	B	..	..	..	..	..	20.6.48	
16199	Henderson, Kathleen Barbara	33 Kireep-road, Balwyn, E.8	..	..	..	..	..	..	..	31.5.48	
16172	Hess, Mary Therese (Sr. Maria Therese)	St. Vincent's Convent, Pott's Point, Sydney, N.S.W.	..	B	..	..	..	..	..	31.5.48	
16318	Hickey, Francis Regis	Christian Brothers' College, Queen's-parade, North Fitzroy, N.7	..	B	..	..	..	..	..	31.5.48	
16155	Hoff, Naomi Cordelia	Kewell, Victoria	..	B	..	..	..	..	..	25.10.48	
16357	Hogg, Elsie Jean	5 Carmichael-street, West Footscray	..	B	..	..	..	..	..	31.5.48	
16319	Holland, Bessie (Sr.)	Convent of Mercy, North Coburg	..	A	..	..	..	..	..	29.11.48	
16280	Holohan, Lorraine M.	369 Whitehorse-road, Balwyn	..	B	..	..	..	..	..	25.10.48	
16156	Horne, Kathleen Clare (née Barnett)	Flat 8, St. Margaret's, 128 Toorak-road, South Yarra	..	B	..	..	..	..	..	30.8.48	
16236	Horton, Cyrilus (Br.)	Marist Brothers' Scholasticate, 21 Canterbury-road, Camberwell, E.6	..	B	..	..	..	..	..	31.5.48	
16081	Howe, Noreen Dorothy	7 Barton-street, Hawthorn, E.2	..	B	..	..	..	..	..	28.6.48	
16061	Howlett, Mona (Sr. M. Theophane)	Santa Sabina, Strathfield, N.S.W.	..	B	..	..	..	..	..	27.1.48	
16173	Hughes, Dolores Mary (Sr. Mary Padua)	Bethlehem Convent, Bland-street, Ashfield, N.S.W.	..	B	..	..	..	..	..	31.5.48	
16116	Humphries, Laurence Trevor	50 Burnley-street, Richmond, E.1	..	C	..	..	..	..	..	22.3.48	
16174	Humphreys, Ursula Mary (Sr. Mary Philippine)	St. Mary's College, Katoomba, N.S.W.	..	A	..	..	..	..	..	31.5.48	
16240	Hurley, Augustine (Br.)	Marist Brothers' Scholasticate, 21 Canterbury-road, Camberwell, E.6	..	B	..	..	..	..	..	28.6.48	
8514	Haynes, Eileen Merle	State School, Drummond	..	B	..	C	..	..	..	6.12.10 22.3.48	} Additional registration
16358	Hyland, Rose Josephine	Illowa	..	B	..	..	..	..	..	29.11.48	
10219	Jarrett, Frederick Griffith	55 Campbell-road, Hawthorn	..	B	..	C	..	..	..	26.7.21 31.5.48	} Additional registration
16320	Jenkins, Margaret Mary (Sr. Mary Julienne)	Brigidine Convent, High-street, Malvern, S.E.4	..	B	..	..	..	..	..	25.10.48	

ADDITIONS AND REVISIONS MADE DURING THE YEAR ENDED 31ST DECEMBER, 1948—continued.

Regis-tered No.	Name.	Address.	Division in which Registered.				Subject, if in Division B.	(e) Registered by virtue of Employment Act.	(f) Evidence produced satisfactory to the Council of Fitness to Teach.	Qualifications.		Date of Registration.	Remarks.
			Sub-Primary.	Primary.	Secondary.	Special Subjects.				(c) Literary, Academic, or other Qualifications.	(d) Evidence produced satisfactory to the Council of Fitness to Teach.		
11565	Kennedy, Mary (Sr. Mary Pius)	Brigidine Convent, Beechworth	A	B	C	D	..	..	..	Matric. (Melb.)	..	27.11.48	} Additional registration
16253	Johnston, Elaine Jessica	29 Wimba-avenue, Kew	..	B	..	..	..	..	..	..	..	25.10.48	
16117	Jones, Gerald Francis	St. Patrick's College, Cathedral-place, East Melbourne	..	B	C	..	..	..	..	S.J.	..	26.7.48	..
16157	Jones, Gordon Verery	Geelong College, Newtown, Geelong	..	..	C	..	..	..	..	B.Sc.; Dip. Ed. (Melb.)	..	22.3.48	..
16118	Jones, Marjorie Lydia	"Tay Craggan," 30 Yarra-street, Hawthorn, E.2	..	..	C	..	..	..	..	B.A.	..	31.5.48	..
16045	Jones, Netta Marjorie	1 Polo-parade, Caulfield, S.E.7	..	..	C	..	..	..	..	B.Com.; Dip. Ed. (Melb.)	..	22.3.48	..
16062	Johnson, Lucy Agnes (Sr. M. Francis)	St. Mary's Priory, West Maitland, N.S.W.	..	B	C	..	..	..	..	Inter. Cert.	..	27.1.48	..
16359	Keab, Margaretta Resford	1 Domain-street, South Yarra	..	B	..	..	..	..	..	Lvg. Cert.	..	29.11.48	..
16254	Kelleher, Eileen Mary (née McFarlane)	21 Welfare-parade, Ashburton	..	B	..	..	..	..	..	..	..	26.7.48	..
16063	Kelly, Ellen (Sr. Antonina Mary)	Rosary Convent, Waratah	..	B	..	..	..	..	..	..	..	27.1.48	..
16360	Kelly, Bernard James (Br.)	Christian Brothers' Residence, 55 McKillop-street, Geelong	..	B	..	..	..	..	..	Lvg. Cert. (N.S.W.)	..	29.11.48	..
16200	Kelly, Frances Claire	11 Thancet-street, Malvern, S.E.4	..	A	..	..	..	..	..	"Specialist in Nursery School and Kindergarten Work"	..	31.5.48	..
16286	Kelly, Julia Nanette	124 Anderson-street, South Yarra	..	..	C	..	..	..	..	..	..	26.7.48	..
16046	Kelly, Marie Ellis	"Brookwood," Wellington-road, Portlaud..	..	B	..	..	..	..	..	..	..	27.1.48	..
16321	Kelso, Allen John Parker	23 Summerhill-road, Glen Iris, S.E.6	..	B	..	..	..	..	..	Lvg. Cert.	..	25.10.48	..
16243	Kerrison, Kathleen Mary	"Firbank," C.E.G.S.S., Brighton	..	A	..	..	..	..	..	Matric. (Tasmania); Cl. III. Cert. (Tasmania)	..	28.6.48	..
16082	Kontista, Jacqueline (Sr. M. Paul)	St. Scholastica's Convent, Glebe Point, Sydney, N.S.W.	..	A	..	..	..	..	..	..	..	23.2.48	..
16302	Lacko, Deofilia M. (Sr.)	Mary's Mount, Wimmalee-road, Balwyn	..	B	..	..	..	..	..	..	..	27.9.48	..
16047	Lambert, Harrie Foster	Perry House, St. Kilda-road, Melbourne	..	B	..	..	..	..	..	..	..	27.1.48	..
16304	Lane, Kathleen Mary	"Vaughan" Convent F.C.J., Richmond	..	A	B	..	..	..	..	Lvg. Cert.; Tns. Cert. (Froebel Inst., Lond.)	..	27.9.48	..
16303	Lapos, Josepha M. (Sr.)	Mary's Mount, Wimmalee-road, Balwyn	..	B	..	..	..	..	..	..	..	27.9.48	..
16083	Laphorne, Lorraine Aisla	Queen's-avenue, St. Arnaud	..	A	B	..	..	..	..	T.P.T.C.; T.I.T.C.	..	23.2.48	} Additional registration
16175	Leahy, Joyce Margaret (Sr. M. Marcia)	St. Joseph's Convent, Auburn, N.S.W.	..	B	..	..	..	..	..	..	..	31.5.48	
16130	Leary, Joan Margaret	C.F.C.G.S.S., "The Hermitage," Geelong	..	B	C	..	..	..	..	Dip. Phy. Ed. (Melb.)	..	27.4.48	..

ADDITIONS AND REVISIONS MADE DURING THE YEAR ENDED 31st DECEMBER, 1948—continued.

Regis- tered No.	Name.	Address.	Division in which Registered.				Subject, if in Division D.	(c) Registered by virtue of Empowerment under the passing of the Act.	Qualifications.			Date of Registra- tion.	Remarks.
			Sub- Primary.	Primary.	Secondary.	of Subjects.			(b) Evidence produced satisfactory to the Council of Fitness to Teach.	(c) Literary, Academic, or other Qualifications.			
16130	Mossep, Madeline Laura ..	Alexandra College, Hamilton ..	A				..	..	..	Ist Cl. I.T.C. (Adelaide) ..	22.3.48	
16283	Moylan, Brian Keith ..	Christian Brothers' Residence, Westbury- street, East St. Kilda ..		B			..	..	..	..	30.8.48	
16088	Augustus Mugavin, Gertrude (Sr. M. Albert)	St. James' Convent, 163 Bridge-road, Forest Lodge, N.S.W. ..		B			..	..	..	Lvg. Cert. ..	23.2.48	
16284	Mullins, Laura Lucrece ..	32 Scott-street, Caulfield, S.E.8 ..			C		..	..	..	B. Com. (Melb.) ..	30.8.48	
14650	Murdoch, Joseph Oliver (Br. Oswald Alfred)	61 Stanhope-street, Malvern, S.E.4 ..			C		..	..	..	Lvg. Cert. (N.S.W.) ..	25.5.42 31.5.48 30.8.48	} Additional registration
16285	Murphy, Alfred Eamon (Br.)	St. Patrick's College, Launceston, Tasmania		B			..	..	..	..	27.1.48	
16080	Murphy, Patricia Mary (Sr. M. Lawrence)	Rosary Convent, Waratah, N.S.W. ..	A				..	..	..	Inter. Cert., ..	30.8.38 27.9.48 27.9.48	} Additional registration
13701	Murray, Eileen Mary ..	Convent of Mercy, Coburg, N.13 ..		B	C		..	..	..	Lvg. Cert. (Melb.) ..	26.7.48	
16306	Murray, Elaine Veronica ..	10 College-street, Hawthorn ..		B			..	..	..	Lvg. Cert. ..	31.5.48	
16257	Murrie, Brenda Dorothy ..	10 Moore-street, Box Hill, E.11 ..	A				..	..	..	..	26.7.48	
16158	Myers, Carmel Teresa ..	"Bonnie Doon," Rockleigh-avenue, Teocoma		B			..	..	..	..	31.5.48	
16089	McBride, Sheila Mary (Sr. M. Celsus)	Good Samaritan Convent, Gordon-street, Rozelle, N.S.W. ..		B			..	..	..	Lvg. Cert. ..	23.2.48	
16323	McCabe, Dominic Brennan ..	2 Hutcheson-street, Moonee Ponds, W.4 ..		B			..	..	..	Lvg. Cert. ..	25.10.48	
16090	McCaffrey, Rosaleen (Sr. M. Philomena)	"Star of the Sea," Presentation Convent, Gardenvale, S.4 ..		B			..	..	..	..	23.2.48	
16256	McCall, Ruth ..	4 Huntingtower-road, Malvern, S.E.3 ..		B			..	..	..	..	26.7.48	
16176	McCarthy, Felicia Linda (Sr. Felicia)	St. Vincent's Convent, Pott's Point, Sydney, N.S.W. ..		B			..	..	..	..	31.5.48	
16281	McCartie, Janet Noreen ..	"Avalon," 360 Myers-street, East Geelong		B			..	..	..	T.P.T.C. ..	30.8.48	
16121	McConville, James Edward	6 Hannan-street, Williamstown ..		B			..	..	..	T.T.C. ..	22.3.48	
16051	McDiarmid, Allan Burton ..	1 Bridge-street, Hampton, S.7 ..		B			..	..	..	B.A.; Dip. Joun. (N.Z.) ..	27.1.48	
16365	McDonald, Flora Margaret ..	63 King-street, Geelong West ..		B			..	..	..	Lvg. Cert. ..	29.11.48	
16366	McDowell, John Samuel (Br.)	Christian Brothers' College, St. Joseph's, Newtown, Geelong ..		B			..	..	..	Matricul. ..	29.11.48	
16091	McGovern, Barbara ..	Box 146, Queenstown, Tasmania		B			..	..	..	..	23.2.48	
13165	McGowan, Constance (Sr. M. Eulalie)	St. Joseph's Convent, Havelock-road, Upper Hawthorn, E.3 ..	A	B			..	..	..	Lvg. Cert. (N.S.W.) ..	28.4.36 27.4.48	} Additional registration

16177	McGrath, Nora Margaret (Sr. M. Philippine)	St. Mary's Convent, Hurstville, Sydney, N.S.W.	A	B	..	..	..	..	Lvg. Cert. (Sydney)	..	31.5.48	Additional registration
16024	MacGregor, Ivor Malcolm	49 Denny-street, Brighton, S.5	..	C	..	..	..	..	..	..	24.11.47 29.11.48 23.2.48	Additional registration
16092	McIver, Dorothy I.	Flat 8, 443 Glenferrie-road, Hawthorn	..	B	..	..	..	..	T.P.T.C.	..	28.6.48	..
16223	Mackinlay, Mary Barr	"Siens," Dominican Convent, 289 Riverside-road, East Camberwell	..	C	..	..	..	..	Dip. Ed. (Melb.)	..	25.10.48	..
16324	McLain, Marie Marguerite (née McDonald)	Mount View-road, Upper Fern Tree Gully	..	B	..	..	..	..	Junior Exam. (Qld.)	..	25.10.48	..
16325	McMahon, Michael Francis	Marist Brothers' (Assumption) College, Kilmore	..	B	..	..	..	..	Lvg. Cert. (N.S.W.)	..	28.6.48	..
16238	McMillan, Bartholomew (Br.)	Marist Brothers' Scholasticate, 21 Canterbury-road, Camberwell	..	B	..	..	..	..	Lvg. Cert. (N.S.W.)	..	27.1.48	..
16052	McNabb, Albena Agnes	184 High-street, Preston, N.18	..	B	..	..	..	..	..	..	29.11.48	..
16367	McNamara, Patricia Mary	Convent of Mercy, Geelong	..	B	..	..	..	..	Lvg. Cert.	..	30.8.48	..
16282	McNamara, Robert	7 Glyndon-avenue, North Coburg, N.14	..	C	..	..	..	..	T.S.T.C.; B.Sc. (Melb.); Dip. Ed. (Melb.)	..	31.5.48	..
16202	McNicol, Janet Heather	16 Charlton-road, St. Arnaud	..	A	..	..	..	..	"Specialist in Nursery School and Kindergarten Work"	..	25.11.19 24.5.47 25.10.48	Additional registration
9012	McPhail, Alice (Sr. M. Flavia)	Training College, Sisters of Mercy, Ascot Vale	..	B	..	..	..	..	Jun. Public (Melb.)	..	28.4.41 26.2.45 23.2.48 22.3.48	Additional registration
16326	McVeigh, Leo William	Assumption College, Kilmore	..	B	..	..	..	..	Lvg. Cert. (N.S.W.)	..	23.2.48	..
14356	Nelson, Marie (Sr. Francis Mary)	Convent of the Good Samaritan, Hamilton	..	B	..	..	..	..	Lvg. Cert. (Sydney)	..	23.3.48	..
16122	Neuhardt, Edith (Mrs.)	Box 2039, G.P.O., Melbourne	..	D	..	..	..	..	B.Sc. (London); Cambridge Tr's. Cert.; Board of Education Cert.	..	23.2.48	..
16123	Newman, Dorothy Atkins (née Dede)	27 Regent Court, Toorak-road, South Yarra	..	C	..	..	..	..	Lvg. Cert.	..	28.6.48	..
16093	Nicholls, Georgina June (Sr. M. Clotilde)	Good Samaritan Convent, Gordon-street, Rozelle, N.S.W.	..	B	..	..	..	..	T.I.T.C.	..	30.8.48	..
16224	Norton, Dorothy Margaret (née Perry)	Donnington Girls' Grammar School, Swan Hill	A	B	..	..	..	..	..	..	23.2.48	..
16286	Norman, Maurice Geoffrey (Br.)	Christian Brothers' College, St. Joseph's, North Melbourne	..	B	..	..	..	..	..	..	23.2.48	..
16094	Nugent, Mary (Sr. M. Monica)	St. Scholastica's Convent, Glebe Point, Sydney, N.S.W.	..	B	..	..	..	..	Lvg. Cert.	..	25.10.48	..
16330	O'Connell, Julia Teresa (Sr.)	Convent of Mercy, North Coburg	..	B	..	..	..	..	Lvg. Cert.	..	29.11.48	..
16370	O'Connor, Kathleen Mary Carmel	Convent F.C.J., "Genazzano," Cotham-road, Kew, E.4	..	B	..	..	..	..	B.A. (Dublin)	..	31.5.48	..
16159	O'Connor, William Patrick	61 Stanhope-street, Malvern	..	C	..	..	..	..	B.A. (Sydney)	..	29.11.48	..
16371	O'Day, John William (Br.)	Archbishop Mannix Training College, Maroney's Hill, Oakleigh, S.E.12	..	B	..	..	..	..	Lvg. Cert.	..	31.5.48	..
16204	Oddie, Gwynnyth Archdall	3 Westley-avenue, Ivanhoe, N.21	A	..	..	..	..	..	"Specialist in Nursery School and Kindergarten Work"	..	30.8.48	..
16287	O'Dea, Francis Raphael (Br.)	Christian Brothers' College, Queensberry-street, North Melbourne	..	B	..	..	..	..	..	..	22.3.48	..
16124	O'Hehir, Mary Elizabeth	Sacred Heart College, Ballarat East	..	B	..	..	..	..	..	..	28.5.35 30.8.48 29.1.46 23.2.48	Additional registration
12937	O'Loughlin, Mary Ursula (Madame)	Convent of the Sacred Heart, 172 Burke-road, East Malvern, S.E.6	..	B	..	..	..	..	Lvg. Cert. (Sydney)	..	..	..
16503	O'Shea, Eileen Elizabeth	Convent of Mercy, Warrnambool	..	B	..	..	..	..	Lvg. Cert.	..	..	..

Bookkeeping; Shorthand

ADDITIONS AND REVISIONS MADE DURING THE YEAR ENDED 31ST DECEMBER, 1948—continued.

Registered No.	Name.	Address.	Division in which Registered.				Subject, if in Division D.	Qualifications.			Date of Registration.	Remarks.
			Sub-Primary	Primary	Secondary	Special		(a) Registered by virtue of Employment before the passing of the Act.	(b) Evidence produced in accordance with the Fitness to Teach.	(c) Literary, Academic, or other Qualifications.		
16372	O'Sullivan, Neil (Br.)	Christian Brothers' Residence, 55 McKillop-street, Geelong Illowa, Victoria..	A	B	C	D					29.11.48	
16053	O'Toole, Maureen	.. .. .		B							27.1.48	
16331	Owen, Gordon Hampton	Scotch College, Glenferrie-road, Hawthorn..			C						25.10.48	
16258	Palfrey, Alan Hugh	6 Mooltan-avenue, East St. Kilda, S.2			C						26.7.48	
16288	Palmer, Helen Gwynneth	7 Ridgway-avenue, Kew, E.4			C						30.8.48	
16160	Parker, Laura (née Winkel-man)	.18 Birdwood-avenue, Elwood, S.3		B							31.5.48	
16239	Parkhurst, Phyllis Ina	3 Bethune-street, Hawthorn, E.3		B	C						30.8.48	
16332	Pascoc, Carmel Mary	Convent of Mercy, Brougham-street, North Melbourne		B							25.10.48	
16373	Pattinson, Mary Kathleen..	8 Raymond-street, Sale		B							29.11.48	
16290	Paull, Jean Marguerite	65 Barton-street, Surrey Hills		B							30.8.48	
16205	Pierce, Elaine Jeffrey	29 Forster-street, New Town, Tasmania	A								31.5.48	
16125	Pike, Elizabeth Marie	Hilda-street, Ralwyn			C						22.3.48	
16374	Pitcheh, Jean Isobel	State Savings Bank, 81 Lygon-street, East Brunswick, N.11		B							29.11.48	
16206	Pollard, Joan Beatrice	287 Waverley-road, East Malvern	A								31.5.48	
16141	Pook, Joan Elizabeth	1 Rothesay-avenue, East Malvern, S.E.5				D	Domestic Science				27.4.48	
16054	Pulver, Salomon	35 Jackson-street, St. Kilda, S.2				D	German				27.1.48	
16291	Purcell, Kevin Hilarion	Christian Brothers' College, Queensberry-street, North Melbourne		B							30.8.48	
16180	Purcell, Margaret Elizabeth (St. M. Francis Xavier)	St. Vincent's Convent, Victoria-street, Pott's Point, N.S.W.		B							31.5.48	
16292	Ray, Alice May (née Davidson)	South-street, Belmont		B							30.8.48	
16207	Reed, Eira Margaret	9 Lewes-drive, East Malvern	A								31.5.48	
16375	Redden, Christopher Michael (Br. Jordan)	Assumption College, Kilmore		B							29.11.48	
12324	Reeves, Kathleen	Convent Notre Dame de Sion, Ascot Vale, W.2	A	B							26.7.32 27.1.48	} Additional registration
16333	Reid, Douglas Herman (Br.)	278 Victoria-parade, East Melbourne		B							25.10.48	
16293	Reid, George James	52 Stevedore-street, Williamstown		B							30.8.48	

ALTERATIONS MADE DURING THE YEAR ENDED 31st DECEMBER, 1948.

Registered Number.	Name.	Address.	School or Place	Division in which Registered.				Remarks.
				Sub-Primary.	Primary.	Secondary.	Special Subjects.	
15643	Barr, Margaret Winsome	27 Talbot-crescent, Kooyong, S.E.4	"Morongo" P.G.C., Geelong..	..	B	..	..	Change of address
11851	Cotes, Winifred Lillie	"Wyncombe," Morgan-avenue, Croydon	..	..	B	C	..	Change of address
15925	Fisher, George Matthew	St. Vincent De Paul's Orphanage, South Melbourne, S.C.5	St. Vincent De Paul's Orphanage, South Melbourne, S.C.5	..	B	..	..	Change of address
14069	Hassold, Eric Paul	Tabor, via Hamilton	Tabor Lutheran School, via Hamilton	..	B	..	..	Change of address
11575	Mahony, Frances Veronica	St. Joseph's, Mount Noorat	St. Joseph's, Mount Noorat	..	B	..	..	Change of address
12771	McGregor, Helen Heather Douglas	"Crestonby," 18 Orrong-road, Armadale, S.E.3	..	..	B	..	D	Change of address
14902	Prendergast, Kathleen (Sr. M. St. Damasus)	St. Joseph's School, Charlton	St. Joseph's School, Charlton	..	B	..	..	Change of address
10368	Quilligan, Kathleen	Convent of the Sacred Heart, Rose Bay, Sydney	Convent of the Sacred Heart, Rose Bay, Sydney	..	B	..	..	Change of address
11364	Swain, Irene Lillian Annie (Mrs.)	"Wings," Grand View-crescent, Upper Fern-tree Gully	..	..	B	..	..	Change of address
12941	Spurrice, Elizabeth Alison (née Rees)	139 Manning-road, East Malvern, S.E.5	..	..	B	..	..	Change of address
13414	Thornett, Mary (Sr. M. Michael)	St. Mary's, Donald	St. Mary's, Donald	..	B	..	..	Change of address
14470	Verschaffelt, Pauline (Madame)	Convent of Mercy, Ascot Vale	Convent of Mercy, Ascot Vale	..	B	..	..	Change of address
14605	Wilkinson, Robert Harvey	Carey Baptist Grammar School, Barker's-road, Kew, E.4	Carey Baptist Grammar School, Barker's-road, Kew	..	B	..	..	Change of address
11022	Muirden, Angus Wallace	16 Rix-street, South Hawthorn, S.E.6	..	..	B	C	D	Change of address

REMOVALS MADE DURING THE YEAR ENDED 31st DECEMBER, 1948.

Number.	Name.	Address.	Division in which Registered.				Remarks.	
			Sub-Primary.	Primary.	Secondary.	Special Subjects.		
								A	B	C	D
11343	Calame, Kathleen T. (Mrs.)	17 Pratt-street, Moonee Ponds	..	B	..	..	..	Deceased
6753	Mercer, Jeanie Miller (Mrs.)	Melbourne C.E.G.S., "Morris Hall," South Yarra	..	..	..	..	D	Deceased
11228	Taylor, Robert Jenkins	2 Russell-street, Camberwell	..	B	..	..	..	Deceased

REGISTER OF SCHOOLS.

REMOVALS MADE DURING THE YEAR ENDED 31st DECEMBER, 1948.

Registered Number.	Name.	Proprietor or Head Teacher.	Address.	Name of School (if any).	Address of Schoolhouse in which School is Held.	Classification.	Remarks.
90	Donaghy, Mary Gertrude (Sr.)	H.T.	Presentation Convent, Chiltern.	Sacred Heart	Chiltern	Primary; Sub-Primary	Closed
197	Wiebusch, Edmund Waldemar (Rev.)	Proprietor	Tabor, via Hamilton	Lake Linlithgow Lutheran School	Lake Linlithgow, Croxton East	Primary	Closed
614	Leske, Gotthold Adolph (Rev.)	Proprietor	Pella, near Rainbow	Evangelical Lutheran School.	Pella, near Rainbow	Primary	Closed
1243	Eloy, Elaine Harvard (Mrs.)	Proprietor	24 Fordham-street, Camberwell	St. George's School	24 Fordham-street, Camberwell, E.6	Primary	Closed
1862	Scott, Douglas	P. & H.T.	8 Dowling-street, Ballarat	Scott's Business College	Cr. Albert and Dana streets, Ballarat	Secondary (Commercial)	Closed
1379	Port, Florence	Proprietor	1 Constance-street, Alphington	"Waynesford"	Yarra-street, Alphington	Primary	Closed
1413	Zegenhagen, Ruby Lillian	P. & H.T.	"Gympie," 11 Glengyle-street, Moreland	Moreland Kindergarten	The Grove, Moreland	Primary	Closed
1453	Rinhardson, Blandina Ella	P. & H.T.	"Winslow," Hobson-street, Sandringham	Chalmers Day School	Presbyterian Hall, Charman-road, Cheltenham	Primary	Closed
1424	Tovell, Margaret (Mrs.)	Proprietor	47 Murrumbidgee-road, Murrumbidgee, S.E.9	New Cumioden Grammar School	47 Murrumbidgee-road, Murrumbidgee, S.E.9	Primary	Closed
1480	Reid, Robert	P. & H.T.	Railway Buildings, Flinders-street, Melbourne	Reid's College	Railway Buildings, Flinders-street, Melbourne	Secondary (Commercial)	Closed
1487	D'Ombraim, Mary S. L.	P. & H.T.	72A Mathoura-road, Toorak, S.E.2	"Clearway"	72A Mathoura-road, Toorak, S.E.2	Primary	Closed
1457	Bray, Marjorie L.	Proprietor	28 Granton-street, Prahran, S.1.	Bentleigh Grammar School	Mavro-street, Bentleigh	Primary	Closed
1472	William Buck and Son	Proprietor	443 Little Collins-street, Melbourne, C.1		443 Little Collins-street, Melbourne, C.1	Secondary (Commercial)	Closed

ADDITIONS AND REVISIONS MADE DURING THE YEAR ENDED 31st DECEMBER, 1948.

Registered Number.	Name.	Proprietor or Head Teacher.	Address.	Name of School (if any).	Address of Schoolhouse in which School is Held.	Classification.	Remarks.
391	Lauriston Girls' School	P.	Huntingtower-road, Malvern	"Lauriston"	Huntingtower-road, Malvern	Sub-Primary; Primary; Secondary	Change of proprietor
1011	Lauriston Girls' School	P	Pine-grove, Malvern	Little Lauriston	Pine-grove, Malvern	Sub-Primary; Primary	Change of proprietor
1183	Thorold, J. J.	P.	Mentone Grammar School	Mentone Grammar School	Venice-street, Mentone	Primary and Secondary	Additional registration
1216	St. Margaret's School	P.	Station-street, Berwick	St. Margaret's School	Station-street, Berwick	Primary; Secondary	Change of proprietor
1431	Molloy, J. W. (Bro.)	P. & H.T.	Beach-road, Mentone, S.11	St. Bede's College	Beach-road, Mentone	Primary; Secondary	Change of proprietor

REGISTER OF SCHOOLS—continued.

SCHOOLS REGISTERED DURING THE YEAR ENDED 31st DECEMBER, 1948.

Registered Number.	Name.	Proprietor or Head Teacher.	Address.	Name of School (if any).	Address of Schoolhouse in which School is Held.	Classification.	Number of Registered Teachers.				Date of Registration.	Remarks.
							Sub-Primary.	Primary.	Secondary.	Special Subjects.		
198	Hassold, Eric Paul ..	H.T.	Tabor, near Hamilton	Lutheran School ..	Tabor, near Hamilton	Primary	{ 31.12.08 } 22.3.48 } 27.1.48 } 23.2.48 } 22.3.48 }	Re-registered
1485	Fedrigotti, Bartholomew M. (Rev.)	H.T.	Archbishop Mannix Missionary College	Archbishop Mannix Missionary College	Moroney's Hill, Oakleigh ..	Primary ..	5	2	..	..
1486	O'Dowd, Patrick F. (Rev. Fr.)	Proprietor	St. Patrick's Cathedral, Ballarat	St. Paul's Technical College	Lydiard-street North, Ballarat	Primary ..	..	2	..	..
1487	Canice, Brother ..	H.T.	Marist Brothers' Juniorate, Macedon	Marist Brothers' Juniorate ..	Macedon ..	Primary ..	..	2	..	..



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 514]

THURSDAY, JUNE 9.

[1949

Factories and Shops Acts.

DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS 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 now has the power to determine the lowest prices or rates which may be paid—

(a) to any person employed—

- (i) as a Storeman, Packer, or Sorter ;
- (ii) in assisting a Storeman, Packer or Sorter ;
- (iii) as an assembler, collector, or checker of goods in course of receipt or despatch

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted, or packed for trade or sale—

but not including any persons subject to the jurisdiction of any of the following Boards :—

Aerated Water Trade Board	Furniture Board (Wood Mantelpiece or Overmantel)	Printers Board (Provincial)
Agricultural Implements Board	Glassworkers Board	Retail Dairy Board
Bedstead Makers Board	Grocers Sundries Board	Rubber Trade Board
Biscuit Board	Ham and Bacon Curers Board	Shops Board No. 1 (Boot Dealers)
Boarding Houses Board	Hotel and Restaurant Board	Shops Board No. 7 (Country Shop Assistants)
Brewers Board	Ice Board	Shops Board No. 9 (Drapers and Men's Clothing)
Butter Board	Jam Trade Board	Shops Board No. 12 (Fuel and Fodder)
Butter Factories Board	Leather Goods Board	Shops Board No. 13 (Fuel and Fodder—Country)
Cardboard Box Trade Board	Marine Stores Board	Shops Board No. 14 (Furniture Dealers)
Cigar Trade Board	Meat Preservers Board	Shops Board No. 15 (Grocers)
Condenseries Board	Millet Broom Board	Shops Board No. 16 (Hardware)
Confectioners Board	Nailmakers Board	Slaughtering for Export Board
Cordage Board	Paper Board	Tea Packing Board
Fellmongers Board	Paper Bag Trade Board	Tinsmiths Board
Flock Board	Pastrycooks Board	Wholesale Grocers Board
Flour Board	Plate Glass Board	Wireworkers Board
Flour Board (Country)	Pottery Board	Woodworkers Board
Frozen Goods Board	Printers Board	Woolen and Cotton Trade Board
Fruit Packing Board	Printers Board (Country)	
Furniture Board (Picture Frames)		

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 23rd March, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

**PART I.
WAGE RATES.**

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

2. APPRENTICES AND IMPROVERS.

	Wages Per Week of 40 Hours.					Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woolen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	} 99 6	33 3	37 9	35 9	33 3	<p>APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p>MALE IMPROVERS. <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving not less than 150s. per week of 40 hours. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving not less than 150s. per week of 40 hours.</p> <p>FEMALE IMPROVERS. <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving not less than 95s. 9d. per week of 40 hours. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving not less than 94s. 3d. per week of 40 hours. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving not less than 91s. 9d. per week of 40 hours. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving not less than 88s. per week of 40 hours.</p>
16 to 17 years of age		44 3	42 6	45 9	43 3	
17 to 18 years of age		57 9	50 0	53 0	48 9	
18 to 19 years of age		81 0	56 9	62 3	56 6	
19 to 20 years of age		127 3	102 9	68 3	63 3	
20 to 21 years of age	148 3	125 3	75 0	77 0	<p>Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult</p>	

3. OIL GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

JUNIOR RATES.

Wages Per Week of 40 Hours.

	s. d.
Under 16 years of age	48 0
16 to 17 years of age	60 6
17 to 18 years of age	70 0
18 to 19 years of age	84 0
19 to 20 years of age	108 6
20 to 21 years of age	128 0

(a) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(b) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

4. (a) OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 40 Hours.
	s. d.
(i) Storemen or Packers	149 0
Leading hands—as defined in clause 22 hereof—	
(I.)	154 0
(II.)	150 0
(III.)	159 0
(IV.)	169 0

(ii) Casual hands shall be paid at the rate per hour of 4s. 6½d. adjustable under clause 54 hereof.

4. (b) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, AND (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

Column No.	Males employed in (or on) or in connexion with—											
	Wharfs, Wharf Sheds, Customs Warehouses, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Fibrous Plaster Stores.	Wholesale Softgoods Warehouses.	Boot Factories, or Wholesale Chemists' or Manufacturing Chemists' Establishments.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, & Sinders' Oils, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Seed Stores.	Any Other Places.*
	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.
	WAGES PER WEEK OF—											
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—												
(a) Works singly ..	166 0	157 8	154 6	153 0	150 0	152 6	163 0	152 6	154 6	162 0	150 0	154 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—												
(a) 1, 2, 3, 4, 5, or 6 such persons ..	166 0	157 8	154 6	155 6	152 3	154 9	169 3	154 9	161 9	164 3	152 3	156 9
(b) 7 or more such persons ..	166 0	157 8	154 6	169 6	166 9	169 6	183 9	169 6	170 9	178 3	174 9	170 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device ..	156 0	156 0	156 0	156 0	156 0	156 0	156 0	156 0	156 0	156 0	156 0	156 0
Storeman in charge of a bulk store removed from the main place of business ..	..	..	..	..	150 0	152 6	..	152 6	154 6	162 0	150 0	154 6
Packers of crockery, china, or glassware ..	..	..	..	..	..	..	..	..	..	..	..	153 3
Packers of metal window frames ..	..	..	..	..	..	..	..	..	..	..	..	150 0
Persons handling pianos, piano-players, or organs ..	..	..	..	..	..	..	..	..	..	..	..	150 0
All male adults not otherwise provided for ..	166 0	157 8	154 6	150 0	147 0	148 0	163 0	148 0	150 0	158 0	148 0	150 0

(ii) * A storeman and/or packer required to mix and/or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.

(iii) Any person called upon to handle paris green or aluminium bronze in loose form, or soda ash other than in metal containers shall be paid at the rate of 6d. per hour in addition to the weekly rate.

(iv) Storemen or packers called upon to work in cool stores shall be paid 4s. 5¹²/₂₀d. per hour whilst so employed. This rate includes 1¹/₁₁d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

NOTE.—The rates set out in column No. 12 of 4 (b) (i) hereof apply to males employed—

(a) As storemen in Figured, Roll, and Sheet Glass Stores.

(b) In (or on) or in connexion with—

- (i) Bulk paper stores or rubber goods manufacturers' stores.
- (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
- (iii) Hardware stores.
- (iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
- (v) Match factory stores.
- (vi) Wholesale confectionery stores.
- (vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.
- (viii) Stove or oven manufacturers' stores.
- (ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel.
- (x) Egg packing and processing establishments; and
- (xi) Any place not elsewhere included in clause 4 (b) or 4 (c).

4. (c) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

MALES.

	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	s. d.	s. d.	s. d.
Tool Storeman (i.e., an adult male employee in charge of receiving storing and issuing of tools and other requirements in a tool store) ..	146 0	152 6	143 0
Storeman and/or Packer ..	150 6	157 0	147 6

4. (d) FEMALES.				
	Females Employed in or in Connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woolens, or Woolen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	40 Hours.	Wages per 40 Hours.	Week of— 40 Hours.	40 Hours.
	s. d.	s. d.	s. d.	s. d.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	91 6	101 0	108 0	91 9
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz.:—				
(i) 1, 2, 3, 4, 5, or 6 such persons	97 3	108 0	114 9	97 3
(ii) 7 or more such persons	110 3	118 9	126 0	110 3
Females employed packing or sorting laundry work .. .. .	.. .. .	.. .. .	.. .. .	95 9
Packers of crockery, china, or glassware .. .. .	.. .. .	.. .. .	.. .. .	108 9
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience .. .. .	.. .. .	.. .. .	93 3	.. .. .
With eight weeks' or more experience .. .. .	.. .. .	.. .. .	103 0	.. .. .
All female adults not otherwise provided for	88 0	94 3	91 9	88 0

PART II.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

5. SPECIAL RATES.

In addition to the wages prescribed in clauses 3 and 4 of this Determination the following special rates shall be paid:—

- (a) When not more than two storemen and packers are employed for more than half an hour handling or rolling barrels or drums weighing over 5 cwt., they shall be paid 6d. per hour extra whilst so employed.
- (b) *Confined Space.*—Employees working in a confined space as defined in clause 22 hereof, 3d. per hour extra.
- (c) *Dirty Work.*—Employees performing dirty work as defined in clause 22 hereof, 3d. per hour extra.
- (d) *Cumulative Rates.*—Where an employee performs work which is covered by sub-clauses (b) and (c) of this clause the rates shall be cumulative so as to provide a total rate of 6d. per hour for dirty work performed within a confined space.

6. HOURS.

- (a) Forty hours shall constitute a week's work, and they shall be worked as follows:—
Not more than eight hours per day from Monday to Friday, both inclusive, and not more than four hours on Saturday to be worked between the hours of 7 a.m. and 5.30 p.m. Monday to Friday, both inclusive, and between the hours of 7 a.m. and noon on Saturday.
- (b) Provided that it shall be optional for an employer to work either a six-day or a five-day week. When a five-day week is worked, the daily hours on Monday to Friday, both inclusive, shall not exceed 8 hours 48 minutes, within the hours provided in the immediately preceding paragraph, without the payment of the overtime rate.
- (c) Subject to the above, the hours of starting and knocking off may be fixed by each employer, but having once been fixed they shall not be altered without seven days' notice to the employees.

7. SHIFT WORK.

- (a) Where the industry necessitates a continuous process, three shifts of eight hours each may be worked. Employees working on such shifts shall be paid 8s. per week in addition to the rates prescribed in clauses 3 and 4 hereof.
- (b) Employees required for duty in connection with the loading of tank waggons and fully assembled composite waggons with petroleum products in bulk or drums or packages may be employed on shifts provided that such shift work extends over one calendar month, and when so employed shall be paid 8s. per week in addition to the rates prescribed in clauses 3 and 4 hereof.
- (c) Five shifts of not more than eight hours including crib time of half an hour and one shift of not more than four hours or five shifts of not more than eight hours 48 minutes, including crib time of half an hour shall constitute a week's work.
- (d) Overtime shall be calculated in accordance with the provisions of clause 8 of this Determination.

8. OVERTIME.

- (a) For all work done on Sundays, Holidays and after 12.30 p.m. Saturdays the rates of pay shall be double time.
- (b) For all work done outside ordinary hours except as provided in sub-clause (a) hereof, the rates of pay shall be time and a half for the first three hours and double time thereafter, such double time to continue until the employee has been released from duty.
- (c) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time shall be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.
- (d) An employee recalled to work overtime after leaving his employer's business premises shall be paid for a minimum of three hours work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period.
- (e) For all work done during supper, breakfast or lunch hours and thereafter until a full meal break is allowed double time shall be paid.

Compulsory Overtime.

- (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.

9. MEAL HOURS.

- (a) One hour on Monday to Friday, both inclusive, shall be allowed for each meal except tea, provided that should any employer and any employee agree, the meal hour may be shortened to meet the exigencies of transport or for the purpose of more effectively operating either a rostered five day working week or a five day working week.
- (b) The hours for breakfast and lunch shall be fixed in each case by mutual arrangement, but having once been fixed, they shall not be altered without seven days' notice to the employees.
- (c) 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 tea 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.
- (d) The interval for supper shall be between midnight and 1 a.m.

PART II.—continued.**10. MEAL ALLOWANCE.**

A weekly or casual employee required to work overtime for more than one and a half hours after his usual knock off time shall either be supplied with a meal by the employer or be paid 2s. for each meal.

11. HOLIDAYS.

(a) Weekly employees shall be entitled without deduction of pay to the holidays observed in respect of—Union Picnic Day to be held on a day to be mutually agreed upon between the union and the employers or, if no agreement is reached, at a date to be fixed by the Wages Board—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, Boxing Day and one other holiday on the day fixed as follows:—Within 25 miles of the General Post Office, Melbourne—Melbourne Cup Day, elsewhere any day agreed by the employer and employee concerned or fixed by the Wages Board.

(b) Provided that in addition to the above mentioned holidays all gazetted public holidays upon which Railway Goods Yards are closed for the receipt of ordinary goods shall be observed as holidays.

12. ANNUAL LEAVE.

(a) Employees shall be entitled to two weeks' leave, exclusive of any public holidays as provided in clause 11, on full pay at the expiration of each twelve months' service. The annual leave provided by this clause shall be allowed, and shall be taken within three months of such leave falling due, and payment shall not be made or accepted in lieu of annual leave.

Provided that when an employee leaves or is dismissed before the expiration of twelve months, he shall be paid one-sixth of a week's wages for each month of completed service.

(b) Each employee, before going on leave, shall be paid two weeks' wages. For the purpose of this sub-clause the two-weeks' wages shall be at the rate at which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment as the case may be.

(c) When the right to annual leave has accrued the employer shall give not less than one week's notice to the employee concerned of his intention to grant such leave.

13. TERMS OF ENGAGEMENT.

(a) Employees are to be engaged either as weekly or casual hands.

(b) In the case of casual hands the engagement shall be terminable at any time by either party. In the case of weekly hands the engagement shall be terminable by a week's notice on either side. Provided that any employee, being incompetent, disobedient or misconducting himself may be dismissed without notice.

(c) Men engaged for stacking ex ship shall be deemed to be casual hands during the whole time they are engaged on such work.

(d) Where an employer is not satisfied as to the reason of an employee absenting himself from work he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate or other satisfactory evidence of sickness if required by the employer, in which case the employer shall make no deduction for such sickness. Should any dispute as to satisfactory evidence of sickness occur it shall be determined by the Wages Board. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

(e) Casual employees who are instructed to report for work at a stipulated time, and who report for work at such time, but for whom work is not available within 30 minutes of the said stipulated time, shall be paid ordinary casual rates from the said stipulated starting time.

(f) In the event of a casual worker being instructed to report for work and his services are not required, he shall be paid for two hours at casual rates.

14. PAYMENT OF WAGES.

(a) The payment of weekly employees shall be made during working hours in each week on a day suitable to the employer. Provided that in the case of weekly employees two days' wages may be kept in hand.

(b) Casual hands shall be paid at the time of their services being dispensed with and at the place where the work has been performed.

15. DUAL CAPACITY.

(a) Where a weekly employee is put to work temporarily at a classification higher than that under which he was engaged or deemed to be working, he shall be paid as follows:—

(i) Up to four hours on any one day—the rate prescribed for such higher classification with a minimum of one hour;

(ii) Over four hours on any one day—a full day's pay at the rate prescribed for such higher classification;

(iii) Over 22 hours in any one week—a full week's pay at the rate prescribed for such higher classification.

(b) A weekly employee shall not suffer any deduction in wages during any week by reason of his having been put to work for a part of such week at a classification lower than that under which he was engaged or deemed to be working.

16. TRAVELLING TIME.

(a) In the case of the engagement of casual labour the time during which the employee is travelling from the place of engagement to the place of employment, or waiting at the job after engagement, shall be treated as ordinary time of duty in addition to the time of actual work. Provided that such travelling time shall not exceed 30 minutes.

(b) Where circumstances arise necessitating a longer period of travelling time than 30 minutes the extra time so required shall be paid for. Should any dispute arise as to whether payment should be made such dispute shall be determined by the Wages Board.

17. SMOKE-OHS.

Employees shall be allowed smoke-oh periods of ten minutes during each period of at least 4 hour ordinary working time. This provision shall also apply to work performed on Saturday afternoons, Sundays and holidays.

18. FIRST AID.

In each establishment the employer shall provide a properly equipped first aid chest at a place reasonably accessible to all employees. Such a chest shall, as to its contents, comply with any Act or Regulation in force from time to time.

19. FARES.

Transport from store to store in the employers' time shall be arranged by the employers at their own expense or the actual expense incurred shall be paid by the employers.

20. FOOTWEAR.

Suitable and approved footwear shall be provided for employees whilst engaged in places where employers require special footwear to be used.

21. DINING ROOM.

The employer shall provide a suitable place in which the employee may change his clothing and eat his meals. In any case in which the employer objects that it is impracticable or unreasonable to make such provisions, or in which the suitability of the place is called in question, the matter shall be determined by the Wages Board.

PART II.—continued.

22.

DEFINITIONS.

(a) A "Storeman and Packer" shall mean every employee engaged in the work of receiving, stacking, storing, packing, delivering or handling in any way whatsoever petroleum products, equipment or other merchandise sold, used or employed in connexion with a petroleum merchant's business.

(b) A "Leading Hand" shall be an employee who :—

- (i) has 1 or 2 employees under his supervision.
- (ii) is in charge of a store.
- (iii) is in charge of 3-9 employees.
- (iv) is in charge of 10 or more employees.

(c) "Confined Space" shall mean a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

(d) A "Casual Hand" shall be one whose period of engagement is less than two weeks.

(e) "Dirty Work" shall mean handling the following substances other than in closed containers—Agrol, Sulphuric Acid, Graphite, Aluminium Stearate, and filling and handling lime sulphur; also, subject to the proviso hereinafter mentioned, other work which a foreman and a workman shall agree is of an unusually dirty or offensive nature. In cases of disagreement between a foreman and a workman, the workman or a shop steward on his behalf shall be entitled within 24 hours to ask for a decision on the workman's claim by the executive officer responsible for the management or superintendence of the plant concerned. In such a case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day) or else the said allowance shall be paid. In any case, where the Union alleges that an employer or his representative is unreasonable or capricious in relation to such claims he shall have the right to bring such case before the Wages Board.

Provided that the normal handling of materials used in the oil industry other than those listed above shall not be regarded as work of an unusually dirty or offensive nature.

PART III.**PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.****TERMS OF ENGAGEMENT.**

23. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week, and paid by the week, and whose engagement shall be terminable by one week's notice on either side, notice not to be continued from week to week.

(b) Such notice shall be given on and take effect from pay day, or, in lieu of such notice, a week's pay shall be given.

(c) Where a weekly employee is engaged on any day other than the day immediately following pay day, he shall be entitled to casual rates for the broken portion of the week worked by him.

(d) A casual employee is one whose period of engagement is for less than four weeks, and whose engagement may be terminated at any time.

(e) Casual employees shall be guaranteed not less than two hours' work every start.

(f) Weekly employees may be summarily dismissed by the employer for dishonesty, misconduct, or for absence from work without reasonable cause, without liability to pay for more than actual time worked.

(g) Where an employer is not satisfied as to the reason of an employee absenting himself from work, he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate of sickness if required by the employer; in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

CASUAL WORK.

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 4s. 4d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

HOURS.

25. The working hours shall not exceed 40 per week to be worked between the hours of 7.30 a.m., and 5.30 p.m. on Monday to Friday inclusive and 7.30 a.m. to noon on Saturday, provided that a week's notice shall be given by the employer to the hands concerned of intention to change the usual hours of starting and finishing.

Different starting and finishing times may be fixed in distinct departments in the same establishment of the employer but not for men working together in the same department.

OVERTIME.

26. Overtime shall be paid to both weekly and casual employees for all work done before the usual starting time, and after the usual finishing time, at the rate of time and a half for the first three hours and double time thereafter.

Provided that after noon on Saturday casual employees shall be paid double rates, and after 12.30 p.m. on Saturday weekly employees shall be paid double rates.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

27. (i) 6s. per hour shall be paid for all work done on Sunday, Christmas Day, or Good Friday, and (ii) for all work done on all other statutory or gazetted public holidays observed by the Customs Authority, weekly employees shall be paid at the rate of double time in addition to their weekly wage and casual employees shall be paid at the rate of double time.

HOLIDAYS.

28. All statutory and gazetted public holidays observed by the Customs Authority shall be recognized holidays without any deductions from the weekly wages to be paid under this Determination.

MEAL HOURS.

29. Meal hours shall be as follows :—

- Dinner : One hour between noon and 2 p.m.
- Tea : 5 p.m. to 6 p.m.

Each employer shall fix the meal hour, which shall not be altered without seven days' notice to the employees.

MEAL HOUR RATES.

30. All meal hours if worked shall, except as otherwise provided, be paid for at double rates, such rates to be continued until such time as the meal hour has been allowed, provided that should work not continue after 6 p.m. meal hour rates shall not apply.

MEAL ALLOWANCE.

31. Employees called upon to work overtime after 6 p.m. on Monday to Friday or 1 p.m. on Saturday shall receive a meal allowance of 2s.

PART III.—continued.**ANNUAL LEAVE.**

32. (a) Employees shall be entitled to two weeks' leave exclusive of any public holidays as provided in clause 23 on full pay at the expiration of each twelve months' service. The annual leave provided by this clause shall be allowed and shall be taken within three months of such leave falling due and payment shall not be made or accepted in lieu of annual leave; provided that when an employee leaves or is dismissed before the expiration of twelve months' service but on or after completing six months' service he shall be paid one sixth of two weeks' wages for each completed two months' service.

(b) Each employee before going on leave shall be paid two weeks' wages. For the purpose of this sub-clause the two weeks' wages shall be at the rate at which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment as the case may be.

(c) When the right to annual leave has accrued the employer shall give not less than one week's notice to the employee concerned of his intention to grant such leave.

CARRYING HEAVY GOODS.

33. Casual employees when receiving and carrying continuously for one hour or more bagged stuff, case goods, or other packages exceeding 180 lb. in weight shall be paid 6d. per hour above the ordinary rates, provided that when carrying 10-bushel bags of bran, both temporary employees and weekly employees shall be paid 9½d. per hour above the ordinary rates.

PART IV.**PROVISIONS APPLICABLE TO PERSONS EMPLOYED IN TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS STORES, ELECTRICAL GOODS MANUFACTURERS STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.**

34. The conditions (other than wages rates) of employees covered by this part shall be those (if applicable) of the general body of employees in the establishment.

PART V.**PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES, OR IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.****TERMS OF ENGAGEMENT.**

35. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to or by a weekly employee at any time, or one week's wages may be paid or forfeited, as the case may be, in lieu thereof.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked. Provided that an employer may deduct payment for time lost during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

(e) Any employee not attending for duty shall lose his pay for the actual time lost unless such employee has had not less than three months' service with the same employer, and produces or forwards within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than 40 hours of working time in each year. Provided that he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation. For the purpose of administering this sub-clause, "year" means the period between the 1st July and the next following 30th June.

(f) Notwithstanding anything contained in sub-clause (e) hereof, if the full period of sick leave therein prescribed has not been taken in any year, such portion of the sick leave which was or is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purpose of administering this sub-clause, service prior to the 1st July, 1945, shall not be taken into account.

ORDINARY HOURS FOR A WEEK'S WORK.

36. (a) The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 42 occur.

(b) In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

CASUAL WORK.

37. Casual work, i.e., work for less than two full weeks, other than in potato or onion stores, shall be paid for at the following rates:—

On wharfs or in wharf sheds, customs railway sheds, or fumigating sheds	Ordinary wages rate with an addition of twenty per cent. calculated to the nearest ¼d., half or less than half of ¼d. to be disregarded.
Elsewhere, except in potato or onion stores	Ordinary wages rate with an addition of thirty-three and one-third per centum.

HOURS OF WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS.

38. Hours of work for all persons other than those employed in Bread-making Establishments shall be:—

	Times of Beginning.	Times of Ending.
(a) On the ordinary working days of the week	7 a.m.	6 p.m.
On Saturday	7 a.m.	Noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

An employer shall not alter the starting and finishing times in his establishment without giving one week's notice.

(b) The ordinary hours shall be worked on five days of not more than eight hours (Monday to Friday, inclusive), and one day (Saturday) of not more than four hours; or five days (Monday to Friday, inclusive) of eight hours, each continuously, except for meal breaks, at the discretion of the employer.

HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.

39. The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall exceed—

On ordinary nights	7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced)	10 hours.

PART V.—continued.**OVERTIME.**

40. (i) The following rates shall be paid for all work done—

(a) by persons employed in Bread-making Establishments—
 In excess of the number of hours fixed in clause 39, or
 In excess of the ordinary hours for a week's work prescribed in clause 36 } Time and a half.

(b) by all other persons—

Outside the times of beginning and ending work
 as prescribed in clause 38 (a), or, in excess
 of the spread of the ordinary hours prescribed
 in clause 38 (b) or within such spread in
 excess of 40 hours in any week } Time and a half for the first three hours, and double time
 thereafter. When double time becomes payable it shall
 continue until the completion of the overtime work.

(ii) An employee recalled to work overtime after leaving his employer's business premises shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

41. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (in industries named in the Second Schedule to the *Anzac Day Act 1928*), King's Birthday, Christmas Day, or Boxing Day; provided that Melbourne Cup Day shall be substituted for King's Birthday for persons employed in laundries within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; provided further that in any case where Melbourne Cup Day has been substituted as a holiday, as provided for in clause 42, the special rate herein provided shall operate on such day in lieu of King's Birthday, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the days so substituted.

HOLIDAYS.

42. Weekly employees shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday (provided that Melbourne Cup Day shall be substituted for King's Birthday for persons employed in laundries within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder), Christmas Day, Boxing Day, Easter Saturday (except those employed in establishments in which perishable goods are handled), and the Picnic Day or Trade Holiday fixed for the majority of the employees in any establishment. Provided that where a Picnic Day has been fixed for the majority of the employees in any section of an establishment, storemen, packers or sorters who are employed for the majority of their time in such section shall be entitled to the same day.

Provided that within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day may be substituted for King's Birthday by agreement between the Secretary of the Federated Storemen and Packers Union and any employer concerned.

If any of the above holidays occurs on a Sunday or Saturday, and is not observed on any other day, then employees shall not be paid for such Sunday or Saturday but in an establishment where the ordinary hours are worked in 5½ days shall be paid for such Saturday as for a half-day, but not otherwise.

All employees working on piecework shall be granted the same holidays as are provided for weekly wage workers, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

PERSONS EMPLOYED IN POTATO OR ONION STORES FOR LESS THAN FULL WEEK.

43. Persons employed in potato or onion stores, who work less than the number of hours fixed for an ordinary week's work, shall be paid not less than the ordinary wages rate calculated *pro rata*, according to the number of hours worked.

ANNUAL LEAVE.*Period of Leave.*

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

Annual Leave Exclusive of Public Holidays.

(b) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 42 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to that period one working day for each such holiday falling as aforesaid.

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

Broken Leave.

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

Calculation of Continuous Service.

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

(i) any interruption or determination of the employment by the employer if such interruption or determination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

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

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 35 (e) shall be accepted as a notification under this sub-clause.

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

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

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

PART V—continued.*Calculation of Service.*

(e) Service before the 1st January, 1946, shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however, that in respect of service before the 1st January, 1946, the annual leave shall be allowed at the rate of 3½ hours for each completed one month of continuous service and in respect of service after that date at the rate of 6½ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

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

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

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

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 42 of this Determination.

Payment for Period of Leave.

(j) Each employee before going on leave shall be paid two weeks' wages. For the purposes of this sub-clause and sub-clause (k) hereof, wages shall be at the rate prescribed by clauses 2, 4 (b), 4 (c), and 4 (d) of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(k) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3½ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for 6½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

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

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (k) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

Disputes.

(m) Any dispute arising in connexion with annual leave shall be referred to the Wages Board.

MEAL ALLOWANCE.

45. An employee (other than an employee in an egg packing establishment) required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid an allowance of 2s. 6d. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

REST PERIOD.

46. A rest period of ten minutes, at a time fixed by the employer, between 10 a.m. and 11.30 a.m. each day shall be allowed to all employees (other than those employed in egg packing establishments), such time to count as time worked.

RIGHT OF ENTRY OF UNION OFFICIAL.

47. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the employer or his representative.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative in all be in any establishment at any one time.
- (d) That no one representative visit an establishment more than once a fortnight.
- (e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

PART V—continued.

EMPLOYER TO PROVIDE TOOLS.

48. All tools which employees (other than those employed in, or on, or in connexion with Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds) are required to use in the course of their work shall be provided by the employer.

PIECEWORK.

49. The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

ADDITIONAL PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN EGG PACKING ESTABLISHMENTS.

MELBOURNE CUP DAY HOLIDAY.

50. Employees shall be either permitted to be absent from duty without deduction of pay from noon on Melbourne Cup Day, or paid at the rate of double time for all work done after noon on that day.

RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.

51. The maximum weight to be lifted by any female over eighteen years of age shall be thirty pounds.

REST PERIODS.

52. A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

MEAL ALLOWANCE.

53. An employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid an allowance of 2s. 6d. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

PART VI.

WAGE ADJUSTMENT PROVISIONS APPLICABLE TO ALL SECTIONS.

PERIODICAL ADJUSTMENT OF WAGES.

54. The wages rates set out in clauses 4 (a) (i), 4 (a) (ii), 4 (b), and 4 (c) (other than the hourly rate for storemen or packers called upon to work in cool stores) and 24 are based upon the basic wages set out in Table A, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that such rates for males in the said clauses 4 (a) (i), 4 (a) (ii), 4 (b), and 4 (c), shall be automatically adjusted by the same amounts and at the same time as such basic wages as prescribed by clause 55.

The wages of juniors in clause 3 shall be adjusted in proportion to the adjustment of the said basic wage for the index number set assigned for Melbourne. Such adjustment shall be to the nearest 6d., half or less than half of 6d. in any result to be disregarded.

The wages of apprentices and improvers as set out in clause 2, and females as set out in clause 4 (d), shall be adjusted in accordance with the percentages of the needs basic wage as set out in Table B hereof. Such adjustment shall be to the nearest 3d., half or less than half of 3d. in any result to be disregarded.

TABLE A.

Basic Wages.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Throughout the State—		
(a) For all employees other than casual hands employed in Oil, Grease, and Petroleum Products Stores	5 17 0	Melbourne
(b) For casual hands employed in Oil, Grease, and Petroleum Products Stores ..	5 17 0	Melbourne, Adelaide, and Hobart (weighted average)

TABLE B.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES. APPRENTICES AND IMPROVERS.

	Males.		Females.		
	Breadmaking Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	Percentage Per Week.	Percentage Per Week.	Percentage Per Week.	Percentage Per Week.	Percentage Per Week.
Under 16 years of age ..	%	%	%	%	%
16 to 17 years of age ..	85	27½	32½	30	27½
17 to 18 years of age ..		37½	37½	40	37½
18 to 19 years of age ..		50	42½	45	42½
19 to 20 years of age ..		70	47½	52½	47½
20 to 21 years of age ..		87½	57½	57½	55
	100, plus 10s. 3d.		65	67½	62½
	100, plus 31s. 3d.	100, plus 8s. 3d.			

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult

FEMALES (OTHER THAN APPRENTICES AND IMPROVERS).

	Females Employed in or in Connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place
	Percentage Per Week.	Percentage Per Week.	Percentage Per Week.	Percentage Per Week.
	%	%	%	%
-Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	77½	87½	92½	77½
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz. :—				
(i) 1, 2, 3, 4, 5, or 6 such persons	82½	92½	97½	82½
(ii) 7 or more such persons	95	100, plus 1s. 9d.	100, plus 9s.	95
Females employed packing or sorting laundry work . . . . .	..	..	..	82½
Packers of crockery, china, or glassware . . . . .	..	..	..	92½
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience . . . . .	..	..	80	..
With eight weeks' or more experience . . . . .	..	..	87½	..
All female adults not otherwise provided for	75	80	80	75

ADJUSTMENT OF BASIC WAGE.

55. (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 May, 1949, the amounts of the basic wages shall be as prescribed in clause 54.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index numbers 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.

56. The hourly rate for storemen or packers called upon to work in cool stores shall be adjusted at the same time and at the same rate as that provided for a chamber hand in the Determination of the Frozen Goods Board.

A. V. BARNES, J.P., Chairman.
J. W. RYAN, Secretary.

Melbourne, 8th March, 1949.

3500 E. 10th St.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 515]

THURSDAY, JUNE 9.

[1949

Factories and Shops Acts.

DETERMINATION OF THE BOTTLE COVERS BOARD.

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

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

1. That, as from the beginning of the first pay period to commence in May, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Improvers* (Male or Female).				Other Employees.			
Wages per Week of 40 Hours.				Wages per Week of 40 Hours.			
				<i>s. d.</i>			
Under 17 years of age	..	..	..	46	9	..	..
17 years of age	..	..	..	60	3	..	..
18 years of age	..	..	..	80	6	..	..
19 years of age	..	..	..	93	0	..	..
20 years of age	..	..	..	107	0	..	..
				Male adults	..	..	145 0
				Female adults—			
				Under six weeks' experience	..	..	116 0
				Thereafter	..	..	130 6

PROPORTION (IN ANY PLACE).

Improvers.

One improver to every adult male worker.

* The Board has determined, in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no apprentice shall work in the trade.

BUILDING OF STACKS.

3. An employee shall receive, in addition to the wage prescribed above, 1s. per day for each day on which he is engaged in supervising the building and/or thatching of stacks.

Time of Beginning.		TIME OF BEGINNING AND ENDING WORK.				Time of Ending.	
4. 7.30 a.m.	12 noon on Saturday.	
7.30 a.m.	5.30 p.m. on the other working days of the week.	

OVERTIME.

5. Work done outside the hours specified in clause 4 or within the hours specified in clause 4 but in excess of 40 hours in any week, shall be paid for as follows:—

Time workers	..	..	..	..	Time and a half for the first four hours and double time thereafter.
Piece workers	..	..	..	..	Piece-work price plus fifty per cent.

SPECIAL RATES.

6. (a) Weekly Employees:—Double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, Kyneton Cup Day (only within the Shire of Kyneton), and Ballarat Cup Day, (only within the Shires of Ballarat, Creswick, Bungaree, and Lexton), but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for work done on the day so substituted.

(b) Piece-workers:—Ordinary piece-work prices with the addition of one day's pay at ordinary weekly employees' rates shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, Kyneton Cup Day (only within the Shire of Kyneton), and Ballarat Cup Day (only within the Shires of Ballarat, Creswick, Bungaree, and Lexton), but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for work done on the day so substituted.

PAYMENT FOR HOLIDAYS.

7. (a) Weekly Employees.—All weekly employees shall be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Orders in Council thereunder, and within the Shire of Keilor), Kyneton Cup Day (only within the Shire of Kyneton), and Ballarat Cup Day (only within the Shires of Ballarat, Creswick, Bungaree, and Lexton).

(b) Piece-workers.—All piece-workers shall be entitled to the same holidays as are granted to weekly employees, and they shall be paid for such holidays the amount for each holiday based on weekly wages as set out in this Determination.

(c) Any employee absent from his or her employment without reasonable cause on the day before or the day after a public holiday shall not be entitled to payment for such holiday.

REST PERIOD.

8. Every employee employed on time wages shall be allowed, each morning and afternoon, an interval of ten minutes for rest, such interval to count as time worked.

ORDINARY WEEK'S WORK.

9. The number of hours to constitute an ordinary week's work shall be forty.

TERMS OF ENGAGEMENT.

10. (a) Employees are to be engaged as weekly employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited as the case may be.

(c) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing, to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(d) Provided that an employer may deduct payment for any day upon which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

SICK LEAVE.

11. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time, in any year of service, provided he or she has submitted within 24 hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct. Provided, further, that piece-workers shall be paid at the same rate as weekly employees for any such day or days that they are unavoidably absent on account of illness.

(b) Notwithstanding the provisions of sub-clause (a) hereof if the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

ANNUAL HOLIDAY.

12. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

BOILING WATER.

13. Employers shall provide boiling water for the use of employees.

FIRST-AID OUTFIT.

14. Employers shall provide and continuously maintain at a place reasonably accessible to all employees an efficient first-aid outfit.

ACCOMMODATION FOR BICYCLES.

15. The employer shall provide in some suitable place, accommodation for employees to leave their bicycles.

PIECE-WORK.

16. The lowest piece-work price to be paid for the making of bottle covers of straw shall be at the rate of 7s. 9d. per thousand covers, provided that to the weekly earnings of each piece-worker shall be added the sum of thirty-five shillings. Where less than forty hours is worked in any week by any piece-worker, a proportionate amount of such sum of thirty-five shillings shall be added in lieu thereof.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 18. Provided that the wages of female adults of under six weeks' experience shall be 80 per cent. and thereafter 90 per cent. of the adult male rate and the wages of improvers shall be adjusted proportionately to adjustments of the basic wage, such rates to be calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

The piece-work prices shall at the same time be increased or decreased in the same proportion as weekly rates for the same class of work.

Basic Wage.

Place.	Needs Basic Wage Adjustable.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 19 0	6 0	6 5 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

18. (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, 1949, the amounts of the Basic Wage shall be as prescribed in clause 17.

(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.

P. A. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 3rd May, 1949.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 516]

THURSDAY, JUNE 9.

[1949

Factories and Shops Acts.

DETERMINATION OF THE MANUFACTURING CHEMISTS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

(a) a wholesale or a manufacturing chemist;

(b) manufacturing toilet preparations, perfumery, essences, essential oils, food preservatives, branding fluids, deodorants, disinfectants, fungicides, insecticides, vermin destroyers, weed destroyers,"

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

	Apprentices.						Improvers.							
	Males.			Females.				Males.			Females.			
	Adjust-able Weekly Rate.	War Loading Non-adjust-able.	Total Weekly Wage.	Adjust-able Weekly Rate.	War Loading Non-adjust-able.	Total Weekly Wage.		Adjust-able Weekly Rate.	War Loading Non-adjust-able.	Total Weekly Wage.	Adjust-able Weekly Rate.	War Loading Non-adjust-able.	Total Weekly Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
1st year	31 3	0 9	32 0	31 2	0 9	32 0	Under 16 years of age	33 3	0 9	34 0	28 6	0 6	29 0	
2nd "	40 3	0 9	41 0	35 0	0 9	35 9		16 years of age	40 3	0 9	41 0	31 3	0 9	32 0
3rd "	51 6	1 0	52 6	40 3	0 9	41 0		17 "	53 9	1 0	54 9	35 0	0 9	35 9
4th "	62 3	1 3	63 6	51 3	1 0	52 3		18 "	73 0	1 6	74 6	41 3	0 9	42 0
5th "	74 0	1 6	75 6	62 9	1 3	64 0		19 "	90 3	1 9	92 0	50 0	1 0	51 0
							20 "	113 3	2 3	115 6	62 9	1 3	64 0	

NUMBER (in any place).

Apprentices.

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

Male Improvers.

One male improver to every three or fraction of three male workers receiving 14s. per week.

Female Improvers.

One female improver to every two or fraction of two female workers receiving 80s. per week.

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

No. 516.—4733/49.—PRICE 6D.

OTHER EMPLOYEES.	Per Week of 40 Hours.		
	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.
	s. d.	s. d.	s. d.
<i>Males.</i>			
(a) Employees in Warehouses.			
Foreman of any Department in which six or more workers are employed	172 0	3 0	175 0
Foreman of any Department in which three to five workers are employed	163 0	3 0	166 0
First Assistant i.e. a person in a Department who is required to keep official records and in addition is required to weigh, measure, check, wrap or label drugs	161 0	3 0	164 0
Drug Department employee engaged in weighing, measuring, checking, wrapping and/or labelling under supervision	154 0	3 0	157 0
Drug Department employee who is required only to weigh and/or measure under supervision	148 0	3 0	151 0
Salesman in any Department under supervision	145 6	3 0	148 6
All others	141 0	3 0	144 0
(b) Employees (other than in Warehouses).			
(i) In Alkaloid Extraction Department.			
Foreman in charge of one or more persons	174 0	3 0	177 0
First assistant	156 0	3 0	159 0
Second assistant	150 0	3 0	153 0
(ii) In Alkaloid Refining Department.			
Person in charge of refining operations and records	164 0	3 0	167 0
Refinery operator purifying alkaloids	156 0	3 0	159 0
Refinery operator (other)	150 0	3 0	153 0
(iii) In Other Places.			
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	172 0	3 0	175 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	163 0	3 0	166 0
First Assistant where five or more workers are employed	155 0	3 0	158 0
Ether Stillman	153 0	3 0	156 0
Assistant engaged in any of the following processes under supervision:—			
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	148 0	3 0	151 0
(b) Granulating			
(c) Pill and Tablet Coating			
All others	141 0	3 0	144 0
<i>Females.</i>			
Alkaloid Refining Department.			
Person in charge of refining operations and records	136 0	3 0	139 0
Person filling and wrapping	111 0	2 3	113 3
Other Places.			
Forewoman in charge of one to five workers	107 0	2 3	109 3
Forewoman in charge of six or more workers	111 3	2 3	113 6
Other adults	84 3	1 9	86 0

3. **TIMES OF BEGINNING AND ENDING WORK:—**
 Times of Beginning. Times of Ending.
 7.30 a.m. .. 6 p.m. .. Monday to Friday inclusive.

OVERTIME.

4. (a) The following rates shall be paid for all work done:—
 (i) Outside the times of beginning and ending work in any one day
 (ii) Within the times of beginning and ending work in excess of 40 hours in any week } Time and a half for the first three hours and double time thereafter.
 (iii) On Saturday

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

MEAL MONEY.

5. An employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid a meal money allowance of 2s. 6d.
 Provided that when any employee is notified the previous day of the intention to work overtime and overtime is not worked he shall be entitled to the appropriate meal allowance as herein provided.

TERMS OF EMPLOYMENT.

6. (a) All employees shall be engaged by the week, and shall be paid weekly. A week's notice shall be given by the employer or employee to determine employment, or, in lieu of such notice, a week's wages shall be paid or forfeited, as the case may be. Such notice shall be given at the end of a working week, but an employee may be dismissed summarily for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked. All time of absence from work shall be deducted from the employee's wages, except absence on the holidays hereinafter mentioned and except absence without deduction of pay in accordance with clause 9.

(b) Notwithstanding the provisions of sub-clause (a) hereof the employer may deduct payment for any time during which the employee cannot be usefully employed because of any strike, or any other cause for which the employer cannot reasonably be held responsible; but any such employee shall be entitled to payment for any of the holidays named in clause 7 which occur during such period.

(c) Where an employee is stood down under the provisions of sub-clause (b) hereof, the time lost to the employee shall not affect the continuity of employment.

HOLIDAYS.

7. All employees shall be entitled to the twelve holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Union Picnic Day, Labor Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, provided that any employee absenting himself or herself from work without reasonable excuse or without permission of the employer for any portion of the working day preceding or following a holiday provided for in this clause, shall not be entitled to payment for such holiday.

ANNUAL HOLIDAY.

8. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

(b) In addition to the annual holidays prescribed in sub-clause (a) hereof, 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 holidays prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

SICKNESS, ACCIDENTS.

9. (a) Any employee not attending duty shall lose his or her pay for the actual time of non-attendance unless such employee has had not less than three months service with the same employer and he or she produces or forwards within 24 hours of the beginning of his or her absence evidence (which may be in the form of a statutory declaration) satisfactory to the management that his or her non-attendance was due to personal accident arising out of or in the course of his or her employment or to personal ill health sufficient to incapacitate him or her for his or her usual work.

An employee shall not be entitled to payment for non-attendance on the ground of accident or ill health for more than 40 hours of working time in each year.

For the purposes of this clause a year shall mean a period of twelve months commencing on the 1st day of June in each year.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to 1st March, 1946, shall be disregarded.

DEFINITION OF FOREMAN.

10. Where three or more adults are employed in any department of a warehouse, one shall be deemed to be a foreman and entitled to the rate prescribed for such a foreman.

MEAL INTERVAL.

11. No employee shall be required to work for a longer period than five hours without an interval of at least half an hour for a meal.

SPECIAL RATES.

12. All work done on Sundays, New Year's Day, Australia Day, Easter Monday, Good Friday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, the special rates shall be payable only for the days so substituted.

SHIFT WORK.

13. By mutual agreement between an employer and his employees shifts may be worked subject to the following conditions:—

(a) The rates of pay for shift workers shall be:—

(i) On afternoon shift, 7½ per cent. in excess of ordinary rates.

(ii) On night shift, 10 per cent. in excess of ordinary rates.

(b) Overtime shall be paid at the rate of time and a half for all time worked in excess of 8 hours per shift in any week in which six or more shifts are worked and in excess of 8 hours 48 minutes per shift in any week in which less than six shifts are worked.

(c) 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.

(d) For the purposes of this clause "afternoon shift" means any shift finishing after 6 p.m. and at or before midnight and "night shift" means any shift worked wholly or partly between midnight and 7.30 a.m.

PROTECTIVE CLOTHING.

14. (a) Waterproof boots and protective clothing shall be provided by the employer when employees are required to work in wet places.

(b) Not more than two sets of overalls or other protective clothing per year shall be supplied by the employer, when necessary, free of cost to the employee.

RIGHT OF ENTRY OF UNION OFFICIAL.

15. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purposes of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the employer or his representative.

(b) That he interviews employees only at the place where they are taking their meal.

(c) That not more than one representative in all be in any establishment at any one time.

(d) That no one representative visit an establishment more than once a fortnight.

(e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for males set out in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 17. Provided that the wages of apprentices, improvers, and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 19 0	6 0	6 5 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (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, 1949, the amounts of the Basic Wage shall be as prescribed in clause 16.

(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 basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

P. A. RANDELS, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 4th May, 1949.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 517]

THURSDAY, JUNE 9.

[1949

Factories and Shops Acts.

DETERMINATION OF THE PLASTERERS BOARD.

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

(B) Plastering was proclaimed on 28th November, 1928, as an apprenticeship trade under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since the 7th February, 1940, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (1) whosoever employed in the process, trade, or business of plastering or cementing;
- (2) employed in the process, trade, or business of fixing all laths used in connexion with the erection or repair of buildings, whether such laths are of wood or of a substitute therefor;
- (3) employed in the finishing of all plastering work in sewers, tunnels, or channels;
- (4) employed in finishing all kinds of plastic acoustic work, waterproofing work, and texture work formed in cement plaster or patent material;
- (5) employed in the making or laying of marble mosaic, granolithic, terrazo, or flooring of which cement forms a part or the laying of magnesite flooring;
- (6) employed in the making or fixing of all pre-cast or moulded work (except such work as is subject to the Determination of the Fibrous Plasterers Board)

has made the following Determination, namely:—

That as from the beginning of the first pay period to commence in May, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops.

2.

WAGES.

Apprentices.		Improvers.		Other Employees.		
Per week.		Per week.		—	Per hour.	Per week.
					s. d.	s. d.
1st year	.. .. 36 0	15 years of age	.. .. 36 0	Men employed on swings,		
2nd "	.. .. 48 6	16 " "	.. .. 48 6	bosun's chairs, lifts, or any		
3rd "	.. .. 66 6	17 " "	.. .. 66 6	other suspended platform	5 2½	207 2
4th "	.. .. 93 6	18 " "	.. .. 93 6	All other plasterers	5 0½	201 8
5th "	.. .. 122 0	19 " "	.. .. 122 0			
6th "	.. .. 152 0	20 " "	.. .. 152 0			

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 20s. 8d. per week of 40 hours.

PROPORTION (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 20s. 8d. per week of 40 hours.

Foreman, i.e., a plasterer in charge of three or more, but not exceeding ten men, 1s. a day extra; where the number exceeds ten he shall be paid 2s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

HOURS.

3. The ordinary hours shall be 40 per week to be worked in five or five and half days, the daily hours being respectively not more than 8 hours 48 minutes Monday to Friday inclusive or not less than 8 hours Monday to Friday inclusive and 4 hours on Saturday between the hours of 7.30 a.m. and 5.30 p.m. Monday to Friday inclusive and 7.30 a.m. to 12 noon on Saturday. The lunch break shall be not less than 42 minutes.

OVERTIME.

4. That the following rates shall be paid—

For work done within the hours fixed in clause 3 of this Part in excess of 40 hours ..	Time and a quarter
For work done on Saturdays—	
Between midnight and 7.45 a.m.	Double time
Between noon and 5 p.m.	Time and a half
Between 5 p.m. and midnight	Double time
For work done on any other working day—	
Between 5.30 p.m. and 10.15 p.m.	Time and a half
Between 10.15 p.m. and 7.45 a.m.	Double time.

CASUAL LABOUR.

5. Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the rate of 2d. per hour extra.

INCLEMENT WEATHER.

6. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

- (i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.
- (ii) That weather shall not be regarded as inclement for the purpose of this clause, unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.
- (iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.
- (iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.
- (v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

7. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth streets) or the principal Post Offices at Ballarat, Bendigo, and Geelong as centres:—

	s.	d.
Up to and including 12 miles	2	0 per day
Over 12 miles and including 20 miles	2	6 per day
Over 20 miles and including 30 miles	3	0 per day.

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

(b) Where fares are necessarily incurred on distant jobs, as defined in clause 9 (a) of this Part, or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

TRANSFER FROM JOB TO JOB.

8. An employee transferred by the employer from one job to another job on the same day shall be paid for the time occupied in travelling as for time worked and the cost of such transfer shall be borne by the employer.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

9. (a) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

	s.	d.
For less than a full week	12	9 per day
For a full working week at the rate of	52	6 per week.

Provided that the forgoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(b) In lieu of the payments prescribed in clause 7 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week end after three months of continuous service and thereafter at three-monthly periods he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

ALLOWANCE IN RESPECT OF MEALS.

10. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 2s. 6d. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

EMPLOYEE REQUIRED TO ATTEND FOR WORK.

11. An employee who is required to attend for work and is kept waiting to commence work, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

SPECIAL RATES.

12. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Christmas Day, Anzac Day, King's Birthday, Melbourne Cup Day, and Boxing Day.

EMPLOYEE NOTIFIED TO COMMENCE WORK.

13. An employee notified to commence work and actually attending for work and not allowed to start shall be paid an amount of 5s. and the fares necessarily incurred.

EXCESS OF HOURS.

14. An employee who has worked continuously (except for meal intervals) for 20 hours, shall have a break of at least twelve hours before again starting work.

REST PAUSE.

15. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

ANNUAL HOLIDAY.

16. 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.

TRANSPORT AT NIGHT.

17. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

INJURY TO EMPLOYEE.

18. In the event of an employee being injured during his employment, his employer shall provide suitable means for his conveyance to the nearest available medical attention.

PAYMENT OF WAGES.

19. Wages, allowances, and other moneys due shall be paid not later than the time of ceasing work on Thursday of each working week, or otherwise by mutual arrangement. On termination of employment by the employer all wages, allowances, and other moneys shall be paid at the time of dismissal.

INSPECTION OF TIME SHEETS AND BOOKS.

20. The Secretary for Labour may authorize at any time (except pay day) or place, the inspection of all wages sheets, time sheets or other wages records by a person nominated by the Victorian Plasterers' Society and approved by the Secretary for Labour, provided that 24 hours' notice of such inspection is given to the employer.

STORING OF TOOLS.

21. Where six or more plasterers are engaged on a job, adequate provision shall be made for the storing of tools. No cement, lime, or building materials shall be stored in such place.

FIRST-AID OUTFIT.

22. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

SANITARY CONVENIENCE.

23. Suitable and adequate sanitary conveniences shall be provided by the employer.

TERMINATION OF EMPLOYMENT.

24. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

APPRENTICES.

25. The provision of clause 24 of this Part shall not apply to the employment of apprentices.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

Apprentices.	Improvers.	Other Employees.	
		Per week.	Per week of 40 hours.
Per week.	Per week.	Per hour.	Per week of 40 hours.
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year 36 0	15 years of age .. 36 0	Men employed on under-ground sewer or tunnel plastering 5 0½	201 9*
2nd " 48 6	16 " " .. 48 6	All other plasterers .. 4 11¼	197 11*
3rd " 66 6	17 " " .. 66 6		
4th " 93 6	18 " " .. 93 6		
5th " 122 0	19 " " .. 122 0		
6th " 152 0	20 " " .. 152 0		
PROPORTION (by any employer).			
PROPORTION (by any employer).	One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 197s. 11d. per week.	Foreman, i.e., a plasterer in charge of three or more, but not exceeding ten men, 1s. a day extra; where the number exceeds ten he shall be paid 2s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.	
One apprentice to every three or fraction of three workers receiving not less than 197s. 11d. per week.		* Rates include 6s. war loading.	

TIME OF BEGINNING AND ENDING WORK.

3. The time of beginning and ending work for persons (other than underground sewer or tunnel plasterers) shall be—

Time of Beginning.	Time of Ending.
7.45 a.m.	noon on Saturday.
7.45 a.m.	5.15 p.m. on the other working days of the week.

OVERTIME.

4. That the following rates shall be paid to—

- (a) Persons employed on underground sewer or tunnel plastering—
For work done in excess of 40 hours in any week .. Time and a quarter.
- (b) Persons employed on any work other than underground sewer or tunnel plastering—
For work done within the hours fixed in clause 3 in excess of 40 hours .. Time and a quarter.
- For work done on Saturdays—
Between midnight and 7.45 a.m. .. Double time.
Between noon and 5 p.m. .. Time and a half.
Between 5 p.m. and midnight .. Double time.
- For work done on any other working day—
Between 5.15 p.m. and 10.15 p.m. .. Time and a half
Between 10.15 p.m. and 7.45 a.m. .. Double time.

CASUAL LABOUR.

5. Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this determination as a week's work) shall be paid at the rate of 2d. per hour extra.

WET WEATHER.

6. When work is stopped by wet weather an employee who is instructed to wait on the job shall be paid for all time lost in waiting in excess of one hour in any one day.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME, FARES, AND TRAVELLING TIME.

7. (a) At the time of his engagement an employee may notify his employer that in relation to fares and travelling time he chooses to be paid under either Part A, or Part B of this clause as provided hereunder, and he shall be paid accordingly.
(b) If the employee expresses no such choice, Part A shall apply and he shall be paid accordingly.

PART A.

(i) *Allowance in Respect of Excess Fares and Travelling Time.*—The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (corner Bourke and Elizabeth-streets), or the principal post office of any City, Town, Borough, or Township (other than a City, Town, Borough, or Township within the Metropolitan District) whichever is nearer to the employer's principal place of business:—

	<i>s.</i>	<i>d.</i>
Up to and including 12 miles	2	0 per day
Over 12 miles and including 20 miles	2	6 per day
Over 20 miles and including 30 miles	3	0 per day.

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

(ii) Where fares are necessarily incurred on distant jobs, as defined in sub-clause (iii) hereof the provisions of clause 8 hereof shall apply.

(iii) A distant job is one where the distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence.

PART B.

(i) *Fares.*—(a) Where an employee is engaged on a job up to 10 miles from the "centre" he shall be paid an amount of 3s. 6d. per week for fares.

(b) Where an employee is engaged on a job more than 10 miles from the "centre" and is able to return to his home each day, he shall be paid the daily fares, not exceeding 6s., actually and necessarily incurred in travelling to and from the job.

(ii) *Travelling Time.*—Where an employee is engaged on a job more than 12 miles and up to 24 miles from the "centre" he shall be paid in respect of time lost in travelling a daily sum of 1s. 6d.; where the distance travelled from the "centre" exceeds 24 miles a daily sum of 2s. 6d. shall be paid.

ALLOWANCES.

8. An employee when engaged to proceed to work in such a locality as to necessitate his sleeping elsewhere than at his usual place of residence shall receive:—

- (a) When the time occupied on the job is less than a working week 10s. per day with a maximum of 60s. per week;
(b) When the time occupied on the job is in excess of a working week 7s. per day with a maximum of 42s. in any week.

The employer shall convey the worker to and from the job free of charge or pay his fare. Ordinary rates shall be paid for such travelling time. An employee shall not suffer any loss in regard to the above allowances where work is stopped by wet weather, or by reason of a Public Holiday.

TRANSFER FROM JOB TO JOB.

9. An employee transferred by the employer from one job to another job on the same day shall be paid for the time occupied in travelling as for time worked and the cost of such transfer shall be borne by the employer.

TEA MONEY.

10. Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall be paid an allowance of two shillings.

EMPLOYEE REQUIRED TO ATTEND FOR WORK.

11. An employee who is required to attend for work and is kept waiting to commence work, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

EMPLOYEE NOTIFIED TO COMMENCE WORK.

12. An employee notified to commence work and actually attending for work and not allowed to start shall be paid an amount of 5s. and the fares necessarily incurred.

SPECIAL RATES.

13. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, Anzac Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

REST INTERVAL.

14. There shall be an interval of ten minutes at a time fixed by the employer between 9.30 a.m. and 10.30 a.m. for rest on each day Monday to Friday inclusive in each week for each employee, such time to count as time worked. Boiling water for tea shall be provided by the employer for the employee during such interval if the employee so desires.

ANNUAL HOLIDAY.

15. 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.

TRANSPORT AT NIGHT.

16. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

INJURY TO EMPLOYEE.

17. In the event of an employee being injured during his employment his employer shall provide suitable means for his conveyance to the nearest available medical attention.

PAYMENT OF WAGES.

18. All employees shall be paid not later than Friday in each week within five minutes of ceasing time, except where otherwise mutually agreed. An employee whose service ends before pay time shall be paid at or before the time of its ending, or shall be paid by post or otherwise within 24 hours thereafter. If wages be not paid within the periods prescribed the employee shall be paid at ordinary rates for all times in excess of fifteen minutes beyond such time until the wages are paid or posted to his last known place of address.

STORING OF TOOLS.

19. Where six or more plasterers are engaged on a job, adequate provision shall be made for the storing of tools. No cement, lime, or building materials shall be stored in such place.

FIRST-AID OUTFIT.

20. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

SANITARY CONVENIENCE.

21. Suitable and adequate sanitary conveniences shall be provided by the employer.

TERMINATION OF EMPLOYMENT.

22. Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof. Half an hour shall be allowed the employee to gather, clean, pack, and transport his tools, and in such case wages shall be paid at the commencement of such half hour.

A. V. BARNS, J. P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 4th May, 1949.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 518]

THURSDAY, JUNE 9.

[1949

Factories and Shops Acts.

DETERMINATION OF THE NAIL MAKERS BOARD.

NOTE.—Since the 2nd July, 1946, this Determination has applied 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 26th April, 1938, has had the power to determine the lowest prices or rates which may be paid to any person (including storemen, packers, and sorters) employed in the process, trade, or business of—

- (a) making nails; (c) galvanizing;
(b) weaving wire netting or barbed wire; (d) drawing wire;

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.	WAGES PER WEEK OF 40 HOURS.										s. d.	
Nail or tack tool maker	162 0
Nail or tack machinist	153 0
Assistant to nail or tack machinist	148 0
Roofing nail heading machinist	153 0
Barbed wire tool maker or machinist	153 0
Assistant to barbed wire machinist	148 0
Clipper or tier-up on concertina barbed wire	147 0
Rumbler	147 0
Galvanizer	158 0
Pickler—Head, or where only one pickler is employed	152 0
Assistant pickler	146 0
Assistant working over metal pot	152 0
Swinger	144 0
Wire-drawing plate setter	151 0
Wire-drawing block operator	147 0
Tack Inspector	147 0
Storeman, packer, or sorter	152 6
Other employees with not less than three months' experience in the metal trades industry	134 0
All others	128 0

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

APPRENTICESHIP.

Work to be Taught.

3. (a) An apprentice shall be taught the work of each of the following occupations:—

- (1) Tool making;
(2) Setting-up; and
(3) Machining.

Contract of Apprenticeship.

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
(ii) the date of birth of the apprentice;
(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
(v) the date at which the apprenticeship is to commence or from which it is to be calculated;
(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

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

Proportion.

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to tradesmen.

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

Period of Apprenticeship.

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

Probationary Period.

(e) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship.

Wages.

(f) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:—

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

(g) Wages per Week of 40 Hours.

						Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
<i>Four and Five-year Terms.</i>									
						Per Week.	Per Week.	Per Week.	Per Week.
						<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year .. .. .	..	..	..	..	..	25	..	0 9	30 6
2nd year .. .. .	..	..	..	..	..	33	1 0	1 0	41 6
3rd year .. .. .	..	..	..	..	..	50	1 6	1 6	62 6
4th year .. .. .	..	..	..	..	..	83	2 0	2 3	103 0
5th year .. .. .	..	..	..	..	..	100	2 0	3 0	130 0
						plus 6s.			
<i>Four-year Terms.—Apprentices commencing after the Age of 16 Years 6 Months.</i>									
1st year .. .. .	..	..	..	..	..	29	..	0 9	35 6
2nd year .. .. .	..	..	..	..	..	50	1 0	1 6	62 0
3rd year .. .. .	..	..	..	..	..	83	2 0	2 3	103 0
4th year .. .. .	..	..	..	..	..	100	2 0	3 0	130 0
						plus 6s.			

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

Hours.

(h) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the tradesmen.

Overtime and Shift Work.

(i) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires.

Payment by Results.

(j) An apprentice shall not work under any system of payment by results.

Lost Time.

(k) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(l) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

(m) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

Wages per Week of 40 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable.
<i>I.—Adult Females.</i>				
Under three months' experience	65	s. d. 3 0	s. d. 6 0	s. d. 86 6
All others	75	3 0	7 0	99 0
<i>II.—Junior Females.</i>				
17 years of age and under	40	1 0	3 6	52 0
18 years of age	47½	1 3	4 0	62 0
19 years of age	55½	1 6	4 6	71 6
20 years of age	62½	2 0	5 0	81 6
<i>III.—Improvers and Junior Males.</i>				
Under 16 years of age	25	0 6	2 0	32 0
16 years of age	35	0 9	3 0	45 6
17 years of age	47½	1 0	4 0	61 6
18 years of age	60	1 0	5 0	77 6
19 years of age	75	2 0	6 0	97 0
20 years of age	90	2 0	7 0	116 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

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

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had such six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

SPECIAL RATES.

5. In addition to the wages prescribed in clauses 2, 3, and 4 hereof, the following special rates and allowances shall be paid to employees including apprentices and unapprenticed juniors:—

Dirty Work.

(a) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where an organization alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Wages Board.

Wet Places.

(b) An employee working in any place where his clothing or boots become saturated, whether by water, oil, or otherwise, shall be paid 2d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Special Rates not Cumulative.

(c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

HOURS OF WORK.

Day Workers.

6. (a) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-Days' Week.

(b) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—

- (i) detriment to the public interest;
- (ii) loss in the value of goods handled or to be handled;
- (iii) reducing the efficiency of production; or
- (iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid. Any dispute as to whether the ordinary hours of work can in any case or cases be worked in five days without detriment, loss, or reduction as aforesaid shall be determined by the Wages Board upon application made by or on behalf of the employees. Upon such an application proof that the working of a five-days' week will result in such detriment, loss or reduction as aforesaid shall be upon the employer.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-days' week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

SHIFT WORK.*Definitions.*

7. (a) For the purposes of this clause:—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(b) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

- (i) 8 in any one day; or
- (ii) 48 in any one week; or
- (iii) 88 in 14 consecutive days; or
- (iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require:—

- (i) a shift shall consist of not more than eight hours, inclusive of crib time;
- (ii) except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours;
- (iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other than Continuous Work.

(c) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

- (i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours, or
- (ii) 80 in fourteen consecutive days in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week, or
- (iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(d) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(e) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(f) Shift workers on continuous work whilst on afternoon or night shifts shall be paid $7\frac{1}{2}$ 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.

(f i) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (f) hereof.

Overtime.

(g) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

- (i) if employed on continuous work be paid at the rate of double time; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter, except in each case when the time is worked—
- (iii) by arrangement between the employees themselves;
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 13 (b) hereof.

Provided that when not less than eight hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved, the unrelieved employee shall be paid at the rate of time and a half for the first four hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Compulsory Overtime.

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

Sundays and Holidays.

(h) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 10 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Junior and Female Employees.

(i) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. per shift whichever is the higher.

MIXED FUNCTIONS.

8. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

OVERTIME.

9. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour, whichever is the higher.

Except as provided in this sub-clause or sub-clause (b) hereof in computing overtime each day's work shall stand alone.

Rest Period After Overtime.

(b) 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.

Call Back.

(c) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (b) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-Days' Week.

(d) A day worker on a five-days' week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

Meal Hours—General.

(f) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(g) Subject to the provisions of the second part of sub-clause (f) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(h) 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.

Tea Money.

(i) 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., 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.

Transport of Employees.

(j) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, 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 his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

(k) 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 AND SUNDAY WORK.

10. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the paid days respectively.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

(b) An employee not engaged on continuous work shall be paid at the rate of double time for work done on Sunday and public holidays, such double time to continue until he is relieved from duty:—

Provided that where employees are necessarily engaged in repairs to or renewals of their employer's plant and machinery necessary for resumption of work the next following working day, work done on holidays shall be paid for at the rate of time and a half for the first eight hours and double time thereafter.

(c) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall, on being relieved from duty be entitled to be absent until he has eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, other than on shift, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

EXTRA RATES NOT CUMULATIVE.

11. Extra rates in this Determination, except rates prescribed in clause 5, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

12. (a) Wages shall be paid weekly or fortnightly.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon determination of the employment wages due to an employee shall be paid to him on the day of such determination, or forwarded to him by post on the next working day.

(d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter hour, with a minimum of a quarter of an hour.

(e) On or prior to pay day, the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

13. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

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

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

Casual Employment.

(d) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs, plus 10 per cent.

Late Comers.

(e) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

SICK LEAVE.

14. (a) 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 period 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 (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.

(b) 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 (a) (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) 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.

(cc) Rights accrued under sub-clause (c) hereof prior to the 1st day of January, 1948, shall be preserved except that the total number of hours so accrued and not taken prior to the 1st day of January, 1948, shall be reduced by 1/11th of such total the result to be calculated to the nearest hour.

Attendance at Hospital, &c.

(d) Notwithstanding anything contained in sub-clause (a) 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.**Period of Leave.*

15. (a) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee on weekly hiring in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of fourteen consecutive days' annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 10 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such a day had not been a holiday.

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

Broken Leave.

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

Calculation of Continuous Service.

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

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

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 14 shall be accepted as a notification under this sub-clause.

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

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

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

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

Calculation of Service.

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however, that in respect of service before the 1st January, 1946, the annual leave shall be allowed at the rate of 3½ hours for each completed one month of continuous service and in respect of service after that date at the rate of 6½ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

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

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

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

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 10 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (d) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof, wages shall be at the rate prescribed by clause 2, 3, and 4 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3½ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for 6½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

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

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (f) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.
Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (l) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

16. (a) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit.

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:—

Articles.	Quantities to be kept in Ambulance Chest.
Antiseptic solution	1 bottle
Bandages, cotton and gauze .. .	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petroleum, carbolyzed	1 jar
Picric acid solution, made according to the following recipe or prescription:—	
1½ teaspoonful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water ..	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes. In any case in which compliance with this paragraph necessitates the provision of lockers or new or improved hanging facilities, they shall be provided by the 1st July, 1946, unless the employer proves to the satisfaction of the Wages Board that he is unable by reason of shortage of material or labour or any other difficulties to provide such new or improved facilities, in which case their provision may be postponed for such period or periods as the Wages Board determines.

Washing and Sanitary Conveniences.

(v) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment, and Tools.

Damage to Clothing and Tools.

(b) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Goggles.

(ii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Clothing—Galvanizing, &c.

(iii) Employers shall provide suitable protective aprons, rubber gloves, and rubber boots or clogs, to employees engaged in the manual handling of materials over hot galvanizing or tinning pots or pickling or plating baths.

Tools.

(iv) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

Females—Rest Period and Seats.

(c) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

(d) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated,

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the *Victoria Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

SHOP STEWARDS.

17. An employee appointed shop steward in the shop or department in which he is employed shall, upon notification thereof to his employer, be recognized as the accredited representative of the union to which he belongs, and he shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

RIGHT OF ENTRY OF UNION OFFICIALS.

18. (a) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions:—

(i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(ii) That he interviews employees only at places where they are taking their meal.

(iii) That not more than one representative of each of not more than three unions be on the premises at any one time.

(iv) That no one representative visit the premises more than once in each week.

(v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Wages Board:

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer or, failing agreement, at such times and under such conditions as the Wages Board may decide.

(b) For the purpose of investigating complaints concerning the application of this Determination, or the employment of females upon work which is alleged to be unsuitable for females, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

(i) That he discloses to the employer or his representative the complaint which he desires to investigate.

(ii) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).

(iii) That he does not interfere with work proceeding in the workshop or plant.

(iv) That he conducts himself properly.

(c) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom:—

(Name of organization.)

This is to certify that
organization.

is a duly accredited representative of the abovenamed

General Secretary.

(SEAL)

Date—

Specimen signature of holder—

Strictly not transferable.

TIME AND WAGES BOOK.

19. (a) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(c) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(d) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

NOTICE BOARD.

20. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or counter signed by the representative posting same.

GENERAL DEFINITIONS.

21. For the purposes of this Determination the following definitions shall apply:—
- “Sunday” means all time between midnight Saturday and midnight Sunday.
 - “Year” means the period between the 1st day of June in each year and the next 31st day of May.
 - “Nail or tack tool maker” means an employee who makes and fits all tools used in nail, staple, or tack making machines.
 - “Nail or tack machinist” means an adult employee who is in charge of and sets up machines to produce the various types of nails and/or tacks. He is also responsible for the quality of the product.
 - “Assistant to nail or tack machinist” is one who brings up wire to machines, and assists machinist in feeding machines and removing finished products.
 - “Barbed wire tool maker or machinist” means an employee who makes, grinds, and fits tools used in, and is in charge of barbed wire making machines. He is also responsible for the quality of the product.
 - “Assistant to barbed wire machinist” is one who feeds material and spools into barbed wire machines, stands by, adjusts tension, cuts off and removes finished products.
 - “Tradesman” is a person employed as a toolmaker and/or a setter-up and/or a machinist, receiving not less than the appropriate rate set out in clause 2.
 - “Improver” is any junior employee other than an apprentice or a juvenile worker as defined.
 - “Juvenile worker” means a male person under 21 years of age (other than an apprentice or an improver) employed in assisting rumbler, sawdusting, filling ladles, washing, scrubbing, drying, brushing off, sorting, packing, watching nail machines or barbed wire machines, wiring nail machines or barbed wire machines, watching and feeding tack machines, attending nail-rolling machines, attending horseshoe nail-heading machines, attending horseshoe nail-pointing machines, attending roofing nail-heading machines.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 23.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	5 19 0	6 0	6 5 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

23. (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, 1949, the amounts of the Basic Wage shall be as prescribed in clause 22.

(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 .037 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.

Marginal Rates.

In addition to the basic wage provided in clause 22 the margins and wartime loadings set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins per Week.	Wartime Loadings per Week.
	s. d.	s. d.
Nail or tack maker	33 0	4 0
Nail or tack machinist	25 0	3 0
Assistant to nail or tack machinist	20 0	3 0
Roofing nail-heading machinist	25 0	3 0
Barbed wire tool maker or machinist	25 0	3 0
Assistant to barbed wire machinist	20 0	3 0
Clipper or tier-up on concertina barbed wire	19 0	3 0
Rumbler	19 0	3 0
Galvanizer	30 0	3 0
Pickler—Head, or where only one pickler is employed	24 0	3 0
Assistant pickler	18 0	3 0
Assistant working over metal pot	24 0	3 0
Swinger	16 0	3 0
Wire drawing plate setter	23 0	3 0
Wire drawing block operator	19 0	3 0
Tack Inspector	19 0	3 0
Storeman, packer, or sorter	24 6	3 0
Other employees with not less than three months’ experience in the metal trades industry	6 0	3 0
All others	Nil	3 0

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

J. W. RYAN, Secretary.

Melbourne, 13th April, 1949.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 519]

THURSDAY, JUNE 9.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SLAUGHTERING FOR EXPORT 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 13th October, 1941, has had the power to "determine the lowest prices or rates which may be paid to any person or classes of persons (other than persons subject to the provisions of any Wages Board heretofore appointed) employed in the meat export trade as—

- (a) slaughterers or dressers of sheep, lambs, cattle, pigs, or calves;
- (b) boners, trimmers, or labourers;
- (c) drovers, stockmen, or penners-up;
- (d) skin store workers;"

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 1st May, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SECTION A.

SHEEP AND LAMBS.

2. (a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 5s. 7 ² / ₅ d. plus 1 ¹ / ₂ d. war loading (total 5s. 9 ¹ / ₁₀ d.)	} Rams double rates.
per 100 sheep or lambs slaughtered	
To slaughtermen employed in Group B, 5s. 6 ¹ / ₂ d. plus 1s. 1 ¹ / ₂ d. war loading (total 6s. 8d.)	} per 100 sheep or lambs slaughtered
per 100 sheep or lambs slaughtered	

To learners—

For the first 21 days of employment—

35s. 9¹/₂d. plus 1s. 2¹/₂d. war loading (total 36s. 11¹/₂d.) per day.

Thereafter until considered competent by the employer—

42s. 2²/₁₀d. plus 1s. 2¹/₂d. war loading (total 43s. 4¹¹/₂₀d.) per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 65s. 2¹/₁₀d. plus 1s. 3d. war loading (total 66s. 5¹/₁₀d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 5s. 7²/₅d. plus 1¹/₂d. war loading (total 5s. 9¹/₁₀d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 5s. 6¹/₂d. plus 1s. 1¹/₂d. war loading (total 6s. 8d.) per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 6d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the legging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 6d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 6d. per 100 sheep or lambs.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 3,000 sheep or lambs handled daily per employee and thereafter an additional rate of 6d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee, and thereafter an additional 6d. per 100 sheep or lambs.

Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 1d. per 100 sheep or lambs handled daily per employee.

Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 1d. per 100 sheep or lambs handled daily per employee.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 4,000 per employee as the case may be shall be divided between those so employed on such task.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 65s. 2¹/₁₀d. plus 1s. 3d. war loading (total 66s. 5¹/₁₀d.) per 100 sheep or lambs slaughtered. Rams—double rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggoty sheep and old lambs shall be treated before being stuck.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lb. graded weight, shall be paid for at rate and a half.

(v) Downer Sheep or Lambs i.e. sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—To the daily earnings of each pieceworker (other than learners) the sum of 1s. 7¹/₂d. shall be added in accordance with clause 40.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

3s. 9¹/₂d. plus 1d. war loading (total 3s. 10¹/₂d.) per head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

Downer cattle, i.e., cattle which are carted to the killing pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

NOTE.—To the daily earnings of each pieceworker the sum of 1s. 7¹/₂d. shall be added in accordance with clause 40.

CALVES.

4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Calves 100 lb. and under, skin on 59s. 11¹/₁₀d. plus 1s. 3d. war loading (total 61s. 2¹/₁₀d.) per 100 calves.

Calves 100 lb. and under, skin off 85s. 1d. plus 1s. 3d. war loading (total 86s. 4d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin on 76s. 2¹/₂d. plus 1s. 3d. war loading (total 77s. 5¹/₂d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin off 108s. 1¹/₂d. plus 1s. 3d. war loading (total 109s. 4¹/₂d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin on 91s. 5¹/₂d. plus 1s. 3d. war loading (total 92s. 8¹/₂d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin off 133s. 11¹/₂d. plus 1s. 3d. war loading (total 135s. 2¹/₂d.) per 100 calves.

Calf skimmers engaged skinning cold calves—

38s. 3¹/₂d. plus 1s. 2¹/₂d. war loading (total 39s. 5¹/₂d.) per day.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

NOTE.—To the daily earnings of each pieceworker the sum of 1s. 7¹/₂d. shall be added in accordance with clause 40.

5. (a) Rates of pay to men slaughtering pigs—

	Pigs.	Total.	
Machine dehaired—			
Up to 100 lb.	10·874d. per head	} These rates include 4 per cent. war loading.	
101 lb. to 200 lb.	14·382d. per head		
Over 200 lb.	23·692d. per head		
Hand scudded—			
Up to 100 lb.	18·65d. per head		
101 lb. to 200 lb.	23·692d. per head		
Over 200 lb.	37·681d. per head		
If pigs are put through singeing machine 6½d. per head shall be added to the above rates.			

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

NOTE.—To the daily earnings of each pieceworker the sum of 1s. 7½d. shall be added in accordance with clause 40.

RATES OF PAY TO BONERS.

6. Boners may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices, which in respect of beef, mutton, pork, or veal shall not apply until the following daily quota has been completed:—

- (a) (i) Beef, 9½ bodies.
- (ii) Mutton, 65 carcasses.
- (iii) Veal—

Up to 60 lb., 57 carcasses	} Veal to be ribbed out, or birdcaged.
61 lb. to 120 lb., 38 carcasses	
121 lb. to 200 lb., 19 carcasses	
Over 200 lb. to be paid for at beef prices.	
- (iv) Pork—
 - (1) When boned out and rinded and defatted to the satisfaction of the employer—1,900 lb. per day.
 - (2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—2,490 lb.

- (b) Piece-work prices referred to above are—
 - (i) Mutton, 8·706d. for each additional carcass in excess of the daily quota.
Rams shall be paid for at double rates whenever done, and in addition an employee shall be paid 1½d. for each carcass ribbed out and birdcaged.
Sheep over 64 lb. to be paid for at rate and a half.
For the purposes of this sub-clause—
Two flying foxes shall equal one carcass.
Three trunks shall equal two carcasses.
Three pairs of legs shall equal one carcass.
Three pairs of loins shall equal one carcass.
Three pairs of hindquarters shall equal two carcasses.
Five pairs of fore-quarters shall equal two carcasses.
 - (ii) Beef, 4s. 4·26d. and 1s. 1·065d. respectively for each additional body or quarter of beef (all-in-weight) in excess of the daily quota.
Bulls shall be paid for at double rates whenever done.
For the purposes of this sub-clause—
Five briskets shall equal one-quarter of beef.
Two rumps and loins shall equal one-quarter of beef.
Four clods and stickings shall equal one-quarter of beef.
Fifteen shins shall equal one-quarter of beef.
Two necks and blades shall equal one-quarter of beef.
Two ribs and two briskets shall equal one-quarter of beef.
Three crops shall equal two quarters of beef.
Three shoulders shall equal two quarters of beef.
Three chucks and blades shall equal two quarters of beef.
Three horses' heads under three ribs, shall equal two quarters of beef.
Five butts shall equal two quarters of beef.
Seven briskets with shin attached shall equal two quarters of beef.

Surplus fore-quarters being additional fore-quarters to the full bodies treated, horses' heads over three ribs shall be paid for at the following rates:—

Under 100 lb.	1s. 1·065d. per quarter	} Bone-in-weight.
101 lb. to 150 lb.	1s. 4·017d. per quarter	
Over 150 lb.	1s. 5·42d. per quarter	

- (c) Calves—for each additional carcass in excess of the daily quota—

Up to 60 lb., 8·71d. per carcass	} Veal to be ribbed out, or birdcaged.
61 lb. to 120 lb., 1s. 1·065d. per carcass	
121 lb. to 200 lb., 2s. 2·13d. per carcass	

 Over 200 lb. to be paid for at beef prices.
For the purposes of this sub-clause—
Two flying foxes of veal shall equal one carcass.
Three trunks of veal shall equal two carcasses.
Three pairs of legs of veal shall equal one carcass.
Three pairs of loins of veal shall equal one carcass.
Three pairs of hind-quarters of veal shall equal two carcasses.
Five pairs of fore-quarters shall equal two carcasses.
- (d) Pork—for each additional amount in excess of the daily quota—
 - (1) When boned out and rinded and defatted to the satisfaction of the employer—2s. 2·13d. per 100 lb.
 - (2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—1s. 7·94d. per 100 lb.

Boners on piece-work shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

RATES OF PAY TO SLICERS AND TRIMMERS.

7. Slicers and trimmers may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices which shall not apply until the following daily quota has been completed:—

- (a) (i) Beef—fourteen bodies, provided that when work is done on surplus fore-quarters as defined in clause 6 (b) (ii) the quota shall be:—
 - Under 100 lb. 56 quarters.
 - 101 lb. to 150 lb. 52 quarters.
 - Over 150 lb. 48 quarters.
- (ii) Mutton—130 carcasses.
- (b) Piece-work prices referred to above are—
 - (i) Mutton—3.5d. for each additional carcass in excess of the daily quota.
 - (ii) Beef—2s. 8.5d. for each additional body in excess of the daily quota provided that when surplus fore-quarters as defined in clause 6 (b) (ii) are done the following prices shall be paid for each additional fore-quarter in excess of the daily quota—
 - Under 100 lb. 8.128d. per quarter.
 - 101 lb. to 150 lb. 8.75d. per quarter.
 - Over 150 lb. 9.48d. per quarter.
- (c) Bull beef (excluding surplus fore-quarters) shall be paid for at 50 per cent. above ordinary rates.

Slicers and Trimmers on piece-work shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

8. WAGES.

APPRENTICES AND IMPROVERS.
(Solo System only.)

	Weekly Wage.
	£ s. d.
1st year's experience	3 7 0
2nd " "	4 1 6
3rd " "	4 13 6
4th " "	6 3 6
5th " "	Minimum wage

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

Juvenile Workers. For Definition, see Clause 12.		Other Employees.			
—	Wages per Day.	—	Wages per Day.		
			Ordinary Daily Wage.	War Loading Daily.	Total Daily Wages.
	s. d.		s. d.	s. d.	s. d.
16 years and under		Boners (Beef and Mutton)	40 2 ³ / ₂₀	1 2 ² / ₆	41 4 ¹¹ / ₂₀
17 years	12 5	Head and Feet Boners—			
17 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting			
18 years	13 0	heads and removing brains			
18 years and under		(ii) Cattle—removing face pieces and cheeks, chopping			
19 years	15 6	heads, removing brains, skinning feet, removing			
19 years and under		sinews and hoofs	35 10	0 9 ² / ₅	36 7 ² / ₅
20 years	18 8	Slicers and Trimmers	37 1 ¹ / ₂	0 9 ³ / ₅	37 11 ¹ / ₂
20 years and under		Labourers trimming, cleaning, scalding, and picking tripe	35 10	0 9 ² / ₅	36 7 ² / ₅
21 years	23 7	Boners' Labourers	34 4 ¹³ / ₂₀	0 7 ¹ / ₅	34 11 ¹⁷ / ₂₀
		Skin Shed Labourers	34 2 ¹ / ₂	0 7 ¹ / ₅	34 9 ² / ₅
		Other Labourers	35 5 ² / ₂	0 9 ² / ₅	36 3

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

TIMES OF BEGINNING AND ENDING WORK.

- 9. Skin Shed Labourers—
 - From Monday to Friday inclusive 7.30 a.m. 5 p.m.

Boners, slicers, and trimmers, boners' labourers and other labourers may, by mutual arrangement with the employer, commence not earlier than 7 a.m. and not later than 7.30 a.m.

HOURS.

10. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days (Monday to Friday inclusive), provided that employees if required shall work reasonable overtime on such days and on Saturdays for which overtime rates shall be paid and provided further that any employee who fails to work such overtime shall only be paid for the time actually worked.

OVERTIME.

11. All time worked in excess of eight hours on Monday to Friday inclusive and all time worked on Saturday shall be paid time and a half or rate and a half provided that employees required to work on Saturday shall be guaranteed a minimum of two and a half hours work or pay for same at penalty rates.

NOTE.—Overtime and penalty rates shall be calculated on ordinary rates of pay, excluding war loadings.

DEFINITION.

12. A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz.:—Washing, wiping, stringing, picking sweetbreads and crown fat, packing kidneys and livers, tying on tags and strings, pinning tails, picking up wool pieces, veining, sweeping, carrying gambrels, slides and spreaders, washing and packing hearts, stamp-marking carcasses, feeding grade elevator, working in the beef house for the purpose of learning the trade.

WAITING TIME.

13. (a) If any employee covered by the team slaughtering clause comes to work at an hour specified by the employer, or if he comes to work at the usual hour without being notified previously that he shall not be required, he shall (except in the case hereinafter mentioned) be paid as from that hour at the rate of 6s. per hour until he be started work on that day, or until one hour after notice that he shall not be required on that day. The excepted case is that of his being started at work within five minutes after the hour specified or usual time, as the case may be.

(b) When slaughtermen, at the request of employers, have to wait the arrival of stock, or have interrupted killings during the day for causes other than a break down of machinery, they shall be entitled to payment after the first fifteen minutes at the rate of 6s. per hour for such delay.

(c) When the minimum period in either section of this clause is exceeded, the payment for waiting time shall commence from the beginning of the period.

MEAL TIME.

14. (a) Stickers shall be allowed one hour for a meal between 11.45 a.m. and 12.45 p.m.

(b) Team slaughtermen shall be allowed one hour for a meal between 12 noon and 1.15 p.m.

(c) All other employees shall be allowed one hour for a meal between 12 noon and 1.30 p.m.

SMOKOS.

15. All employees shall be allowed fifteen minutes smoko between 9 a.m. and 10 a.m., and fifteen minutes smoko between 3 p.m. and 4 p.m.; provided that stickers shall commence their smokos fifteen minutes earlier than the team slaughtermen.

GRINDSTONES.

16. An employer shall provide grindstones in the proportion of one grindstone to every twenty slaughtermen employed by him.

WATERPROOF CLOTHING.

17. Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged as washers and scrubbers, and to employees engaged cleaning, scalding, and picking tripe. Canvas aprons shall be provided to employees treating offal. Such boots and aprons shall remain the property of the employer.

SPECIAL RATES.

18. Slaughtermen shall be paid double rate and all other employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Cup Day, and Butchers' Picnic Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

HOLIDAYS.

19. (a) All employees (other than slaughtermen) shall be entitled to the ten holidays hereinafter mentioned at ordinary daily rates of pay, provided that such employee has been employed during any portion of the working week in which any one or more of such holidays is observed, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Cup Day, and Butchers' Picnic Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

(b) Slaughtermen shall be entitled to the ten holidays mentioned in sub-clause (a) hereof and shall be paid for same at the average of their daily earnings for the week immediately preceding such holiday.

(c) An employee to become entitled to payment for the holidays prescribed in sub-clause (a) hereof must have been in the employ of his present employer within one month immediately preceding such holiday.

ANNUAL HOLIDAY AND SICK LEAVE.

20. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, No. 5111, and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

(b) For the purpose of this clause 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piecework rates of pay as the case may be.

WORK TO BE PERFORMED.

21. An employee shall perform such work as the employer or his representative shall from time to time require on the days and during the hours usually worked by the class of employee affected.

WEIGHTS.

22. All weights referred to shall mean the frozen weights of animals slaughtered.

SKINS.

23. Skins and hides shall be taken off free from cuts and tears.

TALLY BOARD.

24. Each employer using the team system of slaughtering shall cause to be hung in a conspicuous place a blackboard, on which shall be recorded the daily tally and the number of men on each chain.

PAY DAY.

25. Wages shall be paid weekly and not later than Friday, provided that where killing has ceased for the working week wages shall be paid on the day in which such cessation occurs.

MEAL ALLOWANCE.

26. Employees required to work overtime for more than one and a half hours on any day without having been notified on the preceding day that they would be required so to work shall be paid the amount of 2s. 6d. in addition to any overtime payment to which they may be entitled.

KNIVES TO BE SUPPLIED.

27. Knives which shall remain the property of the employer shall be supplied under the following conditions to labourers when necessary for the performance of their duties:—

(i) They shall be returned to the employer on termination of the employment or at the end of the season.

(ii) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

RIGHT OF ENTRY.

28. A duly accredited representative of the Australasian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the manager or such other person as may be appointed by the employer.

(b) That he interviews employees only at the place where they are taking their meal.

(c) That not more than one representative visits the premises at any one time.

(d) That not more than one representative visits the same premises more than once in a week; and

(e) That, if any employer allege that a representative is unduly interfering with his business or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

SECTION B.
DROVERS, STOCKMEN, OR PENNERS-UP.

29. **ADULT WORKERS.**
- Men picking up stock at Newmarket Sale Yards—36s. 4½d. plus 6d. war loading (total, 36s. 10½d.), per day.
 - Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—11s. 3⁷/₁₀d. plus 2d. war loading (total, 11s. 5⁷/₁₀d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.
 - Men droving stock from Newmarket Rail Siding to the abattoirs—13s. 4½d. plus 2d. war loading (total 13s. 6½d.), per trip.
 - Men droving stock from Newmarket Sale Yards to the abattoirs—10s. 10¹/₁₀d. plus 2d. war loading (total 11s. 0¹/₁₀d.), per trip.
 - Men droving stock from Newmarket Sale Yards to—
 - (a) Western and Murray, Geelong-road, Brooklyn } 35s. 0½d., plus 6d. war loading
 - (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn } (total, 35s. 6½d.), per trip.
 - (c) Sims Cooper Freezing Works, Newport } 42s. 1½d. plus 6d. war loading
 - } (total 42s. 7½d.), per trip.
 if from Newmarket Rail Siding an extra 2s. 6d.
 - Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—39s. 1½d., plus 6d. war loading (total, 39s. 7½d.), per day, including Saturdays and Sundays.
 - Penners-Up, Checkers, or Counters of live stock—
 - 37s. 0¹/₂₀d. plus 9¹/₈d. war loading (total 37s. 9¹/₂₀d.), per day.
 - All others—
 - 35s. 7½d. plus 7¹/₈d. war loading (total, 36s. 3d.), per day.

30. **JUVENILE WORKERS.**

	Wages per Day.
	s. d.
16 years of age and under 17 years of age	12 5
17 years of age and under 18 years of age	13 0
18 years of age and under 19 years of age	15 6
19 years of age and under 20 years of age	18 8
20 years of age and under 21 years of age	23 7

PROPORTION:—One juvenile worker to every three or fraction of three adult workers.

TIME OF BEGINNING AND ENDING WORK.

31. Monday to Friday Time of Beginning. Time of Ending.
.. .. . 6 a.m. 6 p.m.

OVERTIME.

32. (a) Outside the times of beginning and ending work }
 (b) Within the times of beginning and ending work in excess of 9 hours in any one day or 40 hours } Time and a half.
 in any one week }

NOTE.—Overtime and penalty rates shall be calculated on ordinary rates of pay, excluding war loadings.

SPECIAL RATES.

33. Employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Cup Day, and Butchers' Picnic Day; provided that employees called upon to work on any of the aforementioned days shall be paid for a minimum of four hours' work; provided further that men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works shall not be entitled to double time for work done on Sundays.

ANNUAL LEAVE OF ABSENCE.

34. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.
 (In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)
 (b) For the purpose of this clause, 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piece-work rates of pay as the case may be.

PAYMENT OF WAGES.

35. Wages shall be paid weekly and not later than Friday.

EXPENSES.

36. The employer shall pay all out-of-pocket expenses reasonably and necessarily incurred by the employee whilst on trips to the country for the purpose of lifting stock.

RIGHT OF ENTRY.

37. A duly accredited representative of the Australasian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the manager or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative visits the premises at any one time.
- (d) That not more than one representative visits the same premises more than once in a week; and
- (e) That, if any employer alleges that a representative is unduly interfering with his business or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse right of entry.

ALLOWANCE FOR DOGS.

38. An amount of two shillings per day shall be paid by the employer to each drover, stockman, or penner-up towards the maintenance of the dog or dogs (irrespective of the number) used by each such drover, stockman, or penner-up in the course of his carrying out the job or service required by that employer.

ARTICLES TO BE SUPPLIED.

39. The following are to be supplied by the employer and are to remain his property and if not returned when required shall be paid for by the employee:—

- (a) Muzzles for dogs.
- (b) Raincoats to drovers on outside work, and
- (c) Hurricane lamps, when necessary, to drovers.

PERIODICAL ADJUSTMENT OF WAGES.

40. The wages rates set out in clauses 2 to 8 (inclusive), 29, and 30, 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 from time to time in accordance with the variations in the said basic wage as follows:—

The daily earnings of pieceworkers (except learners) in clauses 2 to 5 inclusive shall be increased or decreased by 2½d. for every 1s. increase or decrease in the basic wage.
All other rates shall be increased or decreased in proportion to the increase or decrease in the basic wage.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 19 0	6 0	6 5 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

41. (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, 1949, the amounts of the Basic Wage shall be as prescribed in clause 40.

(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 the decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 28th April, 1949.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 520]

THURSDAY, JUNE 9.

[1949

Factories and Shops Acts.

DETERMINATION OF THE CHARWORKERS BOARD.

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

(b) On the 9th day of October, 1944, the Charworkers Wages Board, operative over an extended area, was appointed to take the place of the Charworkers Board appointed on the 30th September, 1919, the operative area of which was limited to portion of the State only.

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 (other than persons subject to the jurisdiction of the Boarding Houses Board, of the Hospital and Benevolent Asylum Attendants Board, or of the Hotel and Restaurant Board) employed at office cleaning or general cleaning work of a like character in or about any building in which any process, trade, business, or occupation is carried on for profit," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1949, the last previous Determination of this Board shall be revoked and replaced, by this Determination.

2.

Improvers.	Other Employees.	Within the Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, and Warrnambool, the boroughs of Eaglehawk and Sebastopol and within Mildura and Gippsland Districts.	Elsewhere in Victoria.
MALES.	WAGES.*		
WAGES.	Males.	Per week of 40 hours.	Per week of 40 hours.
		<i>s. d.</i>	<i>s. d.</i>
Under 19 years of age	Office cleaners or general cleaners in charge of—		
19 and under 20 years of age	4 or more office cleaners or general cleaners ..	162 6	159 6
20 years of age	1, 2, or 3 office cleaners or general cleaners ..	151 0	148 0
	Other office cleaners or general cleaners ..	142 0	139 0
PROPORTION.	Females.	Per week of 40 hours.	Per week of 40 hours.
<i>Improvers.</i>		<i>s. d.</i>	<i>s. d.</i>
One male improver to every five male workers receiving not less than 142s. per week of 40 hours.	Office cleaners or general cleaners in charge of—		
	4 or more office cleaners or general cleaners ..	143 6	140 6
	1, 2, or 3 office cleaners or general cleaners ..	132 6	129 6
	Other office cleaners or general cleaners ..	128 6	125 6
FEMALES.			
WAGES.			
		Per week of 40 hours.	Per week of 40 hours.
		<i>s. d.</i>	<i>s. d.</i>
Under 19 years of age		67 6	
19 and under 20 years of age		81 6	
20 years of age		97 6	
PROPORTION.			
<i>Improvers.</i>			
One female improver to every ten female workers receiving not less than 128s. 6d. per week of 40 hours.			

* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel or light.

NOTE.—The employer shall supply all necessary tools and materials free.

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business or occupation is so unskilful that no person shall be taken as an apprentice.

3.		TIMES OF BEGINNING AND ENDING WORK—					
Times of Beginning.		Times of Ending.					
(a) For Males—							
6 a.m.	12 noon on Saturday.
6 a.m.	6 p.m. on the other working days of the week.
(b) For Females—							
6 a.m.	12 noon on Saturday.
6 a.m.	9 p.m. on the other working days of the week.

OVERTIME.

4. That the following rates shall be paid for overtime:—

Outside the hours fixed in clause 3	Time and a quarter except that males shall be paid at the rate of time and a half for all work performed by them on Saturday after 12 noon and females double time for all work performed by them on Saturday after 12 noon.
Within the hours fixed in clause 3, in excess of the number of hours as fixed for a week's work	Time and a half for the first four hours and double time thereafter.

EMPLOYMENT FOR LESS THAN FULL WEEK.

5. (a) MALES.—(i) Male employees ready, willing and available to work a full week if required who are employed during any week for less than the working week of 40 hours, shall be paid for the first 20 hours at the rate of time and a quarter, and for every hour thereafter ordinary time up to but not exceeding the ordinary wages rates for an ordinary week's work.

Provided that any male person who is not engaged for a week who earns a sum in wages equal to the wages of an ordinary week's work may be required by the employer to complete the week's work without further pay, and if such person refuses to do so he shall forfeit his right to any payment for that week unless his refusal is caused by his illness inability or some other sufficient cause beyond his control.

(ii) Male employees not ready, willing and available to work a full week if required, shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(b) FEMALES.—(i) Female employees, who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter.

(ii) Female persons who are employed during any week for more than one-half the maximum number of hours fixed in this Determination as a week's work, but for less than 40 hours shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

ALLOWANCES.

6. (i) If a cleaner is required to clean windows and it is necessary to go wholly outside the window, or climb around an outside column to do such cleaning, and if such cleaning is at a height of more than 10 feet from the ground or verandah, he shall be paid 2d. extra for every such window cleaned unless the outside window or column ledge is more than 24 inches wide, Provided that nothing in this sub-clause shall apply to cleaning from a ladder resting on the ground.

(ii) Where cleaning is done from a ladder, and the height of any portion of the window to be cleaned exceeds 25 feet from the ground, the employee shall be paid 2d. extra for each window so cleaned.

(iii) The amount payable under this clause shall not exceed 2s. per day.

RESTRICTION AS TO CLEANING OF SANITARY CONVENIENCES.

7. No female employee shall be required to clean or attend to any sanitary convenience provided for persons of the male sex.

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* (No. 5111), and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

SICK LEAVE.

9. (a) Any employee, who has been in the service of an employer for not less than three months, shall be entitled, without loss of pay, to six days' sick leave of absence where a six day week is worked or five days where a five day week is worked during each subsequent twelve months' service, provided he or she produces, within 24 hours, evidence satisfactory to his or her employer that such absence was caused by ill-health or by accident.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve or ten days, as the case may be, which shall be the maximum amount of leave to which an employee shall be entitled in any year, without deduction of pay.

PAYMENT FOR HOLIDAYS.

10. (a) Except as hereinafter provided, all employees shall be entitled to the following holidays without deduction of pay:— New Year's Day, Australia Day Anzac Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day.

Provided that the following employees shall not be entitled to payment for such holidays:—

- (i) In any week in which one of such holidays occur—any male employee who has been employed for less than 304 hours.
- (ii) In any week in which two of such holidays occur—any male employee who has been employed for less than 224 hours.

(b) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

SPECIAL RATES.

11. Double time shall be the rate for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

RUBBER GLOVES AND OVERALLS TO BE SUPPLIED.

12. All employees with not less than six weeks' service with the same employer shall be supplied with suitable rubber gloves for the cleaning of sanitary conveniences and overalls free of cost to employees and such gloves and overalls shall remain the property of the employer.

Provided that in the event of an employer not supplying protective clothing as provided herein, the employer shall pay the sum of 2s. per week to the employee: Provided further that where an employee is only engaged for 20 hours per week or less the amount of compensation shall be 1s. per week.

PERIODICAL ADJUSTMENT OF WAGES.

13. 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 (for adults or improvers of either sex) shall be automatically adjusted as prescribed by clause 14.

Basic Wage.

Place.	Needs Basic Wage Adjustable.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 19 0	s. d. 6 0	£ s. d. 6 5 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

14. (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, 1949, the amounts of the basic wage shall be as prescribed in clause 13.

(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.

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

J. V. WILLOX, Secretary

Melbourne, 11th May, 1949.

