



VICTORIA GOVERNMENT GAZETTE.

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WEDNESDAY, FEBRUARY 2.

[1949

Local Government Act 1946.

PROCLAMATION EXTENDING THE OPERATION OF THE UNIFORM BUILDING REGULATIONS.

PROCLAMATION

By His Excellency the Governor of the State of Victoria
and its Dependencies in the Commonwealth of Australia,
&c., &c., &c.

WHEREAS section 900 (2) of the *Local Government Act* 1946 provides, inter alia, that the Governor in Council may, by Proclamation published in the *Government Gazette*, at the request of the council of any municipality (not being a city or town), extend the operation of the Regulations made under Part XLIX. of the Act to the municipal district of such municipality, or any part thereof:

And whereas the Council of the Shire of Gisborne has requested that the operation of the said Regulations be extended to the municipal district of such municipality:

Now, therefore, I, the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, by this, my Proclamation, do hereby extend the operation of the Regulations made under Part XLIX. of the *Local Government Act* 1946 to the municipal district of the Shire of Gisborne, and to the portion of the municipal district of the Shire of Grenville described hereunder:—

All that area of land in the North Riding of the Shire of Grenville which is bounded by a line commencing at the north-east corner of allotment 4, section III., Parish of Cardigan; thence westerly to a point being the north-east corner of allotment 4, section I.; thence by a line bearing south to a point being the south-east corner of allotment 16, section II.; thence south-easterly along the northern boundary of the three-chain road and the parish boundary to the south-east corner of allotment 5, section VIA.; thence northerly along the parish boundary to the north-east corner of allotment 1, section VA.; thence westerly to the south-east corner of allotment 8, section V.; thence northerly to allotment 4, section III., being the commencing point.

And do further provide that the said Regulations (other than those contained in Parts I. and II. of chapter 8 thereof) shall come into operation in the above-mentioned district of the Shire of Gisborne and part of the municipal district of the Shire of Grenville on publication of this

Proclamation in the *Government Gazette*, and that the Regulations contained in the said Parts I. and II. of chapter 8 shall come into operation therein on the ninth day of May, 1949.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this 1st day of February, in the year of our Lord, One thousand nine hundred and forty-nine, and in the thirteenth year of the reign of His Majesty King George VI.

(L.S.)

DUGAN.

By His Excellency's Command,

R. C. GUTHRIE,
for Commissioner of Public Works.
GOD SAVE THE KING!

Land Act 1928.

PROCLAMATIONS OF TOWNSHIP RESCINDED.

PROCLAMATION

By His Excellency the Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

I, THE Governor of the State of Victoria, by and with the advice of the Executive Council of the said State, and in pursuance of the provisions of section 25 of the *Land Act* 1928, do by this my Proclamation hereby annul and rescind the Proclamations made on the 10th day of February, 1885, and the 20th day of January, 1890, and published in the *Victoria Government Gazette* of the 13th day of February, 1885, page 589, and the 24th day of January, 1890, page 285, respectively, defining certain areas of land as a township in the Parish of Birregurra.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this twenty-fifth day of January, in the year of our Lord One thousand nine hundred and forty-nine, and in the thirteenth year of the reign of His Majesty King George VI.

(L.S.)

DUGAN.

By His Excellency's Command,

R. C. GUTHRIE,
Commissioner of Crown Lands and Survey.
GOD SAVE THE KING!

APPOINTMENTS.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has, by Orders made on the 25th day of January, 1949, been pleased to make the under-mentioned appointments, viz.:

DEPARTMENT OF CHIEF SECRETARY.

Acting Registrars of Births and Deaths.

CLYDE WALLACE HODGSON
to be Acting Registrar of Births and Deaths at Bacchus Marsh, to date from 27th December, 1948, during the absence on leave of Albert Robert Willis;

HEATHER BELL DOUGLAS
to be Acting Registrar of Births and Deaths at Bairnsdale, to date from 22nd December, 1948, during the absence on leave of Harry Vivian Holloway;

KATIE DALE
to be Acting Registrar of Births and Deaths at Casterton, to date from 8th November, 1948, during the absence on leave of Victor James Hurley;

JOY ODLUND
to be Acting Registrar of Births and Deaths at Cowes, to date from 20th December, 1948, during the absence on leave of Dudley McAdie;

SYDNEY WENTWORTH WILLIAMSON
to be Acting Registrar of Births and Deaths at Dandenong, to date from 15th November, 1948, during the absence on leave of Ada Elizabeth Pearson;

VIOLET ALLEN
to be Acting Registrar of Births and Deaths at Dromana, to date from 4th October, 1948, during the absence on leave of Vera Elsie Lang;

CLAUDE LAUNCELOT ANDREWS PARROTT
to be Acting Registrar of Births and Deaths at Geelong, to date from 14th October, 1948, during the absence on leave of Clarice Victoria Bennett;

MARION BROWN
to be Acting Registrar of Births and Deaths at Hamilton, to date from 1st October, 1948, during the absence on leave of Annie May Stevens;

MAXWELL JAMES NORMAN CHRISTIE
to be Acting Registrar of Births and Deaths at Heathcote, to date from 24th July, 1948, during the absence on leave of Anthony Ashley Yuille;

DOROTHY MAY TAYLOR
to be Acting Registrar of Births and Deaths at Hopetoun, to date from 29th October, 1948, during the absence on leave of Elsie May DeBaere;

ARTHUR JONES
to be Acting Registrar of Births and Deaths at Inglewood, to date from 27th November, 1948, during the absence on leave of Rose Mary Judge Innes;

ALAN EDWARD SCOTT
to be Acting Registrar of Births and Deaths at Kyneton, to date from 4th October, 1948, during the absence on leave of Donald Harold Gude;

FREDERICK SIMPSON HALL
to be Acting Registrar of Births and Deaths at Kyneton, to date from 25th December, 1948, during the absence on leave of Donald Harold Gude;

ENA PRUDENCE ABSOLOM
to be Acting Registrar of Births and Deaths at Leongatha, to date from 8th October, 1948, during the absence on leave of Charles Lavis Brumley;

EMILY CAROLINE PHILLIPS
to be Acting Registrar of Births and Deaths at Portland, to date from 5th October, 1948, during the absence on leave of Mary Phillips;

ANNIE CHAFFEY
to be Acting Registrar of Births and Deaths at Queenscliff, to date from 16th December, 1948, during the absence on leave of Grace Anne Chaffey; and

MARJORIE WEIR
to be Acting Registrar of Births and Deaths at Werribee, to date from 3rd December, 1948, during the absence on leave of Margaret May Shaw.

Licensing Inspectors.

MORGAN WILLIAM FIELD, Sub-Inspector of Police, pursuant to the provisions of the Licensing Acts, to be a Licensing Inspector for each and every Licensing District in the State of Victoria, from the 3rd January, 1949, vice Albert Joseph Moylan, resigned; and

WILLIAM JAMES SLOAN, Superintendent of Police, pursuant to the provisions of the Licensing Acts, to be a Licensing Inspector for each and every Licensing District in the State of Victoria, from the 13th December, 1948, vice Michael Canny, resigned.

DEPARTMENT OF HEALTH.

Acting Clerk of Mental Hospital.

JAMES WILLIAM HAYES
to be Acting Clerk of the Mental Hospital, Janefield, from the 23rd January, 1949, vice Frank Dixon Mason, on leave.

Government Representative on Hospital Committee.

WILLIAM KEITH OLVER, A.I.C.A., A.C.I.S., L.C.A.,
to be Government Representative on the Committee of Management of the Airlie Maternity Hospital, pursuant to section 48 of the *Hospitals and Charities Act 1948* (No. 5300), vice G. E. Fitzgerald, resigned.

DEPARTMENT OF LAW.

Clerk of Children's Courts.

JOHN EDMOND KEAN
to be also Clerk of the Children's Court at Warracknabeal, Beulah, Hopetoun, and Minyip, in the place of J. L. McArdle, promoted.

Deputy Clerks of the Peace, &c.

JOHN LEONARD MCARDLE
to be also Deputy Clerk of the Peace, Registrar of the County Court, Clerk of Petty Sessions, and Clerk of the Children's Court at Hamilton, and Clerk of Petty Sessions, and Clerk of the Children's Court at Balmoral, Heywood, and Portland, in the place of K. A. McDonald, relieved, and as Deputy Clerk of the Peace, and Registrar of the County Court at Hamilton, to be appointed by virtue of section 92 of the *Juries Act 1928*, to do and perform with respect to the courts at that place, in the place and stead of the Sheriff, all such acts and things as the Sheriff is, by the said Act, authorized or required to do or perform in the place of K. A. McDonald, relieved;

GERALD LEAHY
to be also Clerk of the Children's Court at Nhill, Dimboola, Jeparit, Kaniva, and Rainbow, in the place of C. J. Thompson, promoted;

CYRIL JOHN THOMPSON
to be also Clerk of the Children's Court at Werribee, in the place of D. H. Ward, relieved.

Commissioners for Taking Declarations, &c.

IVAN ALEXANDER HAMPEL, Walpeup,
GEORGE ARTHUR HOCKING, 6 Middle-road, Maribyrnong, and
VERNON THOMPSON TILLEY, 59 Coppin-street, East Malvern,
to be Commissioners for taking Declarations and Affidavits, pursuant to the provisions of Division 8 of Part IV. of the *Evidence Act 1928*, to resign upon removing from the neighbourhood of the addresses stated.

Magistrates.

THOMAS ALBERT HOPKINS, Narracan, and
LESLIE CARL LEHMANN, Sale,
to Keep the Peace in the Eastern Bailiwick of the State of Victoria; and
ALFRED CAROLUS DUFTY, Lorne West,
to Keep the Peace in the Western Bailiwick of the State of Victoria; and
ROBERT ARTHUR NEILSON EDGAR, 5 Mercer-parade, Newtown,
to Keep the Peace in the Southern Bailiwick of the State of Victoria; and
KENNETH LESLIE ORAM MACLEAY, 39 Victoria-avenue, Canterbury,
LEONARD JOHN BRENCHLEY, Garfield,
JACK ALFRED PHILLIPS, Garfield,
WALTER JOHN WILLIAMS, Range-road, Olinda, and
JOHN FRANCIS BOWLEN, 39 Spring-street, Preston,
to Keep the Peace in the Central Bailiwick of the State of Victoria.

Sheriff's Bailiff, &c.

THOMAS VINCENT BRASIER, Sergeant of Police, Echuca,
to be also a Sheriff's Bailiff, and a Bailiff of the County Court, at Bendigo, in the place of H. A. Bridgland, resigned, with fees; and
LEONARD MAURICE BELL, Senior Constable of Police, Tallangatta,
to be also a Sheriff's Bailiff, and a Bailiff of the County Court at Wangaratta, in the place of R. C. L. Witham, resigned, with fees.

Sworn Valuers.

TREVOR TOTTENHAM KNAGGS, Glen Iris Tram Terminus, East Malvern,
JOHN CLARENCE BURNHAM, 400 High-street, Northcote,
to be Sworn Valuers, pursuant to the provisions of section 14 of the *Transfer of Land Act 1928*, for the County of Bourke.

DEPARTMENT OF TREASURER.

Receiver of Revenue (Acting).

DOUGLAS McLEOD STANNISTREET
to act temporarily as Receiver of Revenue, Warrnambool,
during the absence on sick leave of R. L. Paige.

DEPARTMENT OF WATER SUPPLY.

Waterworks Trust Commissioners.

ROBERT SAMUEL GAY
to be a Commissioner of the Bright Waterworks Trust, and
to hold such position during the present term of office of
Ernest MacArthur Munt, as a Councillor for the North
Riding of the Shire of Bright, subject to the provisions of
the Water Acts.

CHARLES WALTER HENDERSON
to be a Commissioner of the Shire of Shepparton Water-
works Trust, and to hold office as such for a period of
four years from the date hereof, subject to the provisions
of the Water Acts.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, 25th January, 1949.

RESIGNATIONS.

HIS Excellency the Governor of the State of Victoria, by
and with the advice of the Executive Council thereof,
has, by Orders made on the 25th day of January, 1949,
accepted the resignations of the persons named hereunder
of the offices mentioned, viz.:—

DEPARTMENT OF LAW.

ATHOL NORMAN FRY, as a Commissioner for taking
Declarations and Affidavits, pursuant to the pro-
visions of the *Evidence Act 1928*.

ROBERT CHARLES LIVINGSTONE WITHAM, as a Sheriff's
Bailliff, and a Bailliff of the County Court at
Wangaratta.

HAROLD ALBERT BRIDGLAND, as a Sheriff's Bailliff, and
a Bailliff of the County Court at Bendigo.

DEPARTMENT OF PREMIER.

BERYL E. M. PHELAN, Shorthand Writer and Typist
(Female), Grade III., as an officer of the Public
Service of Victoria, from and inclusive of the 8th
January, 1949.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, 25th January, 1949.

For Public Service Notices see Contents.

FIRST MILDURA IRRIGATION TRUST.

MILDURA URBAN WATER TRUST.

*Petitions Under the Mildura Irrigation and Water
Trusts Act 1928.*

IN pursuance of the provisions of the *Mildura Irrigation
and Water Trusts Act 1928*, the substance and prayer
of petitions which have been presented to His Excellency
the Governor in Council are published, viz.:—

Petition from petitioners purporting to be the majority
of the ratepayers in the area described in the petition,
such area being described in the Schedule hereto.

Joint petitions from the First Mildura Irrigation Trust
and the Mildura Urban Trust in respect of the above
area.

The petitioners pray that His Excellency the Governor
in Council may be pleased to sever such area from the
district of the First Mildura Irrigation Trust and annex
the said area to the district of the Mildura Urban Water
Trust in accordance with the provisions of the said Act.

Copies of such petitions, together with a plan showing
the area proposed to be severed and annexed, may be
seen at the offices of the Mildura Urban Water Trust,
Deakin-avenue, Mildura.

SCHEDULE.

Part of allotment 20, section 38, block F; part of allot-
ment 10, section 39, block F; parts of allotments 1, 2, and
4, section 41, block F; allotments 1, 2, and 3, and parts
of allotments 11, 12, 13, 14, and 15, section 42, block F;
parts of allotments 11 and 12, section 43, block F, Parish
of Mildura, County of Karkarool.

HENRY E. BOLTE,
Minister of Water Supply.

19th January, 1949.

NOTICE TO MARINERS.

[No. 4 of 1949.]

AUSTRALIA.—VICTORIA.

PORT PHILLIP—SOUTH CHANNEL BUOY RE-ESTABLISHED.
Former Notice.—No. 2 of 1949 hereby cancelled.

Position.—1.58 miles 000 deg. from Point King Trig.
Latitude 38 deg. 20 min. S.; Longitude 144 deg. 45 min. E.
Details.—No. 3 (B) buoy has been re-established.
Charts Affected.—2747, 1171.

Publications.—General Notice to Mariners respecting
navigation in Victorian waters 1942, page 103.

D. S. STEVENSON,
Port Officer.

Ports and Harbors Branch,
Department of Public Works,
Melbourne, C.2, 27th January, 1949.

NOTICE TO MARINERS.

[No. 3 of 1949.]

AUSTRALIA.—VICTORIA.

GIPPSLAND LAKES, MITCHELL RIVER OVERHEAD ELECTRIC
CABLES.

Position.—About 100 yards down stream from the
Bairnsdale Old Wharf.

Details.—Mariners and others are warned that high
and low tension cables span the river at the above posi-
tion, the minimum overhead clearance of wires crossing
the river is 35 feet above summer level.

Publications Affected.—General Notice to Mariners
respecting navigation in Victorian waters, 1942, page 269.

D. S. STEVENSON,
Port Officer.

Ports and Harbors Branch,
Department of Public Works,
Melbourne, C.2, 27th January, 1949.

MARIBYRNONG RIVER.

HENLEY ON THE MARIBYRNONG.

Notice to Boatmen and Others.

BOATMEN and others are hereby notified that Henley
on the Maribyrnong will be held on Saturday, 5th
February, 1949, and that persons in charge of motor and
other boats permitted to be on the river during the day
and night shall observe the following Regulations, viz.:—

Boat races must not be obstructed, nor public safety or
order endangered.

Every motor boat must have a supply of dry sand and
carry a bucket for fire-extinguishing purposes, and no
inflammable oil or spirit shall be exposed. An approved
chemical fire extinguisher shall be carried.

All non-competing boats shall be kept off the course
during the racing programme, and the direction of the
officers in charge of the course must be strictly complied
with.

Passengers on any boat overcrowded or incompetently
managed may be ordered to disembark, and no boat
deemed by the River Officer, or his deputy, to be too large,
or deemed to be offensive, dangerous, unsuitable, or
unsightly, shall remain on the river along the course or
adjacent waters.

No fireworks or firearms are to be discharged from any
boats unless permission of the River Officer or his deputy
has been given for so doing.

After sunset, motor boats shall have a red light exhibited,
and shall not travel faster than two miles per hour.

Motor boats shall not tow any boat.

After sunset, rowing boats shall have a white light
exhibited.

All boats must give way to racing boats going upstream
to the start of the course.

CHAS. J. W. BRIGGS,
Secretary.

Melbourne and Metropolitan Board of Works, 110
Spencer-street, Melbourne, 27th January, 1949.

Transport Regulation Acts.
TRANSPORT REGULATION BOARD.
NOTICES OF PUBLIC HEARINGS.

NOTICE is hereby given that the applications made by the persons named below for licences to operate the commercial goods vehicles on the route or routes, or in a manner set out opposite their names, will be heard at a time and place to be communicated to the parties concerned:—

Name of Applicant; Nature of Application.

- BARNWELL, E. H., 50 Melrose-street, Box Hill; 1 commercial goods vehicle (45 cwt.) for the carriage of own welding equipment and tools of trade required for servicing and repairing of agricultural machinery throughout the State of Victoria.
- DYSON, A. V., Macarthur; 1 commercial goods vehicle (200 cwt.) for the carriage of—(a) general goods within a 20 miles radius of Macarthur, (b) general goods from and to places situate within a 10 miles radius of Macarthur to and from railway towns situate on the railway lines between Warrnambool and Port Fairy, Warrnambool and Hamilton, and Portland and Hamilton, (c) live stock from and to places situate within a 10 miles radius of Macarthur to and from places situate within a 50 miles radius of Macarthur.
- HINGSTON, C. E., 43 Dennis-street, Northcote; 1 commercial goods vehicle (70 cwt.) for the carriage of—(a) furniture throughout the State of Victoria, (b) coursing greyhounds, owners, and trainers to and from speed coursing meetings within the metropolitan area, and to and from meetings at Sandown Park and Gracedale Park.
- KENT, GEORGE (VIC.) PTY. LTD., 127 William-street, Melbourne; 1 commercial goods vehicle (5 cwt.) for the carriage of—(a) own goods in the course of business as "engineers" within a 50 miles radius of Melbourne, (b) own tools of trade and equipment for installing and servicing machinery, viz.:—Industrial instruments, metering equipment, flow meters, temperature recorders, &c.
- KERR, J. E., Streatham; 1 commercial goods vehicle (45 cwt.) for the carriage of—(a) general goods within a 20 miles radius of Streatham, (b) live stock within a 50 miles radius of Streatham, (c) timber and bricks from Ballarat to Streatham, (d) firewood and posts from Linton to Streatham.
- LUEHMAN, A. C., Merino; 1 commercial goods vehicle (100 cwt.) for the carriage of—(a) general goods within a 20 miles radius of Merino, (b) live stock within a 50 miles radius of Merino.
- PATERSON'S PTY. LTD., 152 Bourke-street, Melbourne; 1 commercial goods vehicle (15 cwt.) for the carriage of furniture and furnishings, such goods being the property of the applicants and carried in the course of business within a 50 miles radius of Benalla.
- ROSE, E., 18 Crest-avenue, Balwyn; 1 commercial goods vehicle (15 cwt.) for the carriage of photographs and portraits in the course of business as "art photographers" throughout the State of Victoria.
- TIERNY, J. A., Windermere; 1 commercial goods vehicle (75 cwt.) for the carriage of—(a) general goods within a 20 miles radius of Windermere, (b) baled straw from properties throughout the State of Victoria to nearest or most convenient railway sidings, (c) own straw press throughout the State of Victoria.
- ZMOOD CLOTHING CO., 154 a'Beckett-street, Melbourne; 1 commercial goods vehicle (20 cwt.) for the carriage of—(a) own goods in the course of business as "clothing manufacturers" within a 50 miles radius of Melbourne, (b) raw materials required for the manufacture of clothing from the applicants' factory situate at Melbourne to the decentralized factories of the applicants situate at Bairnsdale and Bruthen, returning to Melbourne with finished and partly-finished articles.

NOTICE is hereby given that the applications made by the persons named below for renewal of licences to operate the commercial goods vehicles in the manner set out hereunder, the numbers of which are also set out in each case, will be heard at a time and place to be communicated to the parties concerned:—

Name and Address; Present Franchise; Licence No.; Date of Expiry.

- ANDERSON, A., Airey's Inlet; general goods within a 20 miles radius of Airey's Inlet; D.3448; 17th October, 1948.
- ROCHE BROS. PTY. LTD., 22 Dynon-road, South Kensington; (a) excavated earth, stone, and other materials throughout the State of Victoria, (b) own plant and equipment throughout the State of Victoria; D.3472; 3rd December, 1948.

TRENFIELD, W. H. S., Gaffney's Creek; general goods from and to Mansfield to and from places between Mansfield and Wood's Point; D.137; 31st December, 1948.

NOTICE is hereby given that the applications made by the persons named below for renewal of licences, with variation, to operate the commercial goods vehicles in the manner set out hereunder, the numbers of which are also set out in each case, will be heard at a time and place to be communicated to the parties concerned:—

Name and Address; Present Rights; Nature of Application; Licence No.; Date of Expiry.

- GILMORE, S. D., Eskdale; (a) general goods within a 20 miles radius of Eskdale, (b) furniture within a 50 miles radius of Eskdale; to delete paragraph (a) and obtain the right to carry general goods within a 30 miles radius of Eskdale; D.1947, D.1948; 1st December, 1948.

NOTICE is hereby given that the applications made by the persons named below for licences to operate the commercial passenger vehicles on the route or routes, or in the manner set out opposite their names, will be heard at a time and place to be communicated to the parties:—

Name of Applicant; Nature of Application.

- BARKER, J., Main-road, Yarra Junction; 1 commercial passenger vehicle, with seating capacity for 7 persons, to operate as follows:—(a) Separate and distinct fares within a 5 miles radius of Yarra Junction, (b) under private hire conditions within a 50 miles radius of Yarra Junction (subject to the cancellation of licence No. B.192, at present held by the applicant).
- CUMMING, A. R., & G. L. ROSS (trading as Inglewood-Maryborough Bus Service), 24 Burns-street, Maryborough; 1 commercial passenger vehicle, with seating capacity for 36 persons, to operate as an additional vehicle between Inglewood and Maryborough.
- DALE, N. C., 24 Avondale-crescent, Morwell; 1 commercial passenger vehicle, with seating capacity for 5 persons, to operate as follows:—(a) Separate and distinct fares within a 5 miles radius of Morwell, (b) under private hire conditions within a 50 miles radius of Morwell.
- DAVEY, J. B. (trading as Panorama Taxi Service), Main-road, Tecoma; 1 commercial passenger vehicle, with seating capacity for 5 persons, to operate as follows:—(a) Separate and distinct fares within a 1 mile radius of Belgrave, (b) under private hire conditions within a 50 miles radius of Yarra Junction (subject to the cancellation of licence No. A.2221, at present held by H. A. Jewell, Belgrave).
- FLORANCE, J. R., Nicholson-street, Orbost; 1 commercial passenger vehicle, with seating capacity for 29 persons, to operate as a stage omnibus between Bairnsdale and Hotel Kosciuszko, N.S.W.
- FLORANCE, J. R., Nicholson-street, Orbost; 1 commercial passenger vehicle, to be purchased, with approximate seating capacity for 12 to 15 persons, to operate as a stage omnibus between Bairnsdale and Nowra, N.S.W.
- GREGORY, C., 2 Westbrook-street, Yallourn; 1 commercial passenger vehicle, with seating capacity for 5 persons, to operate as follows:—(a) Separate and distinct fares within a 5 miles radius of Yallourn, (b) under private hire conditions within a 50 miles radius of Yallourn (subject to the cancellation of licence to be issued to W. E. Graske, Yallourn).
- KNIBB, H. G., 35 Barkly-street, Box Hill; 2 commercial passenger vehicles, to be purchased, with approximate seating capacity for 20 to 23 persons, to operate as a stage omnibus between Ferntree Gully and Melbourne, via Burwood, Toorak, Camberwell, and Bridge roads.
- LESLIE, W., Minyip; 1 commercial passenger vehicle, with seating capacity for 27 persons, to operate for the carriage of school children between Kaniva and Nhili High School, via Miram.
- McKAY, J. R., 21 Smith-crescent, Wangaratta; application for variation of licences Nos. A.1433 and A.1505, to include the ability to operate between Wangaratta and Albury Speed Coursing Ground on Saturdays—depart Wangaratta 6.30 p.m., depart Albury, N.S.W., 11.30 p.m.
- ROBERTS, A. T. A., & R. W. WOOLLEY (trading as Walker's Hire Cars), 257 Charman-road, Cheltenham; 2 commercial passenger vehicles, with seating capacity for 5 persons, to operate as follows:—(a) Separate and distinct fares within a 5 miles radius of Cheltenham Railway Station, (b) under private hire conditions within a 50 miles radius of Cheltenham Railway Station (subject to the cancellation of private hire licences to be issued to the applicants).
- (This replaces applications previously gazetted on 19th January, 1949.)

FLORENCE, J. R., Nicholson-street, Orbost; application for variation of licence No. A.2365, to include the ability to operate day return trips as follows:—(a) From Orbost to Lakes Entrance on Sundays, and Wednesday nights (dance trip), (b) Orbost to Buchan, Marlow, and Sydenham Inlet on Sundays only, (c) Orbost to Bairnsdale, as required.

WILSON, A., Mt. Bainbridge-road, Hamilton; 1 commercial passenger vehicle, to be purchased, with seating capacity for 5 persons, to operate, as follows:—(a) Separate and distinct fares within a 5 miles radius of Hamilton, (b) under private hire conditions within a 50 miles radius of Hamilton.

LOHREY, E. H. J. (trading as Hurstbridge Private Hire Service), Main-road, Hurstbridge; application for variation of licences Nos. A.2432 and A.2356, to include the ability to operate from the corner of Flat Rock-road and Cherry Tree-road to Wattle Glen Railway Station, via Silvan-road.

KNIBB, H. G., 35 Barkly-street, Box Hill; 1 commercial passenger vehicle, with seating capacity for 19 persons, to operate as a substitute vehicle on all licensed routes.

EASTERN ROADLINES PTY. LTD., Tallangatta-road, Wodonga, Victoria; application for variation of all "A" licences, to include the ability to operate the following tours:—

1. Half-day tour from Bright to Porepunkah and the Buckland Valley and return. Fare 6s. 6d.
2. Half-day tour from Bright, via Wandiligong, to the Tawonga Gap. Fare 5s.
3. Day tour from Bright, via Porepunkah, to Mt. Buffalo and return. Fare 10s.
4. Day tour from Bright, via Harrietteville, to Mt. Hotham and return. Fare 10s.
5. From Bright, via the Tawonga Gap, Tawonga, and Mt. Beauty, to Bogong and return (day tour). Fare 15s.

APPPLICATIONS for licences to operate commercial passenger vehicles, with seating capacity for 5 persons, for the carriage of passengers otherwise than at separate and distinct fares for each passenger throughout Victoria:—

RODDEN, F. W., Olinda—to operate from Sassafras (subject to the cancellation of licence No. PH.1275, at present held by R. J. Howe, Sassafras).

GREGORY, C., Yallourn (subject to the cancellation of licence No. PH.1251, at present held by W. E. Graske, Yallourn).

TRANS-OTWAY LTD., Lorne (subject to the cancellation of licence No. PH.546, at present held by Ocean Road Passenger Service Pty. Ltd.).

Notices of any objection should be forwarded to reach the Secretary to the Board not later than Wednesday, 16th February, 1949.

E. V. FIELD,
Secretary.

Exhibition Buildings, Rathdown-street, Carlton, N.3,
1st February, 1949.

DEPARTMENT OF LAW—ATTORNEY-GENERAL. ANNUAL SITTINGS OF LICENSING COURTS—TIMES FOR HOLDING EXTENDED.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof and in pursuance of the provisions of section 87 of the *Licensing Act 1928* (No. 3717), doth by Order made on the 25th day of January, 1949, hereby direct that the times for holding the Annual Sittings of the Licensing Courts for the Licensing Districts set out in the first column of the Schedule below (appointed to be held on the dates indicated) be extended for a period not exceeding two months from the 31st December, 1948.

SCHEDULE.

Licensing District.	Date of Sittings.
Benambra	24th November, 1948
Benalla	26th November, 1948
Polwarth	19th November, 1948

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne the 25th January, 1949.

Stamps Act 1946.

NOTICE.

NOTICE is hereby given that the certificate appearing in *Government Gazette* No. 153, dated 7th August, 1946, that Maxwell West Gold Mine No Liability was engaged solely or principally in the search or mining for gold, is withdrawn as from the 2nd February, 1949.

Dated the 2nd day of February, 1949.

W. E. CAMIER,
Comptroller of Stamps.

Stamps Act 1946.

NOTICE.

NOTICE is hereby given that the certificate appearing in *Government Gazette* No. 1 of 5th January, 1938, that Hogs Reef No Liability was engaged solely or principally in the search or mining for gold, is withdrawn as from the 2nd February, 1949.

Dated the 2nd day of February, 1949.

W. E. CAMIER,
Comptroller of Stamps.

Stamps Act 1946.

NOTICE.

NOTICE is hereby given that the certificate appearing in *Government Gazette* No. 389, dated 30th December, 1937, that certain companies were engaged solely or principally in the search or mining for gold, is withdrawn as from the 2nd February, 1949, in respect to the under-mentioned companies:—

Edna May (W.A.) Amalgamated Gold Mines No Liability.

Sheepshead Gold Mining Company No Liability.

Dated the 28th day of January, 1949.

W. E. CAMIER,
Comptroller of Stamps.

Stamps Act 1946.

NOTICE.

NOTICE is hereby given that the certificate appearing in *Government Gazette* No. 194, dated 15th May, 1940, that South Virginia Extended Mines No Liability was engaged solely or principally in the search or mining for gold, is withdrawn as from the 2nd February, 1949.

Dated the 2nd day of February, 1949.

W. E. CAMIER,
Comptroller of Stamps.

NOTICE.

ADMINISTRATION of the estate of each of the under-mentioned deceased persons has been granted to me, and creditors, next of kin, and all others having claims against the estate of any of the persons so mentioned are required to send particulars of their claims to the Public Trustee, No. 412 Collins-street, Melbourne, on or before the 4th April, 1949, or they will be excluded from the distribution of the estate when the assets are being distributed:—

*BYRNE, LESLIE RICHARD, formerly of the Australian Imperial Force, soldier, but late of 4 Eva-street, Malvern, postal linesman, died 20th May, 1948.

GORDON, WILLIAM HAMILTON, late of 240 Punt-road, South Yarra, store clerk, died 6th October, 1948, intestate.

*HUDSON, FLORA SARAH JANE, late of 3 Victoria-street, Auburn, married woman, died 15th August, 1948.

LEFTWICH, MARY, formerly of 166 Albert-street, Sebastopol, but late of 102 Ascot-street, Ballarat, widow, died 18th October, 1948, intestate.

LETTIS, GEORGE, late of Bowenvale, pensioner, died 5th October, 1948, intestate.

O'BRIEN, JOHN PATRICK, late of 71 Yarra-street, Heidelberg, pensioner, died 21st June, 1935, intestate.

PARKINSON, AMY, late of 36 Lincoln-square, Carlton, pensioner, died 10th October, 1948, intestate.

RADFORD, FRANK HOWARD, also known as Frank Howard, late of Wattle Glen, woodcutter, died 17th November, 1948, intestate.

RICHARDS, JOHN, late of Macksville, New South Wales, Presbyterian minister, died 26th August, 1944, intestate.

TURNER, PETER, late of Royal Park, pensioner, died 10th August, 1948, intestate.

UREN, WILLIAM THOMAS, late of Boort, pensioner, died 12th November, 1948, intestate.

WHITE, ANDREW, late of Dunolly, pensioner, died 4th December, 1948, intestate.

*WOODLEY, HERBERT WILLIAM, formerly of 10 Droop-street, Footscray, but late of Bacchus Marsh, pensioner, died 11th August, 1948.

* According to the provisions of the will.

C. J. GARDNER,
Public Trustee.

Melbourne, 26th January, 1949.

4 GEORGE VI. No. 4755, SECTION 6.

I HEREBY give notice that on the 24th December, 1948, I filed an election to administer the following deceased person's estate, in accordance with section 6 of the *Public Trustee Act 1940*:—

RADFORD, FRANK HOWARD, also known as Frank Howard, late of Wattle Glen, woodcutter, died 17th November, 1948, intestate.

C. J. GARDNER,
Public Trustee.

412 Collins-street, Melbourne, C.1, 26th January, 1949.

4 GEORGE VI. No. 4755, SECTION 6.

I HEREBY give notice that on the 25th January, 1949, I filed elections to administer the following deceased persons' estates, in accordance with section 6 of the *Public Trustee Act 1940*:—

*BYRNE, LESLIE RICHARD, formerly of the Australian Imperial Force, soldier, but late of 4 Eva-street, Malvern, postal linesman, died 20th May, 1948.

GORDON, WILLIAM HAMILTON, late of 240 Punt-road, South Yarra, store clerk, died 6th October, 1948, intestate.

*HUDSON, FLORA SARAH JANE, late of 3 Victoria-street, Auburn, married woman, died 15th August, 1948.

LEFTWICH, MARY, formerly of 166 Albert-street, Sebastopol, but late of 102 Ascot-street, Ballarat, widow, died 18th October, 1948, intestate.

LETTIS, GEORGE, late of Bowenvale, pensioner, died 5th October, 1948, intestate.

O'BRIEN, JOHN PATRICK, late of 71 Yarra-street, Heidelberg, pensioner, died 21st June, 1935, intestate.

PARKINSON, AMY, late of 36 Lincoln-square, Carlton, pensioner, died 10th October, 1948, intestate.

RICHARDS, JOHN, late of Macksville, New South Wales, Presbyterian minister, died 26th August, 1944, intestate.

TURNER, PETER, late of Royal Park, pensioner, died 10th August, 1948, intestate.

UREN, WILLIAM THOMAS, late of Boort, pensioner, died 12th November, 1948, intestate.

WHITE, ANDREW, late of Dunolly, pensioner, died 4th December, 1948, intestate.

*WOODLEY, HERBERT WILLIAM, formerly of 10 Droop-street, Footscray, but late of Bacchus Marsh, pensioner, died 11th August, 1948.

* According to the provisions of the will.

C. J. GARDNER,
Public Trustee.

412 Collins-street, Melbourne, C.1, 26th January, 1949.

MELBOURNE AND METROPOLITAN BOARD OF WORKS.

GENERAL NOTICE.

THE Melbourne and Metropolitan Board of Works, having made sewers for carrying off the sewage from each and every property which, or any part of which, abuts on the streets, or parts of streets, in which such sewers are laid, and which are included within the Sewerage Areas hereinafter described, doth hereby declare that on and after the second day of March, 1949, each and every property which, or any part of which, abuts on the said streets, or parts of streets, shall be deemed to be a sewered property within the meaning of the *Melbourne and Metropolitan Board of Works Act 1928*.

The Sewerage Areas hereinbefore referred to are—

Sewerage Area No. 1,229.

City of Essendon.—Commencing at the intersection of Fawkner-street and Tilba-street; thence south-westerly along Fawkner-street, westerly along Jean-street, northerly and easterly along the western and northern boundaries of lot 95 Jean-street, northerly along the western boundary of lot 94 May-street, easterly along May-street, northerly along the western boundaries of lot 73 May-street and lot 72 Alan-street, easterly along Alan-street, northerly along

the western boundaries of lot 56 Alan-street and lot 55 Caroline-street, easterly along Caroline-street, northerly along the western boundaries of lot 37 Caroline-street and lot 36 Arthur-street, westerly along Arthur-street, northerly along the western boundary of lot 13 Arthur-street, westerly along portion of the southern boundary of lot 12 Ramsay-street, northerly along the western boundary of the said lot 12, easterly along Ramsay-street, northerly along the western boundaries of lot 122 Ramsay-street and lot 98 Doone-street, generally easterly, generally southerly, westerly, and southerly following the boundaries of Sewerage Areas Nos. 723, 1,078, and 899 to the commencing point.

Sewerage Area No. 1,230.

City of Moorabbin.—Commencing at the intersection of Tucker-road and Fromer-street; thence westerly along Fromer-street, southerly along Porter-road, easterly along the southern boundaries of properties on the south side of Marquis-road and a line in continuation to Tucker-road, northerly along Tucker-road to the commencing point.

Further particulars regarding the streets, or parts of streets, in which sewers have been laid may be ascertained on inquiry at the Board's office.

By order of the Board,

CHAS. J. W. BRIGGS,
Secretary.

110 Spencer-street,
Melbourne, C.1, 1st February, 1949.

Farmers' Debts Adjustment Act 1935.

ISSUE OF STAY ORDER.

NOTIFICATION is hereby given that a Stay Order has been issued to the under-mentioned person, such Stay Order to take effect on and from 28th January, 1949.

No.; Name; Address.

4430; Carr, Genevieve (as executrix of the estate of Edward Patrick Carr, deceased); 12 Union-street, Armadale.

W. J. EVANS, Secretary,
Farmers' Debts Adjustment Board.

1st February, 1949.

Local Government Act.

PETITION FOR DECLARATION OF THE BOROUGH OF SHEPPARTON AS A CITY, AND FOR THE ALTERATION OF THE NAMES OF THE NORTH AND SOUTH WARDS THEREOF.

IN pursuance of the provisions of the *Local Government Act 1946*, section 43, the substance and prayer of a petition presented to His Excellency the Governor in Council, in accordance with section 38 of the said Act, are published, viz.:—

The petition of the Mayor, Councillors, and Burgesses of the Municipality of the Borough of Shepparton sheweth that the revenue of the municipality of the Borough of Shepparton for the year ended 30th September, 1948, exceeded the sum of £20,000, as set out in the Statement of Accounts for that year.

The petitioners, therefore, pray that His Excellency the Governor in Council, in the exercise of the powers and authorities contained in section 16, sub-section (12) of the *Local Government Act 1946*, may declare the Municipality of the Borough of Shepparton to be a city.

The petitioners further pray that His Excellency the Governor in Council, in the exercise of the powers and authorities contained in sub-section (13) of the said section, may alter the names of the North and South Wards of the municipal district to Deakin and Wilmot respectively.

J. A. KENNEDY,
Commissioner of Public Works.

Department of Public Works, Local Government Branch,
Melbourne, 14th January, 1949.

Country Fire Authority Act 1944.

COUNTRY FIRE AUTHORITY.

PERMISSION TO HOLD FIRE BRIGADE DEMONSTRATIONS.

IN pursuance with the provisions of section 79 (1) and (2) of the *Country Fire Authority Act 1944*, the Country Fire Authority has granted permission to hold a fire brigade demonstration at Chelsea on Monday, 18th April, 1949.

G. G. SINCLAIR,
Secretary.

13th December, 1948.

CONTRACTS ACCEPTED.—(Series 1948-49.)

Contract No.	Particulars.	Amount.	Name of Contractor.	Charge against Vote or Fund.
1996	GENERAL STORES— Supply of Motor Spirit, Kerosene, etc. in such quantities as may be ordered from 1st February, 1949, to 31st January, 1950	Rates as per annex	The Shell Co. of Australia Ltd.	Contingencies, 1948-49, 1949-50
1997	" " " " " " " "	"	The Vacuum Oil Co. Pty. Ltd.	
1998	" " " " " " " "	"	The Commonwealth Oil Refineries Ltd.	
1999	" " " " " " " "	"	Caltex Oil (Australia) Pty. Ltd.	
2000	" " " " " " " "	"	Atlantic Union Oil Co. Ltd.	

Approved—T. T. HOLLWAY, Treasurer. 27.1.49.

ANNEX TO CONTRACTS NOS. 1948/1996 TO 1948/2000.

Schedule No. 56.

MOTOR SPIRIT, KEROSENE, Etc.

CONTRACT FROM 1ST FEBRUARY, 1949, TO 31ST JANUARY, 1950.

1948/1996.—*The Shell Co. of Australia Ltd.* Security, £1,450.1948/1997.—*The Vacuum Oil Co. Pty. Ltd.* Security, £1,150.1948/1998.—*The Commonwealth Oil Refineries Ltd.* Security, £550.1948/1999.—*Caltex Oil (Australia) Pty. Ltd.* Security, £550.1948/2000.—*Atlantic Union Oil Co. Ltd.* Security, £550.

DISTRIBUTION OF ORDERS.

Orders for supplies of Item 2 are to be issued on the respective contractors as follows :—

The Shell Co. of Australia Ltd.—Public Works Department and Forests Commission as to one-half of requirements.

The Vacuum Oil Co. Pty. Ltd.—Public Works Department as to one-half of requirements.

Atlantic Union Oil Co. Ltd.—Forests Commission as to one-half of requirements.

The Commonwealth Oil Refineries Ltd.—All other Departments.

Orders for supplies of Item 3 are to be issued on the respective contractors as follows :—

The Shell Co. of Australia Ltd.—Police Department, Public Works Department, and Forests Commission as to one-half of requirements; Education Department as to one-third of requirements.

The Vacuum Oil Co. Pty. Ltd.—Police Department, Public Works Department, and Forests Commission as to one-half of requirements; Education Department as to one-third of requirements.

The Commonwealth Oil Refineries Ltd.—Education Department as to one-third of requirements and all other departments.

Orders for supplies of Item 11 are to be issued on the respective contractors as follows :—

The Shell Co. of Australia Ltd.—Forests Commission as to one-half of requirements.

The Vacuum Oil Co. Pty. Ltd.—Forests Commission as to one-half of requirements.

The Commonwealth Oil Refineries Ltd.—All other departments.

The rates shown are F.O.R. Melbourne, and cover delivery within the Metropolitan Free Delivery Area; for supplies outside that area, other than those forwarded on Stores and Transport Consignment Notes, freight differentials in accordance with the Contractors' differential lists are to be added. Contractors to supply copies of current differential lists to departments requiring same.

All rates, including freight differentials, are subject to alteration as authorized by the Prices Decontrol Commissioner.

Tins and cases become the property of the Government. Drums will be charged at—Heavy, £2 10s.; Light, £1 each—to be credited on return.

Officers are required to return drums in good order and condition to the point of delivery within a reasonable time.

In addition to standard grade spirit, alcohol blend will be supplied in bulk, in the declared selling zone which, at present, is approximately within a radius of 10 miles from the G.P.O., Melbourne.

Item No.	Description of Articles.	Rate.	Name of Contractor.
1	Motor Spirit, Standard Grade—in 4-gallon drums .. per drum	£ s. d. 0 11 4	The Shell Co. of Australia Ltd. The Shell Co. of Australia Ltd. The Vacuum Oil Co. Pty. Ltd. The Commonwealth Oil Refineries Ltd. Atlantic Union Oil Co. Ltd.
2	" " " " in 44-gallon drums .. per gal.	0 2 2	
3	" " " " in bulk into bowers .. per gal.	0 2 1	
4	Kerosene, 150 test—in 4-gallon drums .. per drum	0 8 10	
5	" " " in 44-gallon drums .. per gal.	0 1 6½	
6	" Power—in 4-gallon drums .. per drum	0 8 8	Caltex Oil (Australia) Pty. Ltd.
7	" " in 44-gallon drums .. per gal.	0 1 6	
8	" " in bulk into bowers .. per gal.	0 1 6	Atlantic Union Oil Co. Ltd.
9	Diesel Oil—in 44-gallon drums .. per ton	14 3 6	
10	" " in bulk into bowers .. per ton	13 11 6	
11	Distillate—in 44-gallon drums .. per gal.	0 1 4	The Shell Co. of Australia Ltd. The Vacuum Oil Co. Pty. Ltd. The Commonwealth Oil Refineries Ltd.
12	" in bulk into bowers .. per gal.	0 1 4	

CONTRACTS ACCEPTED.—(Series 1948-49.)**GENERAL STORES.**

Gazette No. 708, 16th July, 1948, Schedule No. 17, Belting (Rubber).—Rates for Items Nos. 6, 8, 10, 11, 12, and 13 increased by 20 per cent. for 32-oz. belting and 15 per cent. for 36-oz. belting, as from 17th January, 1949.

Gazette No. 708, 16th July, 1948, Schedule No. 32, Disinfectants.—For Item No. 10 substitute £4 6s. 6d. per dozen, odd lots, £3 12s. 6d. per dozen for 96 tins delivery and £3 4s. 6d. per dozen for 216 tins delivery, as from 6th August, 1948.

Gazette No. 44, 26th January, 1949, Schedule No. 52, Tools (General).—For Item No. 32 substitute £1 9s. each.

W. H. RUTHERFORD, Secretary to the Tender Board.
28.1.49.

ORDERS IN COUNCIL.—(Series 1948-49.)**STATE ELECTRICITY COMMISSION.**

1971. The leasing of shop and residence, Heather-grove, Yallourn, for a period of five years.—T. W. McAree.

1972. The supply of 345 tons of reinforcing steel, to Quotation No. 3507.—Collin and Co. Pty. Ltd.

1973. The supply of single-phase A.C. kilowatt-hour meters, for a period of twelve months, to Specification No. 48-49/53.—Electricity Meter Manufacturing Co. Pty. Ltd.

1974. The supply of 2,000 single-phase A.C. kilowatt-hour meters, to Specification No. 48-49/53.—Warburton Franki (Melb.) Ltd.

1975. The supply of 500 reconditioned tubular steel stretchers, Yallourn, to Quotation No. 2786.—Barry Brown.

1976. The supply of 50 tons of bitumen, Yallourn, to Quotation No. 2215.—The Shell Co. of Australia Ltd.

1977. The supply of one 10-ton hand-operated winch, Kiewa Hydro-Electric Scheme, to Quotation No. 4129A.—Production Equipment Pty. Ltd.

1978. The supply of two second-hand Ruston excavators equipped with dragline, shovel, crowd shovel, and skimmer, Kiewa Hydro-Electric Scheme, to Quotation No. 3551.—Air Power Ltd.

1979. The supply of five second-hand Ford 3-ton trucks, Kiewa Hydro-Electric Scheme.—Commonwealth Disposals Commission.

1980. The printing and supply of 10,000 copies of publication *Three Decades*.—Hutchinson and Co. (Publishers) Ltd.

1981. The supply of 1,160,167 super. feet of hardwood logs.—Tawonga Timbers Pty. Ltd.

1982. The supply of 280 yards of white canvas and 24 white duck tarpaulins, Kiewa Hydro-Electric Scheme, to Quotation No. 2758.—Evan Evans Pty. Ltd.

1983. The supply of one set of 6,600 volt sub-station switchgear and accessories, to Specification No. 47-48/196.—Wilson Electric Transformer Co. Pty. Ltd.

1984. The supply of three sets of 6,600 volt sub-station switchgear and accessories, to Specification No. 47-48/196.—British General Electric Co. Pty. Ltd.

1985. The extensions to Yallourn Hotel, to Specification No. 48-49/103.—K. G. Hooker and Co.

1986. The supply of copper conductors, jointing sleeves and trolley wire, for a period of twelve months, to Specification No. 48-49/76.—British Insulated Callender's Cables Ltd.

1987. The supply of 810 tons of flat mild steel, Morwell Project, to Quotation No. 3011.—The Broken Hill Pty. Co. Ltd.

1988. The supply of 1,000 tons of assorted steel sections, Morwell Project, to Quotation No. 2495.—The Broken Hill Pty. Co. Ltd.

1989. The supply of galvanized bolts, nuts, screws, insulator pins, and washers, for a period of twelve months, to Specification No. 48-49/34.—McPherson's Ltd.

1990. The supply of 24 reconditioned Allis-Chalmers tractors, Kiewa Hydro-Electric Scheme.—Greenham Plant Disposals Ltd.

1991. The supply of 8,000 feet of fibrolite pipes, complete with rubber rings, Yallourn, to Quotation No. 2581.—James Hardie and Co. Pty. Ltd.

1992. The supply of 4,320 porcelain lamp holders, to Quotation No. 3008.—Australian General Electric Pty. Ltd.

1993. The supply of assorted bolts, nuts, and cap screws, to Quotation No. 1871.—West Footscray Engineering Works Pty. Ltd.

1994. The supply of two replacement engines for Allis-Chalmers tractors, Yallourn, to Quotation Nos. 1622 and 1622A.—Tutt Bryant (Vic.) Pty. Ltd.

1995. The supply of spare parts for fuel injector equipment to suit International TD. 18 tractors, to Quotation No. 1892.—Pyrox Ltd.

Approved by the Governor in Council, 25th January, 1949.—A. MAHLSTEDT, Acting Clerk of the Executive Council.

THE CONSTITUTION ACT AMENDMENT ACTS.

At the Executive Council Chamber, Melbourne, the twenty-fifth day of January, 1949.

PRESENT:

His Excellency the Governor of Victoria.	
Mr. Kennedy	Brigadier Tovell.
Mr. Bolte	

APPOINTMENT OF A POLLING PLACE FOR THE BENDIGO PROVINCE.

IN pursuance of the provisions contained in The Constitution Act Amendment Acts, His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby appoint

BENDIGO EAST

as a Polling Place within and for the Barkly Division of the Bendigo Province.

And the Honorable William Watt Leggett, His Majesty's Chief Secretary for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

DEPARTMENT OF LANDS AND SURVEY.

At the Executive Council Chamber, Melbourne, the twenty-fifth day of January, 1949.

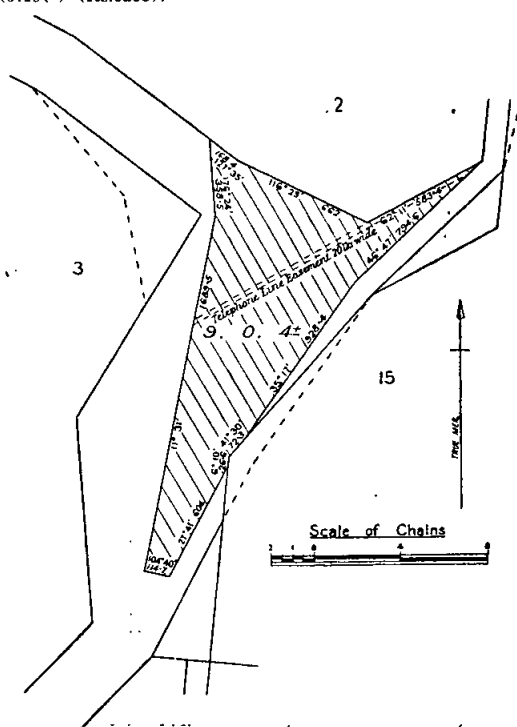
PRESENT:

His Excellency the Governor of Victoria.	
Mr. Kennedy	Brigadier Tovell.
Mr. Bolte	

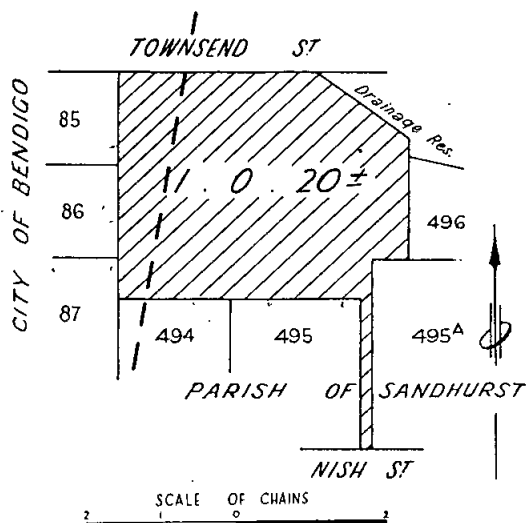
LANDS TEMPORARILY RESERVED FROM SALE.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby, in pursuance of the provisions of the *Land Act 1928*, reserve, *temporarily*, and also except from occupation for mining purposes under any miner's right, the lands hereinafter described:—

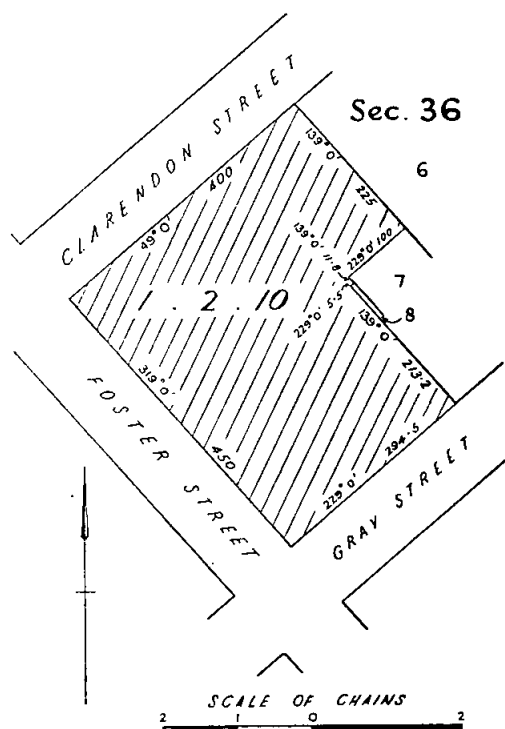
JEPARIT.—Site for Educational purposes, 9 acres 0 roods 4 perches, more or less, Parish of Jeparit, County of Borung, as indicated by hachure on plan hereunder.—(J.40(s) (Rs.6299).



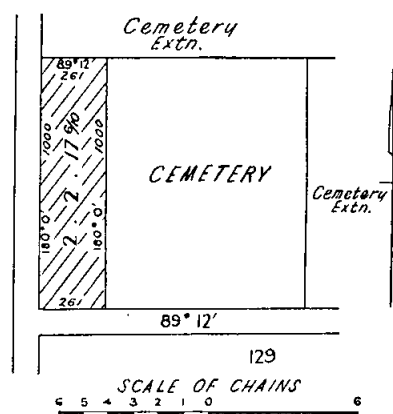
BENDIGO.—Site for Public Recreation (Swimming Pool), 1 acre 0 roods 20 perches, more or less, City of Bendigo and Parish of Sandhurst, County of Bendigo, as indicated by hachure on plan hereunder.—(S.371⁽²⁰⁾) (S.372⁽²⁰⁾) (Rs.6299).



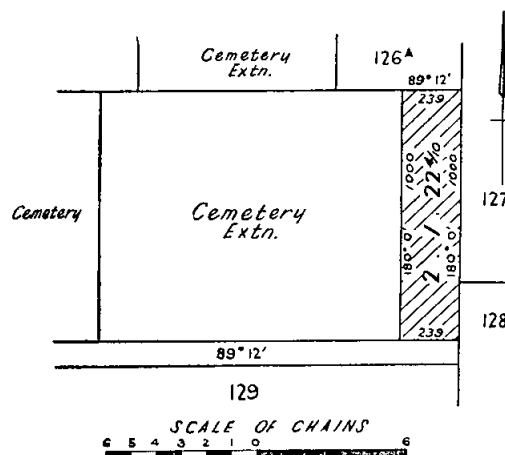
HAMILTON (TOWN).—Site for Hospital purposes, 1 acre 2 roods 10 perches, Town of Hamilton, Parish of North Hamilton, County of Dundas, as indicated by hachure on plan hereunder.—(H.45⁽²⁾) (Rs.6321).



BYLANDS.—Site for a Cemetery, in addition to and adjoining the area set apart therefor, 2 acres 2 roods 17 6/10 perches, Parish of Bylands, County of Dalhousie, as indicated by hachure on plan hereunder.—(B.563⁽²⁾) (Rs.4921).



BYLANDS.—Site for a Cemetery, in addition to and adjoining the site temporarily reserved therefor by Order in Council of the 3rd June, 1861, 2 acres 1 rood 22 4/10 perches, Parish of Bylands, County of Dalhousie, as indicated by hachure on plan hereunder.—(B.563⁽²⁾) (Rs.4921).



And the Honorable Rutherford Campbell Guthrie, His Majesty's Commissioner of Crown Lands and Survey for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

DEPARTMENT OF LANDS AND SURVEY.

At the Executive Council Chamber, Melbourne, the
twenty-fifth day of January, 1949.

PRESENT:

His Excellency the Governor of Victoria.
Mr. Kennedy | Brigadier Tovell.
Mr. Bolte |

REVOCATION OF TEMPORARY RESERVATIONS OF
LANDS BY ORDERS IN COUNCIL.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby, in pursuance of the provisions of the Land Act 1928, revoke the temporary reservations of the lands by Orders in Council hereinafter referred to, viz.:

DAYLESFORD.—Order in Council of 6th July, 1885, of 7 acres of land in the municipal district of Daylesford, as a site for a Dynamite Magazine, so far only as regards

the portion thereof comprised within the boundaries published in the *Government Gazette* of 22nd December, 1948, and containing 1 rood 20 perches.—(W.64425.)

MURCHISON.—Order in Council of 27th October, 1911, of 2 roods 3 perches of land in the Town of Murchison, as a site for a State School.—(C.82768.)

And the Honorable Rutherford Campbell Guthrie, His Majesty's Commissioner of Crown Lands and Survey for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

HOSPITALS AND CHARITIES ACT 1948 (No. 5300).

At the Executive Council Chamber, Melbourne, the twenty-fifth day of January, 1949.

PRESENT:

His Excellency the Governor of Victoria.	
Mr. Kennedy	Brigadier Tovell.
Mr. Bolte	

COBRAM DISTRICT HOSPITAL.

WHEREAS a petition signed by not less than twenty-five contributors to the Cobram District Hospital (an institution capable of incorporation under the *Hospitals and Charities Act 1948* (No. 5300)), and praying that the said hospital be incorporated, has been forwarded to the Hospitals and Charities Commission in accordance with the provisions of section 46 of the said Act: And whereas the substance of the prayer of the said petition has been published in the *Government Gazette*, and no counter petition has been lodged with the Hospitals and Charities Commission within one month after the date of such publication: Now therefore His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth by this present Order declare the contributors for the time being to the hospital aforesaid to be a body corporate by the name of the Cobram District Hospital.

And the Honorable Charles Percival Gartside, His Majesty's Minister of Health for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

RUSHWORTH WATERWORKS TRUST.

At the Executive Council Chamber, Melbourne, the twenty-fifth day of January, 1949.

PRESENT:

His Excellency the Governor of Victoria.	
Mr. Kennedy	Brigadier Tovell.
Mr. Bolte	

ADDITIONAL LOAN OF £500.

UNDER the powers conferred by the Water Acts and all other powers enabling him in that behalf, His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council of the said State, doth hereby grant an additional loan of Five hundred pounds (£500) to the Rushworth Waterworks Trust for improvements to reticulation, as set forth in the detailed statement bearing the date of 19th January, 1949, and verified under the seal of the State Rivers and Water Supply Commission.

The loan hereby granted shall be subject to the provisions of the Water Acts.

And the Honorable Henry Edward Bolte, His Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

RIDDELL'S CREEK WATERWORKS TRUST.

At the Executive Council Chamber, Melbourne, the twenty-fifth day of January, 1949.

PRESENT:

His Excellency the Governor of Victoria.	
Mr. Kennedy	Brigadier Tovell.
Mr. Bolte	

ADDITIONAL LOAN OF £3,000.

UNDER the powers conferred by the Water Acts and all other powers enabling him in that behalf, His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council of the said State, doth hereby grant an additional loan of Three thousand pounds (£3,000) to the Riddell's Creek Waterworks Trust for reconstruction of main pipe line and reticulation and installation of meters, as set forth in the detailed statement bearing the date of 14th January, 1949, and verified under the seal of the State Rivers and Water Supply Commission.

The loan hereby granted shall be subject to the provisions of the Water Acts.

And the Honorable Henry Edward Bolte, His Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

ELECTRIC LIGHT AND POWER ACT 1928 AND STATE ELECTRICITY COMMISSION ACTS.

At the Executive Council Chamber, Melbourne, the twenty-fifth day of January, 1949.

PRESENT:

His Excellency the Governor of Victoria.	
Mr. Kennedy	Brigadier Tovell.
Mr. Bolte	

THE UNDERBOOL ELECTRIC LIGHTING ORDER No. 220, 1933—AMENDMENT TO TARIFF.

WHEREAS, on the 14th August, 1933, A. J. Gloster, of Underbool, was granted an Order under the *Electric Light and Power Act 1928*, cited as The Underbool Electric Lighting Order No. 220, 1933 (hereinafter called "the said Order"), to supply electricity to the Township of Underbool within the area contained within the one half-mile radius of a circle having its centre at the Post Office, Underbool, for a period of twenty years commencing on the 14th day of August, 1933: And whereas approval has previously been granted to the aforesaid A. J. Gloster to vary the rates set forth in the Fourth Schedule annexed to the said Order: And whereas the said A. J. Gloster has made further application to have an amendment made to the Fourth Schedule annexed to the said Order to vary the rates set forth as the charges which may be charged for electricity supplied for purposes other than lighting: Now, therefore, His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, acting pursuant to the provisions of section 13 of the *Electric Light and Power Act 1928*, doth hereby vary the charges which may be charged for electricity supplied for purposes other than lighting, by substituting the following charges for those set forth in section 1 of the Fourth Schedule for electricity supplied for purposes other than lighting:—

SECTION 1.

For electricity supplied for purposes other than lighting 9d. per unit.

And the foregoing amendment shall apply as from the first day of February, 1949.

And the Honorable Wilfred Selwyn Kent Hughes, His Majesty's Minister in Charge of Electrical Undertakings for the State of Victoria, shall give the necessary direction herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

MOTOR OMNIBUS ACT 1928 (No. 3742).

At the Executive Council Chamber, Melbourne, the twenty-fifth day of January, 1949.

PRESENT:

His Excellency the Governor of Victoria.	
Mr. Kennedy	Brigadier Tovell.
Mr. Bolte	

AMENDMENT OF PRESCRIPTION OF METROPOLITAN MOTOR OMNIBUS ROUTE No. 103A (Oakleigh-East Malvern).

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the powers conferred by the *Motor Omnibus Act 1928* (No. 3742), doth by this Order amend, as set out hereunder, the prescription of a certain route, viz., No. 103A, within the metropolitan area, along which motor omnibuses for which "regular service" licences are granted may ply for hire viz.:—

Under the heading "Maximum Number of Motor Omnibuses which may be licensed on Route", amend "2" to read "3".

Licensing Authority.—Pursuant to the provisions of section 15 (1) (c) of the said Act (No. 3742), the Governor in Council by the Order confers upon the Licensing Authority full power and authority for the carrying into effect by the said Licensing Authority of the foregoing provisions of this Order.

And the Honorable James Arthur Kennedy, His Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

CO-OPERATIVE HOUSING SOCIETIES ACTS.

At the Executive Council Chamber, Melbourne, the twenty-fifth day of January, 1949.

PRESENT:

His Excellency the Governor of Victoria.	
Mr. Kennedy	Brigadier Tovell.
Mr. Bolte	

ORDER CONSTITUTING A CO-OPERATIVE HOUSING ADVISORY COMMITTEE AND APPOINTING THE MEMBERS THEREOF.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the provisions of the Co-operative Housing Societies Acts and all other powers him thereunto enabling, doth hereby—

- (1) constitute a Co-operative Housing Advisory Committee consisting of four members, and
- (2) appoint the following persons to be Members of such committee:—

- (a) The Registrar of Co-operative Housing Societies who shall be Chairman of the said committee;
- (b) An officer of the Treasury of Victoria, nominated from time to time by the Treasurer of Victoria (whether generally or in respect of any particular meeting);
- (c) William Francis Nunan, LL.B., who is hereby appointed to be a member of the said committee for a period of two years; and
- (d) Kenneth Gordon McIntyre, M.A., LL.B., being a person whose name has been selected from a panel of the names of not less than three persons submitted to the Minister by the governing body of the Federation of Co-operative Housing Societies of Victoria, the said Kenneth Gordon McIntyre, M.A., LL.B., to be a member of the aforesaid committee for a period of two years.

And the Honorable Thomas Tuke Hollway, His Majesty's Treasurer for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

COUNTRY ROADS BOARD.

At the Executive Council Chamber, Melbourne, the twenty-fifth day of January, 1949.

PRESENT:

His Excellency the Governor of Victoria.	
Mr. Kennedy	Brigadier Tovell.
Mr. Bolte	

ORDER APPROVING OF A NEW MAIN ROAD IN THE CITY OF PRESTON.

WHEREAS the Country Roads Board constituted under the *Country Roads Act 1928* (No. 3662) has represented to His Excellency the Governor in Council that it appears to it desirable that the new Bell-street, in the City of Preston should be made by the said Board: And whereas the said Board in accordance with the requirements of section 19 of the said cited Act has caused to be prepared a map plan and estimate showing the points between which and on and through what land the said new road is proposed to be made and the cost of acquiring the land and constructing the said new road: And whereas on an inspection of the said map and plan and a consideration of the said estimate His Excellency the Governor in Council is satisfied that there are funds legally available for acquiring the land and constructing the said new road: Now therefore be it known by this present Order that His Excellency the Governor of the State of Victoria with the advice of the Executive Council thereof doth hereby approve of the said road being made, that is to say:—

All that piece of land in the Parish of Jika Jika, the boundaries of which are as follow:—Commencing at the intersection of the east side of O'Keefe-street and the north side of Bell-street, and being part of Crown portion 145 of the said parish; thence by lines bearing respectively 359 deg. 14 min. 52 feet, 89 deg. 50 min. 568 ft. 5 in., 90 deg. 4 min. 1,417 ft. 2 in., 90 deg. 0 min. 3,082 ft. 7½ in., 101 deg. 58 min. 172 ft. 7½ in., 268 deg. 57 min. 938 ft. 3¼ in., 269 deg. 59 min. 20 sec. 1,689 ft. 7 in., 270 deg. 5 min. 556 ft. 10 in., 270 deg. 5 min. 30 sec. 1,633 ft. 1 in., 179 deg. 26 min. 5¼ in., and 269 deg. 47 min. 30 sec. 418 ft. 4 in. to the point of commencement—which said piece of land is particularly delineated and shown coloured red on survey plan No. 4994, lodged in the office of the Country Roads Board.

And the Honorable James Arthur Kennedy, His Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

COUNTRY ROADS BOARD.

At the Executive Council Chamber, Melbourne, the twenty-fifth day of January, 1949.

PRESENT:

His Excellency the Governor of Victoria.	
Mr. Kennedy	Brigadier Tovell.
Mr. Bolte	

DECLARATION OF THE WOODS POINT ROAD IN THE SHIRE OF UPPER YARRA.

WHEREAS by the Resolution set out below and dated the thirteenth day of December, One thousand nine hundred and forty-eight, the Country Roads Board incorporated under the *Country Roads Act 1928* (No. 3662) being of opinion that the highway in the State of Victoria set out or described in the Schedule to the same is of sufficient importance to be a main road and acting under the powers in that behalf conferred upon it by the said Act declared such highway to be a main road within the meaning and for the purposes of the Act aforesaid: And whereas the said Act amongst other things provides that the Governor in Council may by Order published in the *Government Gazette* confirm such Resolution whereupon any road mentioned in such Resolution shall be a main road; And whereas it is deemed desirable to confirm the Resolution so made and passed by the said Country Roads Board: Now therefore His Excellency the Governor of the State of Victoria by and with the advice of the Executive Council thereof doth hereby confirm such resolution and declare upon the publication of this Order in the *Government Gazette* the road mentioned in the Schedule to such Resolution of the Country Roads Board a main road within the meaning and for the purposes of the *Country Roads Act 1928*.

Declaration of a Main Road under the Country Roads Act.

The Country Roads Board incorporated under the *Country Roads Act 1928* (No. 3662) at a meeting now holden being of opinion that the highway within the State of Victoria set out or described in the Schedule hereunder written is of sufficient importance to be a main road acting under the powers conferred upon it by the said Act doth by this Resolution hereby declare such highway to be a main road within the meaning and for the purposes of the said *Country Roads Act 1928*.

SCHEDULE.

Shire of Upper Yarra.

4. *Woods Point-road* (16904).—Commencing at its junction with the Warburton-road at a point on the northern boundary of allotment 16, Parish of Warburton, distant 241 deg. 56 min. 328 links from the northern angle of the said allotment; thence south-easterly through the said allotment to the eastern boundary thereof; thence south-easterly and generally north-easterly to a point on the southern boundary of allotment 17a of the said parish, distant 59 deg. 26 min. 80 links from the south-western angle of the said allotment; thence north-westerly and north-easterly through that allotment to the western boundary thereof (S.P. 1566); thence north-easterly to the northern boundary of allotment 17c of the said parish; thence north-easterly and easterly through the said allotment to a point on the said northern boundary, distant 300 deg. 55 min. 1,882 links from the north-eastern angle of the allotment last named (S.P. 4062); thence south-easterly and generally north-easterly to the north-western angle of allotment 22 of the said parish; thence north-easterly to the south-eastern angle of lot 22 on plan of subdivision numbered 11734, lodged in the Office of Titles, and being part of allotment 25 of the said parish; thence generally northerly through the said lot and lot 32 on the said plan of subdivision to the northern angle of the lot last named (S.P. 3294); thence generally north-easterly, northerly and generally north-easterly to the south-western angle of allotment 42 of the said parish; thence easterly and north-easterly to the Melbourne and Metropolitan Board of Works Bridge over the Yarra River near the confluence of the O'Shannassy and Yarra rivers, between allotments 42b and 44a, Parish of Warburton.

NOTE.—Portion of the above description is in lieu of portion of the description of the Warburton-road published in the *Government Gazette* of the 5th November, 1913, on page 4812.

The common seal of the Country Roads Board was hereto affixed at Melbourne, this thirteenth day of December, One thousand nine hundred and forty-eight, in the presence of—

(SEAL) W. L. DALE, Chairman.
F. M. CORRIGAN, Member.
R. JANSEN, Secretary.

And the Honorable James Arthur Kennedy, His Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

COUNTRY ROADS BOARD.

At the Executive Council Chamber, Melbourne, the twenty-fifth day of January, 1949.

PRESENT:

His Excellency the Governor of Victoria.
Mr. Kennedy | Brigadier Tovell.
Mr. Bolte |

ORDER APPROVING OF A DEVIATION FROM A MAIN ROAD IN THE SHIRE OF UPPER YARRA.

WHEREAS the Country Roads Board constituted under the *Country Roads Act 1928* (No. 3662) has represented to His Excellency the Governor in Council that it appears to it desirable that the deviation hereinafter referred to from the existing Warburton-road in the Shire of Upper Yarra (declared to be a main road under the said Act which declaration was confirmed by the Order in Council published in the *Government Gazette* of the 5th November, 1913, on page 4812) should be made by the said Board: And whereas the said Board in accordance with the requirements of section 19 of the said cited Act

has caused to be prepared a map plan and estimate showing the points between which and on and through what land the said deviation is proposed to be made and the cost of acquiring the land and constructing the said deviation: And whereas on an inspection of the said map and plan and a consideration of the said estimate His Excellency the Governor in Council is satisfied that there are funds legally available for acquiring the land and constructing the said deviation: Now therefore be it known by this present Order that His Excellency the Governor of the State of Victoria with the advice of the Executive Council thereof doth hereby approve of the said road being made, that is to say:—

All those pieces of land in the Parish of Warburton, the boundaries of which are as follow:—

- (a) Commencing at a point on the south-western boundary of allotment 7a of the said parish, distant 321 deg. 7 min. 239.6 links from the south-western angle of that allotment; thence by lines bearing respectively 321 deg. 7 min. 231.4 links, 357 deg. 36 min. 156.2 links, and 155 deg. 42 min. 368.9 links to the point of commencement.
- (b) Commencing at a point in allotment 7 of the said parish, distant 177 deg. 36 min. 366.4 links and 43 deg. 4 min. 77.7 links from the north-western angle of that allotment; thence by lines bearing respectively 196 deg. 51 min. 168.3 links, 357 deg. 36 min. 104.3 links and 43 deg. 4 min. 77.7 links to the point of commencement.
- (c) Commencing at the south-western angle of lot 40 on plan of subdivision numbered 6456, lodged in the Office of Titles, and being part of allotment 4 of the said parish; thence by lines bearing respectively 268 deg. 41 min. 77.6 links, 25 deg. 4 min. 776.6 links, 21 deg. 5 min. 532.2 links, 16 deg. 59 min. 1088.5 links, 16 deg. 4 min. 567.9 links, 194 deg. 24 min. 370 links, 173 deg. 30 min. 232 links, 196 deg. 59 min. 1,077.4 links, 201 deg. 5 min. 539.3 links, 205 deg. 4 min. 730.5 links, and 268 deg. 41 min. 34 links to the point of commencement—

which said pieces of land are particularly delineated and shown coloured red and blue on survey plan numbered 4941, lodged in the office of the Country Roads Board.

And the Honorable James Arthur Kennedy, His Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

FACTORIES AND SHOPS ACTS.

At the Executive Council Chamber, Melbourne, the twenty-fifth day of January, 1949.

PRESENT:

His Excellency the Governor of Victoria.
Mr. Kennedy | Brigadier Tovell.
Mr. Bolte |

A DEVICE KNOWN AS THE "TEMPO" PRESSURE COOKER EXEMPTED FROM CERTAIN PROVISIONS OF THE FACTORIES AND SHOPS ACTS.

BY virtue of the powers conferred by section 57 of the *Factories and Shops Act 1928*, His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth by this Order exempt from the operation of Division 16 of Part III. of the *Factories and Shops Act 1928*, the class of steam boiler known as the "Tempo" Pressure Cooker, when manufactured in accordance with the specifications and sample lodged with the Chief Inspector of Factories by the Myer Emporium Limited, of 314-336 Bourke-street, Melbourne, and Richard Foot (Australia) Proprietary Limited, of 89 Elizabeth-street, Sydney, until a further Order is made.

And the Honorable Allan Elliott McDonald, His Majesty's Minister of Labour for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

FACTORIES AND SHOPS ACTS.

At the Executive Council Chamber, Melbourne, the first day of February, 1949.

PRESENT:

His Excellency the Governor of Victoria.
Colonel Kent Hughes | Brigadier Tovell.

RESCISSION OF EXEMPTION FROM SATURDAY HALF-HOLIDAY AND REGULATION OF CERTAIN SHOPS WITHIN THE TOWNSHIP OF MARYSVILLE IN THE SHIRE OF HEALESVILLE.

UNDER the powers in that behalf conferred by the Factories and Shops Acts, His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, upon a petition signed by a majority of all the shopkeepers (exclusive of hawkers and pedlars) keeping shops within the Township of Marysville, in the municipal district of the Shire of Healesville, of the particular classes to be affected, doth hereby revoke the Regulations made on the fourteenth day of September, 1915, directing that all shops (except shops for the sale of fresh uncooked meat, hairdressers' shops, and shops of the classes or kinds mentioned in the Fourth Schedule to the Factories and Shops Act 1915), within the Township of Marysville within the municipal district of the Shire of Healesville, shall be exempted from the Saturday half-holiday and fixing the closing hours of all such shops on Saturdays, Fridays, and Wednesdays.

And the Honorable Allan Elliott McDonald, His Majesty's Minister of Labour for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

FACTORIES AND SHOPS ACTS.

At the Executive Council Chamber, Melbourne, the first day of February, 1949.

PRESENT:

His Excellency the Governor of Victoria.
Colonel Kent Hughes | Brigadier Tovell.

RESCISSION OF EXEMPTION FROM SATURDAY HALF-HOLIDAY AND REGULATION OF SHOPS FOR THE SALE OF FRESH UNCOOKED MEAT WITHIN THE TOWNSHIP OF MARYSVILLE IN THE SHIRE OF HEALESVILLE.

UNDER the powers in that behalf conferred by the Factories and Shops Acts, His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, upon a petition signed by all the shopkeepers (exclusive of hawkers and pedlars) keeping shops within the Township of Marysville, in the municipal district of the Shire of Healesville, doth hereby revoke the Regulations made on the fourteenth day of September, 1915, directing that all shops for the sale of fresh uncooked meat within the Township of Marysville within the municipal district of the Shire of Healesville, shall be exempted from the Saturday half-holiday, and fixing the closing hours of such shops on Saturdays, Fridays and Wednesdays.

And the Honorable Allan Elliott McDonald, His Majesty's Minister of Labour for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

APPROACHING LAND SALES.

SALES of Crown lands, in fee-simple, will be held at the under-mentioned places and dates. viz.:-

	No. of Gazette
Apollo Bay.—Wednesday, 23rd February, 1949	44
Bairnsdale.—Thursday, 17th February, 1949	36
Foster.—Thursday, 10th February, 1949	34
Orbost.—Thursday, 3rd February, 1949	1219
Melbourne.—Wednesday, 16th February, 1949	36

SALE OF RIGHT TO LEASE.

Melbourne.—Wednesday, 16th February, 1949	36
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LAND AVAILABLE UNDER THE SOLDIER SETTLEMENT ACTS.

NOTIFICATION is hereby given in accordance with section 16 of the Soldier Settlement Act 1946, that the under-mentioned lots are available or are about to become available for settlement.

Any discharged soldier who has applied to the Commission on or before the 2nd day of February, 1949, for classification in the required class or classes of primary production for which the lots are made available and whose application has not been finalised, or any discharged soldier who has been classified as suitable in such class or classes of primary production, may apply on the proper form for settlement on any lot or lots, indicating, where he applies in respect of more than one lot, his order of preference therefor.

Application forms, plans, and further particulars may be obtained from the Enquiry Branch, Soldier Settlement Commission, State Public Offices, Melbourne, at which office completed applications for settlement should be lodged on or before the 28th February, 1949.

E. SINGLETON,
Secretary.

Soldier Settlement Commission,
Melbourne, 28th January, 1949.

SCHEDULE OF ALLOTMENTS.

SUBDIVISION OF "SUMMERHILL" ESTATE (INCLUDING PORTION OF "BUNKER HILL" ESTATE)

PARISH OF KALKALLO.—COUNTY OF BOURKE.

Suitable for Grazing (Sheep) and Mixed Farming.

Lot Number on Plan of Subdivision.	Approximate Area in Acres (Subject to Survey).
1	572
2	524
3	407
4	505
5	668

SUBDIVISION OF AGRICULTURAL COLLEGE RESERVE AND PORTION OF "NAUGHTIN'S" ESTATE.

PARISH OF ESTCOURT.—COUNTY OF BOGONG.

Suitable for Grazing (Sheep) and Cereal Growing.

Lot Number on Plan of Subdivision.	Approximate Area in Acres (Subject to Survey).
1	895
2	820
3	894
4	950

PUBLIC HEARINGS BY PERSONS APPOINTED UNDER THE 34TH SECTION OF THE LAND ACT 1923.

NOTICE is hereby given that at the times and places mentioned in the Schedule hereunder, applications for leases and licences under the Land Acts, objections to such applications, objections to proposed proclamations, alterations, additions, diminutions, revocations, or unions of commons, and reasons against forfeiture of any leases or licences under the Land Acts deemed liable to forfeiture, will be publicly heard by the persons whose names are set opposite such places respectively in such Schedule, being persons appointed by me, the responsible Minister of the Crown administering the Land Acts, to hear the same and report thereon in writing to me.

R. C. GUTHRIE,
Commissioner of Crown Lands and Survey, and
President of the Board of Land and Works.
Department of Lands and Survey,
Melbourne, 2nd February, 1949.

SCHEDULE.

COURT HOUSE, CORRYONG, Thursday, 17th February, 1949, at 10 a.m., C. A. Gourlay, Land Officer.
LAND OFFICE, MARYBOROUGH, Friday, 18th February, 1949, at 10.30 a.m., R. E. Lawes, Land Officer.

PROPOSED REVOCATIONS OF TEMPORARY
RESERVATIONS OF LANDS BY ORDERS IN COUNCIL.

IN pursuance of the provisions of the *Land Act* 1928, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservations of lands by Orders in Council hereunder referred to, viz.:—

The following Notices were published 1° on the 19th January, 1949, pursuant to Orders of the 11th January, 1949.

AMHERST (MOUNT GREENOCK).—The temporary reservation by Order in Council of the 12th May, 1873, of 1 acre of land, being part of allotment 3, section 10, Parish of Amherst (Mount Greenock), as a site for State School purposes, is about to be revoked.—(A.28⁽¹⁷⁾) (C.87593).

ENSAY.—The temporary reservation by Order in Council of the 13th July, 1920, of 4 acres 2 roods 37 perches of land in the Parish of Ensay as a site for a State School, is about to be revoked.—(E.114⁽⁴⁾) (Rs.2170).

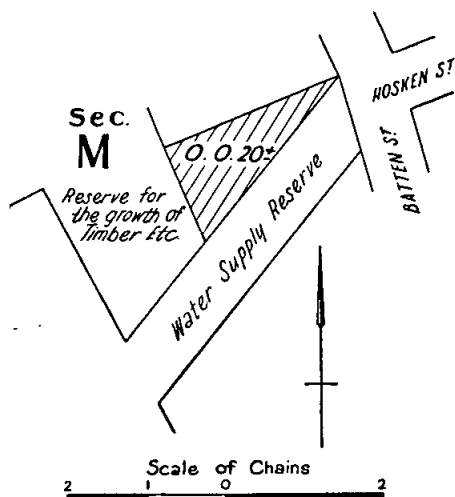
MURRUNGOWAR.—The temporary reservation by Order in Council of the 18th March, 1912, of 1 acre 2 roods of land in the Parish of Murrungowar, as a site for a State School, is about to be revoked.—(M.539⁽⁵⁾) (C.73800).

BENDIGO.—The temporary reservation as a site for a Cricket Ground and other purposes of Public Recreation, and the withholding from sale, leasing, and licensing, by Order in Council of the 5th March, 1883, of 4 acres 1 rood 35 perches of land in section L in the City of Sandhurst (now Bendigo), is about to be revoked.—(S.372⁽²⁵⁾) (Rs.5074).

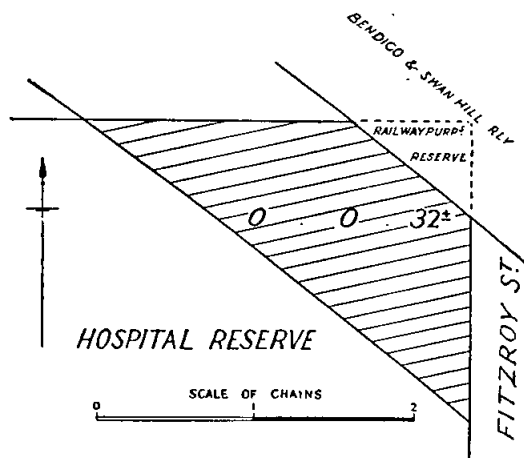
SARSFIELD.—The temporary reservation, by Order in Council of the 30th January, 1894 (see *Government Gazette* of the 2nd February, 1894, page 629), of 52 acres 2 roods of land in the Township of Sarsfield as a site for Camping and Watering purposes, is about to be revoked.—(S.245⁽¹⁾) (86/129).

RUSHWORTH.—The temporary reservation, by Order in Council of the 12th June, 1893, of 146 acres of land in the Town of Rushworth and Parish of Moora as a site for Railway purposes revoked as to part by Order in Council of the 12th September, 1938, is about to be further revoked as regards the balance thereof, containing 143 acres 1 rood 20 perches.—(M.183⁽³⁾), R.47⁽⁶⁾), (C.82228).

SANDHURST.—The temporary reservation, by Order in Council of the 13th August, 1946, of 272 acres, more or less, of land in the Parish of Sandhurst as a site for the Growth of Timber for the purpose of the Manufacture or Production of Eucalyptus Oil, is about to be revoked so far only as regards the portion containing 20 perches, more or less, indicated by hachure on plan hereunder.—(S.371⁽¹⁷⁾) (Rs.5844).



KERANG.—The temporary reservation, by Order in Council of the 22nd January, 1889, of 36 perches of land in the Town of Kerang as a site for Railway purposes, is about to be revoked so far only as regards the portion containing 32 perches, more or less, indicated by hachure on plan hereunder.—K.19⁽⁵⁾) (Rs.6258).



R. C. GUTHRIE,
Commissioner of Crown Lands and Survey.

PROPOSED REVOCATION OF TEMPORARY
RESERVATION OF LAND BY ORDER IN COUNCIL.

IN pursuance of the provisions of the *Land Act* 1928, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservation of land by Order in Council hereunder referred to, viz.:—

The following Notice was published 1° on the 26th January, 1949, pursuant to Order of the 18th January, 1949.

TOWAN.—The temporary reservation, by Order in Council of the 16th June, 1930, of 106 acres 1 rood 20 perches of land in the Parish of Towan, as a site for Public Recreation and Sports Ground, is about to be revoked.—(T.287⁽³⁾) (Rs.4015).

R. C. GUTHRIE,
Commissioner of Crown Lands and Survey.

PROPOSED REVOCATION OF TEMPORARY
RESERVATIONS OF LANDS BY ORDERS IN COUNCIL.

IN pursuance of the provisions of the *Land Act* 1928, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservations of lands by Orders in Council hereunder referred to, viz.:—

The following Notices were published 1° on the 2nd February, 1949, pursuant to Orders of the 25th January, 1949.

CRANBOURNE (TOWN).—The temporary reservation as a site for Market and Cattle Yards, by Orders in Council of 9th June, 1873, 28th November, 1887, and 26th August, 1889, of 2 acres 3 roods 37 perches of land in the Town of Cranbourne, is about to be revoked.—(C.329⁽³⁾) (Rs.1909).

CRANBOURNE (TOWN).—The temporary reservation as a site for a Shire Hall, by Order in Council of the 18th July, 1924, of 1 rood 27 4/10 perches of land in the Town of Cranbourne, is about to be revoked.—(C.329⁽³⁾) (Rs.1910).

R. C. GUTHRIE,
Commissioner of Crown Lands and Survey.

Land Act 1928.

LEASES UNDER THE LAND ACTS 1915 AND 1928 DECLARED VOID.

NOTICE is hereby given that the Leases mentioned in the Schedule hereunder have been declared void by the Governor in Council for the reason specified in each case.

District.	Corr. No.	Name of Lessee.	Section of Land Act under which Leased.	Parish.	Allotment.	Area.	Class.	Annual Rental.	Reasons for Voiding.
						A. R. P.		£ s. d.	
Ballarat ..	743/44	Eric Martin Nester	44	Warrambine	38A, section 13	11 0 35	2nd	1 0 0	Non-compliance with conditions
Castlemaine	168/44	Bridget Monica McLinden	44	Castlemaine	44 section C	15 2 14	2nd	1 0 0	Non-compliance with conditions
Bairnsdale ..	193/44	Ivan Llewelyn Smith	44	Orbost East	48B section C	356 1 35	3rd	4 9 3	Non-compliance with conditions

R. C. GUTHRIE,
Commissioner of Crown Lands and Survey.

Department of Lands and Survey,
Melbourne, 26th January, 1949.

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Land Act 1928.

LEASE SURRENDERED.

NOTICE is hereby given that the Governor in Council has accepted the surrender of the Lease mentioned in the Schedule hereunder for the reason specified.

District.	Corr. No.	Name.	Section of Land Act under which Leased.	Parish.	Allotment.	Area.	Class.	Reason.
						A. R. P.		
Omco ..	88/44.81	Michael John Pendergast	44	Thorkidaan ..	5A	636 3 21	3rd	New lease to issue

R. C. GUTHRIE,
Commissioner of Crown Lands and Survey.

Department of Lands and Survey,
Melbourne, 26th January, 1949.

TENDERS.

TENDERS will be received at this office until **TEN A.M.** on the days and for the purposes under mentioned.

Particulars may be learnt at this Office and also at places shown in parenthesis.

W.O. means Inspector of Works Office; P.S.—Police Station; T.S.—Technical School; H.E.S.—Higher Elementary School; S.S.—State School; H.S.—High School; P.D.—Preliminary deposit; F.D.—Final deposit.

The Board of Land and Works will not necessarily accept the lowest or any tender.

8th February, 1949.

Benalla.—Repairs and renovations, school and residence, S.S. No. 31. (W.O., Benalla, Wangaratta; P.S., Seymour.) P.D., £10. F.D., 2 per cent.

Boisdale.—Erection of senior wing, Consolidated School. (W.O., Bairnsdale; P.S., Rosedale, Sale.) P.D., £50. F.D., 2 per cent.

Box Hill.—Adaptation of two (2) Army huts, T.S. P.D., £15. F.D., 2 per cent.

Eldorado.—Repairs and painting, school and residence, S.S. No. 246. (W.O., Wangaratta; P.S., Beechworth.) Deposit, £3.

Foster.—Repairs and painting, Court House. (W.O., Korumburra; Court House, Foster.) P.D., £10. F.D., 2 per cent.

Glenrowan.—Repairs and painting, residence, S.S. No. 1742. (W.O., Benalla, Wangaratta.) P.D., £3. F.D., 2 per cent.

Greensborough.—Erection and completion of a new timber residence, office, detached laundry, &c., P.S. (P.S., Greensborough.) P.D., £15. F.D., 2 per cent.

Kaniva.—Central heating to junior wing, Consolidated School. (W.O., Horsham; P.S., Kaniva.) P.D., £10. F.D., 2 per cent.

Loch.—Fencing, S.S. No. 2912. (W.O., Korumburra; P.S., Nyora.) Deposit, £3.

Melbourne.—Installation of improved electric lighting, Public Service Board, State Offices. P.D., £3. F.D., 2 per cent.

Melbourne.—Supply and installation of central heating, radiators, and piping, Department of Agriculture, Parliament-place. P.D., £20. F.D., 2 per cent.

Melbourne.—Provision of storage space for oil, Government Printing Office. P.D., £5. F.D., 2 per cent.

Modella.—Repairs, painting, new storeroom, wood shed, &c., S.S. No. 3456. (P.S., Dandenong, Warragul.) Deposit, £10.

Pirron Yallock.—Painting and repairs, S.S. No. 1242. (W.O., Geelong, Warrnambool; P.S., Camperdown, Colac.) P.D., £5. F.D., 2 per cent.

Portland.—New windows, glazed screens and doors, and renovations, S.S. No. 489. (W.O., Hamilton; P.S., Heywood, Port Fairy, Portland.) P.D., £5. F.D., 2 per cent.

Preston.—Purchase and removal of residence at 59 Cramer-street, T.S. P.D., £20. F.D., full amount of purchase money.

Preston West.—Purchase and removal of shed, S.S. No. 3885. Deposit, £5.

Swift's Creek.—Repairs and painting, S.S. No. 1460. (W.O., Bairnsdale; P.S., Ormeo, Sale.) P.D., £10. F.D., 2 per cent.

Seymour.—Supply and installation of electric hot-water service, teacher's residence, H.S. (P.S., Seymour.) P.D., £2. F.D., 2 per cent.

Trafalgar.—Repairs and painting, school and residence, S.S. No. 2185. (W.O., Bairnsdale; P.S., Moe, Morwell, Warragul.) P.D., £10. F.D., 2 per cent.

Warracknabeal.—Repairs, renovations and painting, S.S. No. 1334. (W.O., Horsham; P.S., Hopetoun, Nhill.) P.D., £10. F.D., 2 per cent.

Yea.—Erection of tank stands, new blackboard, general repairs and external painting, &c., S.S. No. 699. (P.S., Kilmore, Seymour.) P.D., £5. F.D., 2 per cent.

15th February, 1949.

Bairnsdale.—Erection of brick veneer residence for Divisional Engineer, Country Roads Board. (W.O., Bairnsdale; P.S., Orbost, Sale, Traralgon.) P.D., £20. F.D., 2 per cent. (Amended specification.)

Beechworth.—Supply and installation of milking machine and equipment at dairy, Mental Hospital. P.D., £4. F.D., 2 per cent.

Broadford.—Supply and installation of electric hot-water system, P.S. (P.S., Broadford.) Deposit, £2.

Castlemaine.—Renewal and repairs to fencing, S.S. No. 119. (W.O., Bendigo, Kyneton; P.S., Daylesford, Macedon; S.S., Castlemaine.) Deposit, £4.

Castlemaine.—Replacement of eastern boundary fence, H.S. (W.O., Bendigo, Kyneton; P.S., Daylesford, Macedon; H.S., Castlemaine.) Deposit, £2.

Cobram.—Additions, repairs, and painting, school and residence, S.S. No. 2881. (W.O., Bendigo, Shepparton; P.S., Echuca, Numurkah, Yarrawonga.) P.D., £5. F.D., 2 per cent.

Coburg.—Supply only of one (1) 8-in. all-gear head motorized lathe, Pentridge. P.D., £10. F.D., 2 per cent.

Clunes.—Repairs, external and internal renovations and painting, P.S. (W.O., Ballarat; P.S., Clunes, Creswick.) P.D., £5. F.D., 2 per cent.

Dunrobin.—Repairs and painting, new out-offices and tank stands, S.S. No. 3777. (W.O., Hamilton.) P.D., £10. F.D., 2 per cent.

Dhurringile.—Erection of new teacher's residence, S.S. No. 3944. (W.O., Shepparton; P.S., Elmore, Nagambie, Numurkah, Tongala; S.S., Dhurringile.) P.D., £15. F.D., 2 per cent.

Dookie.—Erection of new paling fence, S.S. No. 1527. (W.O., Shepparton; P.S., Kyabram, Tatura; S.S., Dookie.) Deposit, £3.

Garfield.—Erection of timber residence, office and woodshed, P.S. (P.S., Dandenong, Drouin, Garfield, Warragul.) P.D., £15. F.D., 2 per cent.

Inglewood.—Renewals and repairs to fencing, S.S. No. 1052. (W.O., Bendigo; P.S., Raywood, Wedderburn; S.S., Inglewood.) Deposit, £3.

Kangaroo Flat.—Renewals and repairs to boundary fences, S.S. No. 981. (W.O., Bendigo; P.S., Castlemaine, Inglewood; S.S., Kangaroo Flat.) Deposit, £3.

Kew.—Additional sanitary facilities, Mental Hospital. P.D., £20. F.D., 2 per cent.

Kew.—Repairs, &c., Gardener's Cottage, Mental Hospital. P.D., £5. F.D., 2 per cent. (Amended specification.)

Lilydale.—Conversion of 60-ft. Army hut into two (2) classrooms, H.E.S. (P.S., Lilydale.) P.D., £15. F.D., 2 per cent.

Marnoo East.—Repairs and painting, new porch, blackboard, and chimney, S.S. No. 2951. (W.O., Ararat, Horsham; P.S., Rupanyup.) Deposit, £4.

Melbourne.—Sound-proofing, Aeronautical School, Technical College. Deposit, £10.

Melbourne.—Supply and installation of fume extraction system to serveries, Parliament House. P.D., £4. F.D., 2 per cent.

Mont Park.—Provision of laundry facilities at Men's Hostel, Mental Hospital. Deposit, £4.

Nathalia.—Repairs and painting to S.S., H.E.S., and teacher's residence, S.S. No. 2060. (W.O., Shepparton; P.S., Nathalia; S.S., Nathalia.) P.D., £10. F.D., 2 per cent.

Newry.—Repairs and painting, residence, S.S. No. 2074. (W.O., Bairnsdale; P.S., Heyfield, Maffra.) P.D., £4. F.D., 2 per cent.

Preston.—Purchase and removal of residence at 63 Cramer-street, T.S. P.D., £20. F.D., full amount of purchase money.

Princes Hill.—Renovations, S.S. No. 2955. P.D., £15. F.D., 2 per cent.

Royal Park.—Installation of power points in Nurses' Bedrooms, Mental Hospital. P.D., £5. F.D., 2 per cent.

Royal Park.—Supply and installation of kitchen equipment, Mental Hospital. P.D., £15. F.D., 2 per cent.

South Yarra.—Renovations, Melbourne Boys' H.S. P.D., £15. F.D., 2 per cent.

Sunbury.—Repairs and renewals to airing courts, female wards Nos. 1 and 2, and male wards Nos. 1 and 2, and cyclone-type fencing, Mental Hospital. (W.O., Kyneton; P.S., Castlemaine, Macedon, Sunbury.) P.D., £5. F.D., 2 per cent.

Tongala.—Erection of timber residence, Soldier Settlement Commission. (W.O., Bendigo, Shepparton; P.S., Echuca, Tongala.) P.D., £15. F.D., 2 per cent.

Wandocka.—Provision of new sky-lights and new paling fence, S.S. No. 4168. (W.O., Bairnsdale; P.S., Sale, Traralgon.) Deposit, £4.

Wonga Park.—Painting and repairs and new classroom, S.S., No. 3241. (P.S., Lilydale.) P.D., £15. F.D., 2 per cent.

22nd February, 1949.

Ballarat.—Erection and completion of Infectious Diseases and Tuberculosis Block, Ballarat and District Base Hospital. (W.O., Ballarat, Geelong; Ballarat and District Base Hospital, Ballarat.) P.D., £50. F.D., 2 per cent. (Quantities available.)

Ballarat.—Removal and re-erection of Lecture Hall, and purchase and removal of two buildings, on site of proposed Infectious Diseases and Tuberculosis Block, Ballarat and District Base Hospital. (W.O., Ballarat, Geelong; Ballarat and District Base Hospital, Ballarat.) Deposit, £5.

Bairnsdale.—Provision of new out-offices, T.S. (W.O., Bairnsdale.) P.D., £5. F.D., 2 per cent.

Barnawartha.—Erection of new verandah, repairs and painting, and new tanks, S.S. No. 1489. (W.O., Wangaratta; P.S., Wodonga; S.S., Barnawartha.) P.D., £10. F.D., 2 per cent.

Chiltern.—Repairs and painting, school and residence, S.S. No. 327. (W.O., Wangaratta; P.S., Wodonga; S.S., Chiltern.) P.D., £10. F.D., 2 per cent.

Tenders to be addressed to the Honorable the Commissioner of Public Works, and envelope containing tender marked "Tender for due ."

J. A. KENNEDY,
Commissioner of Public Works.

Melbourne, 1st February, 1949.

PUBLIC SERVICE NOTICES.

PUBLIC SERVICE OF VICTORIA.—VACANCIES.

APPPLICATIONS will be received by the Public Service Board up to Wednesday, the 16th February, 1949, from persons employed in the Public Service of Victoria, who are eligible and qualified, for appointment to the under-mentioned positions:—

ADMINISTRATIVE DIVISION.

Clerk, Class "C," Mass X-Ray Survey Section, General Health Branch, Department of Health.

Yearly Salary.—£449, minimum; £501, maximum.

Duties.—Under the Supervisor of Mass X-Ray Surveys, to be in charge of the records and staff of the section, and to conduct correspondence.

Qualifications.—Experience in correspondence and records, and control of staff.

PROFESSIONAL DIVISION.

Divisional Engineer, Classes "A" and "A1," Department of Water Supply.

Yearly Salary.—£1,000, minimum; £1,150, maximum.

Duties.—To supervise the work of an Irrigation Division, which will include the construction, operation, and maintenance of all works for rural and urban water supply, irrigation, and drainage controlled by the Commission in the Districts within an Irrigation Division; to report on proposed extensions of works in such Districts, and investigate proposals to augment supplies.

Qualifications.—To possess a degree or diploma, or other recognized qualification, in Civil Engineering, and to hold qualification as Engineer of Water Supply in accordance with the provisions of the Water Act; to have administrative ability, extensive experience in the development and administration of Irrigation and Water Supply Districts, including design, construction, and maintenance of irrigation works, as well as a good knowledge of the Commission's Irrigation Districts and the water distribution problems associated with their supply. A thorough knowledge of the Water Act is essential.

Chief Engineer, Class "B1," Department of State Forests.

Yearly Salary.—£748, minimum; £800, maximum.

Duties.—To supervise the Engineering Branch of the Department; to advise the Commission on all technical and practical aspects related to location of forest roads, tramways, water storages, and other works of a forests engineering character; to be responsible for determination of design, purchase, and maintenance of engineering equipment.

Qualifications.—To be the holder of a University degree in Civil Engineering or a certificate of qualification issued by the Municipal Engineers' Board, or a recognized equivalent.

Mechanical Engineer, Class "B1," Department of Water Supply.

Yearly Salary.—£748, minimum; £800, maximum.

Duties.—To be responsible for the administration, operation, and maintenance of the pumping and power stations at Red Cliffs, and to supervise operation of Merbein Pumping Station as required.

Qualifications.—To possess a University degree or diploma in Mechanical Engineering, or a First Class Engineer's Certificate issued by the Board of Trade; to have had extensive technical and practical experience in the supervision, operation, and maintenance of large mechanical and electrical plant, including steam generation and the production and transmission of electric power, a thorough knowledge of the operation and maintenance of water-tube boilers, turbo-alternators, steam turbine and motor-driven centrifugal pumps and crude-oil engines, and experience in administration, including the control of staff.

No. 67.—712/49.—2

TECHNICAL AND GENERAL DIVISION.

Shorthand Writer and Typist (Female), Grade IV., Office of the Chief Commissioner of Police, Department of Chief Secretary.

Yearly Salary.—£273, minimum; £325, maximum.

Duties.—To carry out duties as stenographer in the Chief Commissioner's Office, and to take shorthand notes of interviews, conferences, &c.

Qualifications.—To be a Licensed Shorthand Writer and competent Typist, with ability to transcribe verbatim reports, and to prepare accurate précis of notes taken at conferences, &c.

(This advertisement is inserted in lieu of that for a Shorthand Writer and Typist (Female), Grade IV., Office of the Chief Commissioner of Police, Department of Chief Secretary, appearing on page 477 of the *Government Gazette* of the 26th January, 1949.)

NOTE.—In addition to the salary rates quoted, a cost of living adjustment (£90 a year for adult males and £60 a year for adult females), which varies in accordance with the rise or fall in the index number of the cost of living, is payable.

By order,

E. F. FITZGIBBON,
Secretary.

Office of the Public Service Board,
Melbourne, 1st February, 1949.

PUBLIC SERVICE OF VICTORIA.—VACANCIES.

TEMPORARY APPOINTMENT.

APPPLICATIONS will be received by the Public Service Board up to Wednesday, the 16th February, 1949, from persons, who are qualified, for appointment to the under-mentioned positions:—

Field Officer, Housing Commission, Department of Treasurer. (Two vacancies.)

Yearly Salary.—£436, minimum; £475, maximum.

Duties.—To act as Field Officers and maintain daily contact with clerks of works and contractor's foremen on the various projects, and to maintain close personal liaison with officers of service authorities, with a view to the elimination of delays.

Qualifications.—To have initiative and be capable of conducting interviews and preparing reports. Experience in the activities of public undertakings is desirable.

Draughtsman, Grade II., Housing Commission, Department of Treasurer.

Yearly Salary.—£436, minimum; £475, maximum.

Duties.—To interpret field reports and to prepare and post record plans indicating progress of utility services and house construction on Commission projects; to continuously advise Field Officers of necessary progress action to eliminate delays in construction of services; to prepare graphs for presentation to Commission.

Qualifications.—To be a competent and experienced draughtsman.

NOTE.—In addition to the salary rates quoted, a cost of living adjustment (£90 a year), which varies in accordance with the rise or fall in the index number of the cost of living, is payable.

By order,

E. F. FITZGIBBON,
Secretary.

Office of the Public Service Board,
Melbourne, 1st February, 1949.

PUBLIC SERVICE (PUBLIC SERVICE BOARD) REGULATION 36A—RECLASSIFICATION.

THE Public Service Board has raised the classification of the under-mentioned offices as shown, and the permanent Heads of the Departments have recommended the officers named for appointment.

Office and Present Classification.	Revised Classification.	Duties.	Qualifications.	Officer Recommended for Appointment.		
				Name.	Classification.	Date of Classification.
PROFESSIONAL DIVISION.						
DEPARTMENT OF LANDS AND SURVEY.						
Survey Branch.						
Draughtsman, Class "C" (two positions)	Class "C1"	To compile maps and plans for reproduction, to draw plans from surveyors' field notes and perform general survey draughting work as required	To be a competent survey draughtsman with a knowledge of the computations necessary for compiling maps and plans and of the departmental procedure and requirements in connexion therewith	Hurrey, S. P.	Draughtsman, 3rd Sub-division Class "C"	1-2-48
				Fulton, R. B.	Draughtsman, 3rd sub-division Class "C"	1-2-48
Draughtsman, Class "C"	Class "C1"	To examine and report on surveyors' plans and field notes, to prepare certified plans and certificates of adjustment and perform general survey draughting work as required	To be a competent computer with a thorough knowledge of survey practice and procedure and requirements of the Department in connexion with surveys	Whitehead, G. S.	Draughtsman, 3rd Sub-division Class "C"	1-2-48
DEPARTMENT OF WATER SUPPLY.						
Draughtsman, Class "D"	Class "C"	To prepare plans, sketches, and reports required for the control of diversions from the River Murray and to carry out inspections of lands along other streams controlled by the Commission	To be a competent draughtsman and to possess an intimate knowledge of the Water Acts particularly the Sections relating to licences to divert water	Cannell, W. D.	Draughtsman, 7th Sub-division Class "D"	5-10-48

Appeals against such recommendations should be lodged with the Secretary to the Public Service Board not later than Saturday, the 12th February, 1949.

Office of the Public Service Board,
Melbourne, 1st February, 1949.

By order,
E. F. FITZGIBBON,
Secretary.

PRIVATE ADVERTISEMENTS.**THE BALLARAT SEWERAGE AUTHORITY.**

PURSUANT to section 115 (2) of *Sewerage Districts Act* 1928 (No. 3772), notice is hereby given of the intention to extend submains and reticulation in portion of area bounded approximately by Walker, Ligar, and Norman streets, and the Gnarr Creek channel, more particularly as shown on map, and map thereof is open for inspection at this office between the hours of 9 a.m. and 4 p.m., Mondays to Fridays inclusive.

C. H. CLAMP, Secretary.

Water and Sewerage Offices, Ballarat, 21st January, 1949. 7406

Sewerage Districts Acts.**PROPOSED SEWERAGE AUTHORITY.**

NOTICE is hereby given that the Borough of Port Fairy has made application to the Honorable the Minister of Water Supply for the constitution of a sewerage authority and for the proclamation of a sewerage district at Port Fairy, and for the construction, maintenance, and continuance of sewerage works within that district under the provisions of the *Sewerage Districts Acts*.

A general plan and description of the proposed works have been submitted with the application, and copies of same may be seen at Town Hall, Port Fairy.

Dated at Port Fairy the 10th day of November, 1948.
7393 G. J. MACKLEY, Secretary.

CITY OF NUNAWADING.

NOTICE is hereby given that Eric James Charles has been appointed Ranger for this municipality, in lieu of Frank William Robinson Vernon, resigned.

A. ROY CHARLESWORTH, Town Clerk.
28th January, 1949. 7411

CITY OF NUNAWADING.

WHEREAS the Council of the City of Nunawading deems it expedient to execute the following works and undertakings, namely, the providing of all that piece of land described in the Schedule hereto as a municipal storeyard, and the construction of certain buildings and facilities thereon for that purpose: And whereas the said council has caused to be prepared specifications, maps, plans, sections, and elevations showing such municipal storeyard and the buildings and facilities prepared to be constructed on the said land and on and through what lands the same are proposed to be placed and extended, and the names of the owners or reputed owners, lessees or reputed lessees, and the occupiers thereof, as far as such names can be ascertained by the said council: And whereas such specifications, maps, plans, sections, and elevations are deposited at the office of the said council in Whitehorse-road, Nunawading, and are and shall be open for inspection by all persons interested at all reasonable hours for the space of 40 clear days after publication of this notice in the *Government Gazette*: Now notice is hereby given to all persons affected by the proposed work and undertaking and they are hereby called upon to set forth, in writing, addressed to the said council or the Town Clerk of the City of Nunawading, within 40 clear days from the publication of this notice in the *Government Gazette*, all objections which they may have to the said works or undertakings.

SCHEDULE HEREINBEFORE REFERRED TO:

All that land being parts of lots 4, 5, and 6 shown on plan of subdivision No. 5339 lodged in the Office of Titles, Melbourne, being part of Crown portion 119, Parish of Nunawading, County of Bourke, at Mitcham, bounded by a line commencing at a point on the western boundary of lot 4, distant 200 feet from the northern alignment of Whitehorse-road and extending in a north-westerly direction along the western boundary of lot 4 for a distance of 460 feet to the north-west corner of lot 4; thence by a line extending in a north-easterly direction along the

northern boundaries of lots 4, 5, and 6 for a distance of 396 feet to the north-east corner of lot 6; thence by a line extending in a south-easterly direction along the eastern boundary of lot 6 for a distance of 460 feet to a point distant 200 feet from the northern alignment of Whitehorse-road; thence by a line extending in a south-westerly direction to the commencing point.

27th January, 1949.

7398

A. ROY CHARLESWORTH, Town Clerk.

BOROUGH OF ST. ARNAUD.

NOTICE is hereby given that the Council of the Borough of St. Arnaud has appointed Senior Constable A. E. S. Pearson, 8518/868, Police Station, St. Arnaud, as Prosecuting Officer of the Council of the Borough of St. Arnaud, as from this date.

F. E. BARTLETT, Town Clerk.

Town Hall, St. Arnaud, 28th January, 1949.

7410

SHIRE OF CRANBOURNE.

By-Law No. 32.

A By-law of the Shire of Cranbourne, made under section 197 of the *Local Government Act 1946*, and numbered 32, authorizing the placing on roads, in situations approved by the municipal engineer (subject, in the case of State highways, main roads, and tourist roads, to the further approval of the Country Roads Board), of stands or platforms for milk and cream cans, and prescribing the nature and size, and regulating the use of such stands and platforms.

IN pursuance of the powers conferred by the *Local Government Act 1946*, the President, Councillors, and Ratepayers of the Shire of Cranbourne order as follows:—

1. In the interpretation of this By-law—

"Council" means Council of the Shire of Cranbourne.

"Person" includes corporation, and

"Road" means any street or road within the municipal district of the Shire of Cranbourne.

Words importing the singular shall be deemed to include the plural.

2. Subject to the provisions hereinafter contained, the Council may, by its Engineer or other authorized officer, authorize any person to place upon any road a stand or platform for milk and cream cans.

3. Every such stand or platform shall conform in nature and size to the following requirements:—

Nature of Construction.

(a) Any stand or platform placed on a road in pursuance of this By-law shall be soundly and neatly constructed and finished in a proper and workmanlike manner to the satisfaction of the Shire Engineer. The external surfaces of the end walls and outer faces of all posts of every such stand or platform shall be painted white, and such external surfaces shall be kept painted white.

Size of Stands and Platforms.

- (a) The maximum width of any stand or platform, measured in a direction at right angles to the direction of adjacent road formation, shall not exceed 5 feet.
- (b) The maximum length of any stand or platform, measured in a direction parallel to the direction of the adjacent road formation, shall not exceed 18 feet.
- (c) The height of the floor of any unroofed platform shall not be less than 2 feet nor more than 3 ft. 6 in. above the level of the adjacent ground.
- (d) No part of any roofed stand shall be at a height greater than 7 feet above the level of the adjacent ground.

4. Any person desiring to place such stand or platform upon a road shall first make application to the Council, in the form contained in the Schedule hereto, for written permission (hereinafter called a "permit") so to do, and shall obtain such permit.

5. No person shall place or erect, or commence to place or erect, or cause to be placed or erected, or cause to be commenced the placing or erection of any such stand or platform on any road without having first made application to the Council in the form contained in the Schedule hereto for a permit so to do.

6. No person shall place or erect, or commence to place or erect, or cause to be placed or erected, or cause to be commenced the placing or erection of any such stand or platform on any road without having first obtained a permit so to do.

7. On receipt of such application, the Council shall refer the same to its Engineer, and if satisfied that the proposed stand or platform conforms to the specifications hereinbefore contained, the Council, by its authorized officer, shall issue a permit authorizing the placing of the same upon the road, in a situation approved by the Engineer, provided however that if such road shall be a State highway, main road or tourist road, such authority shall be subject to the further approval of the Country Roads Board.

8. No person to whom a permit has been issued as aforesaid to place a stand or platform upon a road shall erect the same otherwise than in accordance with the terms of such permit and the provisions of this By-law.

9. No person shall use or cause to be used any stand or platform placed upon a road in pursuance of a permit issued under this By-law for any purpose other than that of holding, loading, or unloading of milk and/or cream cans.

10. Any person who erects or causes to be erected a stand or platform in pursuance of a permit issued under this By-law, or by whom or for whose benefit such stand or platform is currently used or maintained, shall at all times maintain such stand or platform in a proper state of repair, both as to construction and painting, and the Council may at any time give written notice to such person requiring him to effect such repairs as may be deemed necessary by the Council's Engineer or other authorized officer.

11. The Council may at any time revoke a permit by giving written notice of revocation to the person to whom the permit for the erection of such stand or platform was issued, or to the person by whom or for whose benefit such stand or platform is currently used or maintained.

12. Any person who, having erected a stand or platform in pursuance of a permit issued under the provisions of this By-law, or by whom or for whose benefit such stand or platform is currently used or maintained, fails to comply with the terms of any notice served on him under the foregoing provisions, shall be guilty of an offence.

13. Any person who shall wilfully offend against or commit any breach of this By-law shall be liable for every offence to a penalty not exceeding Twenty pounds, and if such offence is a continuing one, to a further penalty not exceeding One pound per day for each day such offence is continued after a conviction or order by any court.

SCHEDULE.

SHIRE OF CRANBOURNE.

APPLICATION FOR PERMIT TO PLACE ON A ROAD A PLATFORM OR STAND FOR CREAM OR MILK CANS.

To the Secretary,
Shire of Cranbourne,
Cranbourne.

I hereby apply for a permit to place on the

road *an unroofed platform for (a) cream or
*a roofed stand milk cans adjacent to (b) allotment section

*Parish of *owned by me.
*occupied

The stand or platform will be erected in accordance with By-law No. 32 of the Shire of Cranbourne, and on the site approved by the Shire Engineer, and will be kept repaired and painted by me in a neat condition and good state of maintenance to the satisfaction of the Council.

I undertake to remove the stand or platform, and make good the site to the Council's satisfaction, at any time, upon being required to do so.

Signature of Applicant—

Address—

Date—

(a) State number of cans for which stand is to be designed.

(b) Description of land owned or occupied by applicant.

* Strike out words that are not applicable.

Resolution for passing this By-law was adopted on the 3rd day of December, 1948, and confirmed on the 7th day of January, 1949.

The common seal of the President, Councillors, and Ratepayers of the Shire of Cranbourne was hereunto affixed, this 7th day of January, 1949, by order of the Council, and in the presence of—

(SEAL) A. E. WEBB, President.
R. CAMPBELL, Councillor.
H. KIRKHAM, Councillor.
A. F. BUCHANAN, Shire Secretary.

7409

SHIRE OF KANIVA.

NOTICE is hereby given that First Constable Robert Charles B. Witham has been appointed Inspector of Nuisances, Inspector under Width of Tyres Act, and Prosecuting Officer under By-laws and Regulations for the Shire of Kaniva, in place of First Constable A. W. Drewry, resigned.

Dated at Kaniva, this 28th day of January, 1949.

7413 F. M. KELLY, Shire Secretary.

NOTICE is hereby given that the partnership heretofore subsisting between John Stewart Kerr and Keith Oswald Bell, carrying on business at Swan Hill and at Horsham, under the business name of "Dux Cleaning Service," as general cleaners, polishers, and renovators, has been dissolved.

Dated this 25th day of January, 1949.

7428 K. O. BELL.
JOHN S. KERR.

NOTICE is hereby given that the partnership heretofore subsisting between the undersigned Ethel Elizabeth Lowe, Phyllis Chambers, and Frederick John Portland Malcolm, carrying on business as export and general merchants at 436 Bourke-street, Melbourne, under the name of "Harper and Edwards," has been dissolved by mutual consent as from the 30th day of November, 1948, the said Phyllis Chambers having retired from the partnership. All debts due to and owing by the said late firm will be received and paid by the said Ethel Elizabeth Lowe and Frederick John Portland Malcolm, who will continue to carry on the business at the same place.

Dated the 28th day of January, 1949.

ETHEL E. LOWE.
F. J. P. MALCOLM.
PHYLLIS CHAMBERS.

Witness—JOHN F. CARROLL, solicitor, Melbourne.

John F. Carroll, solicitor, 95 Queen-street, Melbourne.
7418

NOTICE OF DISSOLUTION OF PARTNERSHIP.

NOTICE is hereby given that the partnership heretofore subsisting between the undersigned Marcus Cheeke Webb Langdon and William Henry Morrow, carrying on business as storekeepers at Gordon, has been dissolved by mutual consent as from the 31st day of January, 1949. All debts due to and owing by the said late firm will be received and paid by Marcus Cheeke Webb Langdon, who will continue to carry on the business at the same place.

Dated at Ballarat, this 31st day of January, 1949.

M. C. W. LANGDON.
W. H. MORROW.

D. and A. Aronson, solicitors, 18 Lydiard-street, Ballarat.
7407

PUBLIC NOTICE.

THE partnership heretofore subsisting between Neil Clarence Dobson, Arthur Harris Smith, and Edward MacMahon Smith, carrying on the business of engineers, at Yea, under the firm name of "Daybreak Products," has been dissolved by mutual consent as from the 31st day of December, 1948, on which day the said Edward MacMahon Smith retired from the said firm.

All debts due to or owing by the said firm will be received and paid respectively by the said Neil Clarence Dobson and Arthur Harris Smith, who will continue to carry on the said business under the same firm name.

Dated the 25th day of January, 1949.

N. C. DOBSON.
E. M. SMITH.
A. H. SMITH.

Malleson, Stewart, and Co., solicitors, 46 Queen-street, Melbourne.
7463

In the matter of the *Companies Act 1938*, and in the matter of the METOO MANUFACTURING COMPANY PROPRIETARY LIMITED (in Voluntary Liquidation).—Notice to Creditors.—First and Final Dividend.

NOTICE is hereby given that it is the intention of the liquidator to declare a Final Dividend in respect of the above-mentioned company. Creditors are required on or before the 21st day of February, 1949, to send their names and addresses and the particulars of their debts or claims to the voluntary liquidator, or, in default thereof, they will be excluded from the benefit of any distribution to be made.

Dated this 27th day of January, 1949.

N. W. GLUCK, chartered accountant (Aust.), 11 Bank-place, Melbourne, liquidator.
7454

Companies Act 1938.

SOCIETY FOR THE PROMOTION OF AUSTRALIAN ART.

NOTICE OF INTENTION TO APPLY TO THE ATTORNEY-GENERAL FOR A LICENCE, PURSUANT TO SECTION 18 (1).

I, JOHN LLOYD, of 29 Wrixon-street, Kew, on behalf of the above-named company, formed for the purpose of development of Australian art, hereby give notice of intention to apply to the Attorney-General for a licence directing that the said society be registered as a company with limited liability without the addition of the word "limited" to its name.

Dated this 28th day of January, 1949.

7415 JOHN LLOYD, Secretary.

TOORONGO ASH PROPRIETARY LIMITED
(IN VOLUNTARY LIQUIDATION).

NOTICE CONVENING FINAL MEETING, PURSUANT TO SECTION 236.

NOTICE is hereby given, in pursuance of section 236 of the *Companies Act 1938*, that a General Meeting of the members of the above-named company will be held at Aikman-street, South Melbourne, on Friday, the 4th day of March, 1949, at Ten o'clock in the forenoon, for the purpose of having an account laid before them showing the manner in which the winding up has been conducted and the property of the company disposed of, and of hearing any explanation that may be given by the liquidator.

Dated this 26th day of January, 1949.

7395 DAVID H. ALEXANDER, Liquidator.

*Companies Act 1938.*FRED WATSON PROPRIETARY LIMITED
(IN VOLUNTARY LIQUIDATION).

NOTICE CONVENING FINAL MEETING, PURSUANT TO SECTION 236.

NOTICE is hereby given, in pursuance of section 236 of the *Companies Act 1938*, that a General Meeting of members of the above-named company will be held on the 3rd day of March, 1949, at 175 Scott-street, Warracknabeal, at half-past Seven in the evening, for the purpose of having an account laid before them showing the manner in which the winding up has been conducted and the property of the company disposed of, and of hearing any explanation that may be given by the liquidator.

Dated the 28th day of January, 1949.

7408 J. SIMS, Liquidator.

A. G. NEWMAN PROPRIETARY LIMITED
(IN VOLUNTARY LIQUIDATION).

NOTICE CONVENING FINAL MEETING, PURSUANT TO SECTION 236.

NOTICE is hereby given, in pursuance of section 236 of the *Companies Act 1938*, that a General Meeting of the members of the above-named company will be held at Aikman-street, South Melbourne, on Friday, the 4th day of March, 1949, at Ten o'clock in the forenoon, for the purpose of having an account laid before them showing the manner in which the winding up has been conducted and the property of the company disposed of, and of hearing any explanation that may be given by the liquidator.

Dated this 26th day of January, 1949.

7396 DAVID H. ALEXANDER, Liquidator.

Companies Act 1938.

YARRA FALLS LIMITED.

REGISTER of Unclaimed Money held by Yarra Falls Limited.

Name of Owner.	Total Amount Due to Owner.	Description of Unclaimed Money.	Date of Last Claim.
Estate of Harriet Lucy Hawkins (deceased)	£ s. d. 6 2 0	Unclaimed dividend paid 12th October, 1939	18-3-41

7412

Section 574.—Thirty-second Schedule.
WELLINGTON ALLUVIALS LIMITED.

REGISTER of Unclaimed Money held by Wellington Alluvials Limited.

Name of Owner on Books.	Total Amount Due.	Description of Unclaimed Money.	Date of Last Claim.
	£ s. d.		
Charles C. Corfe, c/o C. R. Corfe, c/o Bank of New South Wales, Rotorua, New Zealand	2 3 9	Dividend on shares	No prior claim
Rodrigo Figuero-Y-Torres, London, E.C.2	28 9 11	"	"
Charles B. H. Goldsmith, "Belle Vue", Kieuzlingen, Switzerland	0 2 11	"	"
Cyril G. Hein, The Ridge, Purley, Surrey	0 11 8	"	"
Viviane L. D. Lyle, 21 Grande-place, Vevey, Switzerland	1 17 11	"	"
Florence E. Maunder, Coldrey, Teignmouth, England	1 3 4	"	"
Agnes MacLeod, Rosebank-terrace, Punlawas, Leslie, Fifeshire, Scotland	1 1 0	"	"
Louis G. Paget, Vernier, Geneve, Suisse	0 0 7	"	"
Henry Reside, Bernards, Shenfield Common, Brentwood, Essex	0 17 6	"	"
Lucy H. S. Wall, 501 Brickell Point, Brickell-avenue, Miami, Florida, United States of America	0 11 8	"	"
Olga W. Waterhouse, The Latch, Cross Path, Radlett, Herts., England	1 3 4	"	"
Blanche S. Alston, Stirling West, South Australia	0 1 9	"	"
Joan V. Hudson, 230 Clarendon-street, East Melbourne	0 5 10	"	"
Peter H. Pell, Roy Hill Station, Meekatharra	0 2 11	"	"
Mary E. S. Robb, Wedderburn Hotel, Wedderburn	1 3 4	"	"
Emily J. Newton, c/o L. B. Coats, 120 Cambridge-terrace, Malvern, South Australia	0 4 8	"	"
David R. Dickson, c/o Bulolo Gold Dredging Co., Bulolo, New Guinea	1 5 0	"	"
James F. Gardner, 56 South Bridge-street, Airdrie, Scotland	0 3 0	"	"
Elsie O. Bowman, 156 Toorak-road, South Yarra	1 3 4	"	"
John R. Davidson, 747 Dandenong-road, Malvern, Victoria	0 12 6	"	"
Walter V. Lancaster, Outer Circle Forrest, Canberra	0 2 6	"	"
Elizabeth E. Jackson, 47 Roseberry-road, Killara, New South Wales	0 6 3	"	"
Frank C. Anderson, 6 Lamont-street, Wollstonecraft	0 2 6	"	"
Ethel Reid, 3 Bellevue Park-road, Bellevue Hill	0 11 8	"	"
Herbert K. Turner, c/o Union Bank of Australasia, Castlereagh-street, Sydney	2 10 0	"	"
Eileen Angove, P.O., Box 728, Auckland, New Zealand	0 6 8	"	"
William M. Barton, P.O., Box 1541, Auckland, New Zealand	1 9 2	"	"
Samuel Dunn, Hotel Carlton, Wellington, New Zealand	1 6 8	"	"
Edith E. Halcombe, Ravenscourt, Eden-crescent, Auckland	0 1 9	"	"
Jeannette B. Instone, c/o Bank of New Zealand, Manaia, Taranaki	0 1 9	"	"
Bert W. Johnson, Middleton, Waipukurau, New Zealand	0 2 11	"	"
Heather McArthur, Pukehawa, Tuakau, New Zealand	0 6 8	"	"
Harold R. Preston, 15 Lough-street, Timaru, New Zealand	0 11 8	"	"
Harold B. Rowlands, c/o Mrs. B. L. Byers, Otama R. D., Gore, Southland	1 9 2	"	"
Ada V. Cocker, 124 Grafton-road, Auckland	0 6 3	"	"
Robert E. A. Jones, 224A Wakefield-street, Wellington	0 12 6	"	"
Crawford A. Kerr, 84 Sackville-street, Kew, Victoria	0 10 0	"	"
Thomas R. Lawson, P.O., Box 553, Wellington, New Zealand	0 2 6	"	"
George A. McKendrick, Wellington-street, Auckland	0 5 0	"	"
William R. Ames, 2 Sarre-road, London	0 17 4	"	"
W. B. Arthur, J. D. Cameron and P. J. Stirling, 11 Beaumont-gate, Glasgow	2 9 0	"	"
F. E. M. Arter and A. Glover, Peterswood, Barnet-green, Worcestershire	15 1 6	"	"
Ben D. Beeley, The Rectory, Kincardine, O'Neil, Aberdeenshire	0 0 6	"	"
David F. Blackhall, 8 Wardie-park, Edinburgh	0 1 3	"	"
Edith Blount, 367 Howth-road, Rahemy County, Dublin	0 18 9	"	"
Cyril S. Bonnett, c/o W. H. Abbott, 9 Albion-place, Southampton	0 13 4	"	"
Ethel M. Brown, 128 Rowlands-road, Worthing, Sussex	0 5 6	"	"
Alfred E. Burnett, The Chestnuts, St. Andrews-road, Burnham-on-Sea	0 2 6	"	"
Matthew C. Butcher, 5 North Saint David-street, Edinburgh	1 5 0	"	"
James B. Byles, c/o National Provincial Bank Ltd., 97 Tottenham Court-road, London	0 12 10	"	"
Barbara Cameron, Lime Kilns, East Kilbridge, Scotland	0 2 0	"	"
Ernest Chapple, c/o Mrs. Kathleen M. Chapple, c/o Bank of Australasia, Sydney	0 4 0	"	"
Elizabeth Christie, 16 Saffell, Eyemouth, England	0 12 4	"	"
Margaret Cockburn, c/o Ethel M. Boughton, 1 Rose Cottages, Boxford, Gloucester, Essex	0 5 10	"	"
Jane M. Currie, Parkside-street, Boswell	0 5 0	"	"
David R. Dickson, c/o Bulolo Gold Dredging Co., Bulolo, New Guinea	1 13 4	"	"
Andrew Duncan, Millbank, West Arthurtie, Barrhead, Scotland	0 4 8	"	"
Florence M. Fewings, 166 Widney-lane, Solihull, Birmingham, England	0 6 3	"	"
William Foxall, 20 Dersingham-road, Crickelwood, England	0 6 3	"	"
Sheena C. Fyffe, 703 Annisland-road, Scotstounhill, Glasgow	0 12 6	"	"
William P. Gauvain, Downsgate, Tadworth, Surrey, England	0 5 0	"	"
Catherine J. Gordon, c/o National Provincial Bank Ltd., 15 Bishopsgate, London	2 9 0	"	"
Basil Gotto, The Bridge House, Twyford, Wokingham	0 10 0	"	"
Basil Gotto and Sybil M. A. Gotto, The Bridge House, Twyford, Wokingham	0 10 0	"	"
Jessie, Grant, "Ardchoille", Blair Athol, Perthshire	0 6 8	"	"
Francis M. Gough, 71 Ashburnham-road, Bedford	0 0 3	"	"
Alexander Gray, 153 Calderwood-road, Rutherglen, Scotland	0 10 0	"	"
Diana Gubbay, 30 Hill-street, Mayfield, London	0 7 6	"	"
Norman Gutteridge, Ballendune, Haslemere, Surrey	1 10 0	"	"
Francis J. Hamilton, Davaar, Durham-terrace, Lower Largo, United Kingdom	0 3 6	"	"
Jeanie T. Henderson, c/o The Bank of Australasia, West End Branch, 17 Northumberland-avenue, London	0 1 3	"	"
George Hicks, 24 Seabank-road, Prestwick, Scotland	12 18 5	"	"
Mary J. Hodnett, Nelson House, Youghae	0 9 11	"	"
J. H. L. Holford and L. H. I. Bonn, Popes Court, Fairford, United Kingdom	0 4 8	"	"
Thomas Jarman, 107 Fortuneswell, Portland, Dorset	0 4 0	"	"
Mary I. Jones, 13 Mayfield-road, Holcombe Brook, near Bury, Lancashire	0 18 9	"	"
Edward J. Jordon, 8 Parkfields, Melwyn Garden City, Herts., England	0 5 8	"	"
Marguerite L. Kay, Blairathol, Ayr, Scotland	2 19 0	"	"
Thomas Kirkland, The Lodge, Shire Guilford, Surrey	0 10 0	"	"
David Melrose, c/o Miss Janet Melrose, Rosebank, Buchlyvie	0 16 8	"	"

WELLINGTON ALLUVIALS LIMITED—UNCLAIMED MONEY—continued.

Name of Owner on Books.	Total Amount Due.	Description of Unclaimed Money.	Date of Last Claim.
	£ s. d.		
Christina Moffat, 8 North Gardner-street, Glasgow	0 10 0	Dividend on shares	No prior claim
Euphemia L. Moffat, Elburn, Glassford, Lanarkshire	0 2 6	"	"
Angus L. Murray, Rrth-y-earne, Usk, Monmouthshire	0 14 7	"	"
Henry R. Morgan, c/o Jarvis and Morgan, Kings Lynn	1 0 8	"	"
Andrew F. McIlmoyle, Market-street, Limavady, Co. Derry	0 2 11	"	"
Marion MacIntyre, Vinebank, Broughty, Ferry, United Kingdom	1 0 0	"	"
Frances A. Mackenzie, 1 The Hollies, New Barnstable-road, Ilfracombe, Devon	0 12 10	"	"
William McNaughton, Saint Quentin, Sanquhar, Dumfriesshire	0 1 8	"	"
Mabel Owen, 49 Quarrendon-street, Parsons Green, London	0 5 0	"	"
William Palmer, c/o Mrs. Margaret R. Palmer, Clovelly, Eldrid-avenue, Withdean, England	0 8 4	"	"
Wilfred M. Plevins, c/o K. A. Latter, Esq., 32 Florence-road, Brighton	0 4 0	"	"
Alice Pocklington, c/o K. Pocklington, 87 Chalkwell Park, Drive, Leigh-on-Sea, Essex	0 2 0	"	"
Kenneth B. D. Pocklington, Leigh-on-Sea, Essex	0 0 7	"	"
E. M. & K. B. D. Pocklington, 30 Gladys-road, West Hampstead, London	0 1 6	"	"
Annie F. M. L. Portman, Priestwood House, Bracknell, Berkshire	6 16 6	"	"
May E. A. Price, Bala, North Wales	1 12 0	"	"
William H. Pringle, City of Birmingham Commercial College, Suffolk-street, Birmingham	0 0 7	"	"
I. F. Ransford, H. O. Poole & C. L. Symes, Rickmansworth, Herts., England	0 12 6	"	"
John W. Ripley, 29 Renals-street, Derby, England	0 2 11	"	"
David Rodrigues, c/o National Provincial Bank Ltd., Holborn Circus, London	0 1 2	"	"
David S. Sason, 32 Bruton-street, Berkeley-square, London	1 6 0	"	"
Annie Scott, Slitrig Bank House, Hawick	0 1 9	"	"
Richard M. Smith, Fairhaven, Batchworth-lane, Northwood	0 0 6	"	"
Mary S. Stevenson, 17 Prentis-road, Streatham, London	0 7 6	"	"
Arthur P. Stone, Sunnyside Vicarage-road, Kennington, Ashford, Kent	1 2 4	"	"
Henry Symonds, 325 Green-lane, Norbury, London	0 18 10	"	"
Ada Tolley, c/o D. G. Nairn, Esq., 1 Throgmorton-street, London	5 1 3	"	"
Ada Tolley & D. G. Nairn, c/o D. G. Nairn, Esq., 1 Throgmorton-street, London	0 17 6	"	"
Bridget Tuohy, Lisbarreen, Bodyke Co., Clare	0 1 9	"	"
Duncan Webb, Donyland House, near Golchester, United Kingdom	2 3 9	"	"
John B. Williams, Southfields-street, Bridges Hill, Saundersfoot, Pembrokeshire	0 2 11	"	"
William Walker, 60 Briton Hill-road, Saunderead, Surrey	1 6 8	"	"
Constance E. Yorke, 16 Whitehall, London	0 0 6	"	"
Evelyn J. J. Ashton, Ford-avenue, Torrens Park, South Australia	0 0 6	"	"
Florence A. Bailey, Woods-point, The Point, P.O., South Australia	0 2 11	"	"
Hannah M. Branson, 99 Kensington-road, Norwood, South Australia	0 0 6	"	"
Albert P. Buckerfield, 69 College-road, Brighton, South Australia	0 0 9	"	"
Sydney Clark, 42 First-avenue, St. Peters	0 5 10	"	"
Eileen E. Dunk, 5 Sturt-street, Grange, South Australia	0 1 9	"	"
Mary Fox, Jervois-street, Port Augusta, South Australia	0 1 9	"	"
Obed Gazard, c/o Samuel Gazard, 14 Elm-street, Medindie, South Australia	0 0 7	"	"
Herbert T. Gilbert, 26 Audley-avenue, Prospect, South Australia	0 1 6	"	"
Emily A. Gurr, Fullerton, South Australia	0 9 4	"	"
Victor H. Locksley, Peterborough West, South Australia	0 0 9	"	"
Mathew Partridge, c/o E. M. Partridge, Saddleworth, South Australia	0 0 8	"	"
Mathew Partridge & Wm. Favender, c/o E. M. Partridge, Saddleworth, South Australia	0 0 8	"	"
John E. Short, 1 Llewellyn-terrace, Hawthorn, South Australia	0 1 0	"	"
Lloyd G. M. Thorpe, c/o Tolhurst & Harvey, 33 Pirie-street, Adelaide	0 0 6	"	"
Laura E. Bray, Capitol House, 4th Floor, Swanston-street, Melbourne	0 2 6	"	"
William R. Coles, 6 Laver-street, Kew	1 13 4	"	"
Elizabeth Grant, c/o Ellen E. A. Matthews, Police Quarters, Merredin, Western Australia	0 0 8	"	"
Harver Murphy, 36 St. John-street, Launceston, Tasmania	1 13 4	"	"
Donald S. MacColl, c/o Hall and Wilcox, 20 Queen-street, Melbourne	0 12 6	"	"
Rebecca Phillips, 478 St. Kilda-road, Melbourne	1 5 0	"	"
Leslie F. Piesse, 7 Elizabeth-street, Hobart	0 5 0	"	"
Jeanne S. Sennitt, 154 Balaclava-road, Caulfield	0 12 6	"	"
Mary Young, c/o P.O. Box 53, Kingaroy, Queensland	0 13 4	"	"
Janet B. Alexander, Benelong, Oberon, New South Wales	0 14 7	"	"
Frank E. Anderson, 6 Lamont-street, Wollstonecraft, New South Wales	0 3 4	"	"
George C. Codlin, c/o E. J. K. Thompson, 365 Elizabeth-street, Melbourne	0 10 0	"	"
Henry M. Deakin, c/o Schweppes Ltd., 67 Foveaux-street, Sydney	0 6 0	"	"
Malcolm Drummond, Crown-street, Harris Park, South Australia	1 0 0	"	"
N. L. & M. C. Edwards, c/o Blanche Edwards, 15 Plowman-street, Bondi, New South Wales	0 6 8	"	"
Effie M. Fry, c/o Mrs. M. L. Ward, Warrawee-avenue, Warronga Road, New South Wales	0 12 6	"	"
Gertrude C. Geikie, Forsyth-street, Killara, New South Wales	0 0 6	"	"
Charles A. Harris, 55 Hampden-avenue, New Lambton, New South Wales	0 3 4	"	"
Sarah C. Jacobs, 8 Edwards-street, Gordon, New South Wales	2 10 0	"	"
George H. Jenkin, 6 Donnell-street, Port Kembla, New South Wales	0 11 8	"	"
Anthony J. Keenan, 113 Ingall-street, Mayfield, New South Wales	0 6 3	"	"
Mary Lang, Flat 4, 311B Edgcliff-road, Woollahra	0 6 8	"	"
Frederick A. Ogden, 49 Pacific-highway, Roseville, New South Wales	0 12 4	"	"
Alice E. Pilcher, St. Anns, Marella-road, Clifton Gardens	0 5 0	"	"
Hilda R. Purchase, 19 Hampden-avenue, Cremorne	0 1 3	"	"
M. K. & F. J. Robertson, Jandra, Bourke, New South Wales	2 10 0	"	"
Ernest N. Springbett, Delunga, New South Wales	0 0 7	"	"
John W. F. Stephen, 174a Russell-street, Bathurst, New South Wales	1 5 0	"	"
Sydney D. Webb, 93 Middle Harbour-road, Lindfield	2 10 0	"	"
Richard F. Wiesener, 1 Hyde Brae-street, Strathfield	0 1 9	"	"
Jack Williams, 165 Lambton-road, New Lambton, New South Wales	3 6 8	"	"
	162 7 2		

The Companies Act 1938.—Thirty-second Schedule.
GENERAL MOTORS-HOLDEN'S LIMITED.

Company Registered No. 11520.

REGISTER of Unclaimed Money held by General Motors-Holden's Limited.

Name of Owner on Books.	Last Known Address.	Total Amount Due to Owner.	Description of Unclaimed Money.	Date of Last Claim.
		£ s. d.		
Collins, J...	87 Peel-street, North Melbourne	0 14 0	Wages	12.12.41
McColl ..	Unknown	0 12 8	"	31.12.41
Regan, Miss ..	Unknown	0 16 7	"	31.12.41
Tuinea ..	Unknown	0 8 7	"	7.1.42
Holien ..	Unknown	5 5 0	"	21.1.42
Ryan ..	Unknown	0 0 7	"	14.1.42
Williams ..	Unknown	0 4 7	"	25.2.42
Anderson ..	Unknown	0 19 2	"	21.3.42
Kearney, Mrs. ..	Unknown	1 5 10	"	4.4.42
McCann ..	Unknown	2 13 3	"	1.4.42
Bartlett, E. ..	Unknown	0 19 2	"	4.4.42
Pardon ..	Unknown	0 2 4	"	8.4.42
Nelson, A. ..	Unknown	0 11 3	"	25.4.42
Burns ..	Unknown	0 4 4	"	20.5.42
Austen, Miss ..	Unknown	1 12 3	"	9.5.42
Stewart, P. ..	Unknown	0 4 11	"	16.5.42
Brown, G. ..	Unknown	0 12 7	"	16.5.42
Steele, Mrs. ..	Unknown	1 6 9	"	6.6.42
Doyle ..	Unknown	0 12 1	"	8.7.42
Hill, Mrs. ..	Unknown	0 13 10	"	20.8.42
Smith ..	Unknown	0 11 10	"	16.9.42
Mauer ..	Unknown	0 5 8	"	16.9.42
Vincent ..	Unknown	1 1 3	"	5.9.42
Green, Miss J. ..	Unknown	1 0 4	"	22.8.42
Rosenberg, Miss ..	Unknown	0 15 3	"	3.10.42
Johnson ..	Unknown	0 8 0	"	18.11.42
		24 2 1		

Dated at Melbourne this 25th day of January, 1949.
7456

F. P. WHITE, Assistant Secretary.

Thirty-second Schedule.

THE AUTOMOBILE FIRE AND GENERAL INSURANCE CO. OF AUST. LTD.

REGISTER of unclaimed Money held by The Automobile Fire and General Insurance Company of Australia Limited.

Name of Owner on Books.	Total Amount Due to Owner.	Description of Unclaimed Money.	Date of Last Claim.
	£ s. d.		
Thorne, Francis Arthur, 349 Collins-street, Melbourne	8 8 0	Dividends on Shares in the Automobile Fire and General Insurance Co. of Aust. Ltd.	30.4.25
James, Gideon J., 19 Athol-street, Moonee Ponds	16 10 0	" " " "	—6.37
Greig, Vivienne W. (Mrs.), Flat 2, 3 Dudley-street, Brighton	9 13 0	" " " "	17.6.43
Oxer, Wing-Commander Gordon, 1290 Hay-street, West Perth	1 17 6	" " " "	19.12.46
Lyll, Henry Lawson, 303 Royal-parade, Royal Park	1 13 0	" " " "	19.12.46
	38 1 6		

7392

J. M. LORD, Manager.

STANDARD MUTUAL BUILDING SOCIETY.

REGISTER of Unclaimed Money held by Standard Mutual Building Society as at the 20th January, 1949.
(August, 1942, and February, 1943).

Name and Address of Owner on Books.	Total Amount Due to Owner.	Date of Last Claim.	Description of Unclaimed Money.
	£ s. d.		
Buchanan, M., 20 Lyons-street, Port Melbourne	11 0 6	No claim	147 shares
Bryan, M., address unknown	0 12 0	"	8 "
Briggs, M., 20 Francis-street, Collingwood	1 4 0	"	16 "
Harris, J. D., 10 Charlotte-street, St. Kilda	1 4 0	"	16 "
Jackson, E. L., Mary-street, Hawthorn	0 12 0	"	8 "
Jackson, P. S., Mary-street, Hawthorn	0 6 0	"	4 "
Moore, Johnson, and Moore, 231 Drummond-street, Carlton	11 0 6	"	147 "
	11 0 6	"	147 "
	25 19 0		

7422

NOTICE TO CREDITORS.—HENRY MARSHAM, DECEASED.

PURSUANT to the provisions of the *Trustee Act 1928*, notice is hereby given that all persons having any claim against the estate of Henry Marsham, formerly of 19 Surf-avenue, Beaumaris, plasterer, but late of 2E Hudson-street, Caulfield, in Victoria, gentleman, deceased (who died on 7th day of July, 1948, and probate of whose will was granted to Mary Elizabeth Marsham, of 2E Hudson-street, Caulfield, widow), are hereby required to send particulars of such claims, in writing, to the said Mary Elizabeth Marsham, in care of the undersigned solicitors, on or before the 5th day of April, 1949, and notice is hereby given that after that date the said Mary Elizabeth Marsham will proceed to distribute the assets of the said deceased, which shall have come to her hands or possession, amongst the persons entitled thereto, having regard only to the claims of which she shall then have had notice, and she will not be liable for the assets, or any part thereof, so distributed to any person of whose claim she shall not then have had notice.

Dated this 27th day of January, 1949.

G. A. RUNDLE & CO., solicitors, 349 Collins-street, Melbourne.
7437

PURSUANT to the *Trustee Act* 1928, notice is hereby given that all persons having any claims against the estate of Edwin Joseph Pritchard, late of 10 Campbell-street, Frankston, in the State of Victoria, gentleman, deceased (who died on the 14th day of March, 1948, and letters of administration of whose estate were granted by the Supreme Court of Victoria to Sarah Battley Tobin, of 96 Wellington-road, Liverpool, England, a sister and one of the next of kin of the said deceased, as administratrix), are hereby required to send in particulars, in writing, of such claims, care of the undersigned solicitors, on or before the 8th day of April, 1949, and notice is hereby also given that after the last-mentioned date the said administratrix will proceed to distribute the assets of the said deceased among the persons entitled thereto, having regard only to the claims of which she shall then have had notice. And the said administratrix will not be answerable or liable to any person of whose claims she shall not then have had notice for the assets, or any part thereof, so distributed.

LYNCH & MACDONALD, 360 Collins-street, Melbourne, solicitors for the said administratrix. 7462

CREDITORS, next of kin, and others having claims in respect of the estate of John Stuart Hindmarsh, late of The Lodge, Fairmile Cobham, in the County of Surrey, gentleman, deceased (who died on the 6th day of September, 1938), are to send particulars of their claims to The Trustees, Executors, and Agency Company Limited, whose registered office is situate at 401 Collins-street, Melbourne, in the State of Victoria, by the 6th day of April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

GILLOTT, MOIR, & AHERN, solicitors, 95 Queen-street, Melbourne. 7455

CREDITORS, next of kin, and others having claims in respect of the estate of Agnes Jane Smith, late of 11 Eglinton-street, Moonee Ponds, spinster, deceased (who died on the 11th day of September, 1948), are to send the particulars of their claims to The Equity Trustees, Executors, and Agency Company Limited, of 472 Bourke-street, Melbourne, by the 17th day of April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

HENDERSON & BALL, solicitors, 430 Little Collins-street, Melbourne. 7457

THE PERPETUAL EXECUTORS AND TRUSTEES ASSOCIATION OF AUSTRALIA LIMITED, whose registered office is at 100-104 Queen-street, Melbourne, the executor of the will and two codicils of Agnes Melville Imrie, late of Little Osborne-street, Williamstown, spinster (who died on the 27th day of September, 1948), requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to it, at its address above-stated, on or before the 16th day of April, 1949, particulars, in writing, of such claims, after which date it intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which it shall have had notice.

Dated the 27th day of January, 1949.

HENDERSON & BALL, solicitors, 430 Little Collins-street, Melbourne. 7458

CREDITORS, next of kin, and others having claims in respect of the estate of Anna Cohn, late of Windsor Hotel, Spring-street, Melbourne, widow, deceased (who died on the 24th day of September, 1948), are to send the particulars of their claims to The Equity Trustees, Executors, and Agency Company Limited, to its registered office, situate at 472 Bourke-street, Melbourne, by the 8th day of April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

LYNCH & MACDONALD, 360 Collins-street, Melbourne, solicitors for the said company. 7461

CREDITORS, next of kin, and others having claims in respect of the estate of Walter Edward Lawther, late of 3 Broomfield-road, Auburn, in the State of Victoria, labourer, deceased (who died on the 29th day of August, 1937), are to send the particulars of their claims to The Perpetual Executors and Trustees Association of Australia Limited, of 100-104 Queen-street, Melbourne, by the 5th day of April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

SHAW & TURNER, 94-98 Queen-street, Melbourne, solicitors. 7446

Trustee Act 1928.

NOTICE TO CLAIMANTS.

PURSUANT to the *Trustee Act* 1928, creditors, next of kin, and all other persons having claims in respect of the estate of any deceased person named below are required to send particulars thereof to the legal personal representative or representatives at the address stated below, on or before the date stated, after which date the representative or representatives will distribute the assets, having regard only to the claims of which notice has been received:—

Emily Butler, late of 13 Naples-road, Mentone, married woman, died 24th January, 1948.—Claims to the executors, William Griffiths, of 9 Outlook-drive, Burwood, commercial traveller, and Thelma Cooper, 1 Skipton-road, Oakleigh, spinster, care of Patrick H. Kearney, solicitor, 116 Queen-street, Melbourne, by 8th April, 1949. 7459

ALL persons having claims against the estate of Heinrich Albert, late of Penshurst, in the State of Victoria, farmer, deceased (who died on the 20th day of June, 1948, and probate of whose will was on the 10th day of November, 1948, granted to Arthur Eugene Huf, of Croxton East, in the said State, farmer, and Alfred Albert, of Willaura, in the said State, farmer), are hereby required to send, in writing, particulars of such claims to the said Arthur Eugene Huf and Alfred Albert, in the care of the under-mentioned solicitors, on or before the 4th day of April, 1949, after which date they will distribute such estate to or among the persons entitled thereto, having regard only to the claims of which they shall then have had notice.

MELVILLE & WALTER, 69-71 Thompson-street, Hamilton, solicitors for the said executor. 7405

CREDITORS, next of kin, and others having claims in respect of the estate of Alice Wheeler Newman, formerly of 8 Hillside-avenue, Caulfield, but late of 3 Burke-road, East Malvern, in the State of Victoria, married woman, deceased (who died on the 23rd August, 1948), are to send particulars of their claims to Francis Plumley Derham, of 394 Collins-street, Melbourne, in the said State, on or before the 5th April, 1949, after which date the executor will distribute the estate, having regard only to the claims of which he then has notice.

MOULE, HAMILTON, & DERHAM, solicitors, 394 Collins-street, Melbourne. 7414

THE PERPETUAL EXECUTORS AND TRUSTEES ASSOCIATION OF AUSTRALIA LIMITED, whose registered office is situate at Nos. 100-104 Queen-street, Melbourne, in the State of Victoria, and Clarence Clifton Hayton, of 1 Curran-street, North Melbourne, in the said State, the executors of the will of Clarence Arundel Hayton, late of 1 Curran-street, North Melbourne (who died on the 23rd day of September, 1948), require all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said executors, in the care of the said association, on or before the 4th day of April, 1949, particulars, in writing, of such claims, after which date the said executors intend to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which they shall have had notice.

Dated the 28th day of January, 1949.

EUSTACE L. J. MURPHY, 40 Queen-street, Melbourne, solicitor for the said executors. 7419

CREDITORS, next of kin, and other persons having claims in respect of the estate of Richard Thomas Ring, formerly of Izett-street, Prahran, tea salesman, and of 295 Chapel-street, Prahran, tea merchant, but late of 204 Commercial-road, Prahran, in the State of Victoria, tea and coffee merchant, deceased (who died on the 22nd day of May, 1948, and probate of whose will was granted to Arthur Cochrane, of 18 (formerly called "Monbulk") Belson-street, East Malvern, in the State of Victoria, merchandise controller, saving the rights of Jack Austin Ring and The Equity Trustees, Executors, and Agency Company Limited), are required to send particulars of their claims to the said Arthur Cochrane, in care of the under-mentioned solicitor, by the 15th day of April, 1949, after which date the said Arthur Cochrane will distribute the assets, having regard only to the claims of which he then has notice.

Dated the 31st day of January, 1949.

VIRGIL B. GILL, solicitor, 101 Queen-street, Melbourne, and 15 Hughenden-road, East St. Kilda. 7417

CREDITORS, next of kin, and others having claims in respect of the estate of Maggie Coppin, late of 374 Orrong-road, Caulfield, in the State of Victoria, widow, deceased (who died on the 9th day of November, 1948, and probate of whose will was granted to The Equity Trustees, Executors, and Agency Company Limited, of 472 Bourke-street, Melbourne, on the 27th day of January, 1949), are to send the particulars of their claims to The Equity Trustees, Executors, and Agency Company Limited, of 472 Bourke-street, Melbourne, by the 15th day of April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

Dated the 31st day of January, 1949.

VIRGIL B. GILL, solicitor, 101 Queen-street, Melbourne, and 15 Hughenden-road, East St. Kilda. 7416

CREDITORS, next of kin, and others having claims in respect of the estate of Charles Wesley Abbott, late of 1133 Whitehorse-road, Box Hill, in the State of Victoria, retired postmaster, deceased (who died on the 23rd day of September), are to send particulars of their claims to The Equity Trustees, Executors, and Agency Company Limited, whose registered office is situate at 472 Bourke-street, Melbourne, in the said State, by the 4th day of April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

MACPHERSON, SMITH, & DOBSON, solicitors, 422 Collins-street, Melbourne. 7430

CREDITORS, next of kin, and others having claims in respect of the estate of Edna Burnley Tatchell, late of "Clonard," 23 Talbot-crescent, Kooyong, in the State of Victoria, spinster, deceased (who died on the 16th day of July, 1948), are to send the particulars of their claims to Farmers and Citizens Trustees Company Bendigo Limited, whose registered office is situate at Charing Cross, Bendigo, in the said State, by the 4th day of April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

MACPHERSON, SMITH, & DOBSON, solicitors, of 422 Collins-street, Melbourne. 7431

RE EUPHEMIA REEKIE SAYCE, DECEASED.

PURSUANT to the *Trustee Act 1928*, all persons having claims against the estate of Euphemia Reekie Sayce, late of 273 Barkly-street, St. Kilda, in the State of Victoria, widow, deceased (who died on the 15th day of June, 1948, and letters of administration of whose estate, with the will of the said deceased annexed, were granted by the Supreme Court of Victoria to The Ballarat Trustees, Executors, and Agency Company Limited, of 101 Lydiard-street north, Ballarat, on the 30th day of November, 1948, the said company having been authorized to obtain such letters of administration by John Henry Nicol, of Burrumbeep, Maroona, gentleman, the executor named in the said will of the said deceased), are required to send in particulars of such claims, in writing, to the said The Ballarat Trustees, Executors, and Agency Company Limited, on or before the 4th day of April, 1949, after which date the said administrator will proceed to distribute the assets amongst the persons entitled thereto, having regard only to the claims of which it shall then have had notice.

NORMAN MILLER & DONALDSON, of 100 Queen-street, Melbourne, solicitors for the administrator. 7432

MARGARET HOOD, late of 6 Thomas-street, Nedlands, in the State of Western Australia, widow, DECEASED, intestate (who died on 21st August, 1948).

CREDITORS, next of kin, and other persons having claims against the estate of the said deceased are required by George Bell Hood, of 1 Archdeacon-street, Nedlands, in the State of Western Australia, company manager, the administrator of the estate of the said deceased to send particulars of claims, in writing, to the said administrator, care of Madden, Butler, Elder, and Graham, solicitors, of 406 Collins-street, Melbourne, in the State of Victoria, on or before the 4th day of April, 1949, after which date the said administrator will distribute the assets, having regard only to the claims of which he shall then have had notice.

MADDEN, BUTLER, ELDER, & GRAHAM, 406 Collins-street, Melbourne. 7435

No. 67.—712/49.—3

MARTIN THOMAS SHILLIDAY, late of Sunbury, in the State of Victoria, farmer, DECEASED, intestate (who died on 23rd October, 1948).

CREDITORS, next of kin, and other persons having claims against the estate of the said deceased are required by Margaret Shilliday, of Sunbury, in the State of Victoria, widow, the administratrix of the estate of the said deceased, to send particulars of claims, in writing, to the said administratrix, at her address aforesaid, on or before the 4th day of April, 1949, after which date the said administratrix will distribute the assets, having regard only to the claims of which she shall then have had notice.

MADDEN, BUTLER, ELDER, & GRAHAM, 406 Collins-street, Melbourne. 7436

HENRY HERBERT HORATIO HORSINGTON (also known as Henry Herbert Horsington), late of 26 Wingfield-street, Footscray, in the State of Victoria, retired municipal employee (who died 14th July, 1948).

CREDITORS and all other persons having claims against the estate of the said deceased are required by the administratrix, with the will annexed, Gertrude Mary Horsington, of 26 Wingfield-street, Footscray aforesaid, spinster, to send particulars, in writing, to the undersigned, on or before 5th April, 1949, after which date the assets will be distributed, having regard only to the claims of which notice has then been received.

PLANTE & HENTY, 395 Collins-street, Melbourne, solicitors for the said administratrix, c.t.a. 7423

JOHANNES SAMUEL SCHULZ, late of Areegra, in Victoria, farmer, DECEASED (who died on the 8th day of October, 1948).

CREDITORS, next of kin, and all other persons having claims against the estate of the deceased are requested by the executrix of his will, Doris Mary Schulz, of Areegra, widow, to send particulars to her, care of the undersigned, on or before the 10th April, 1949, after which date she will distribute the assets of the deceased, having regard only to the claims of which she then has notice.

Dated the 24th day of January, 1949.

H. H. ROBERTS & SMALLEY, solicitors, Warracknabeal. 7424

HERMANN FREDERICK MEISSNER, late of Warracknabeal, in Victoria, hairdresser and tobacconist, DECEASED (who died on the 21st day of July, 1948).

CREDITORS, next of kin, and all other persons having claims against the estate of the deceased are requested by the executors of his will, Clara Pauline Meissner, of Warracknabeal, widow, and Carl Hermann Meissner, of Portland, postal official, to send particulars to them, care of the undersigned, on or before the 10th April, 1949, after which date they will distribute the assets of the deceased, having regard only to the claims of which they then have notice.

Dated the 24th day of January, 1949.

H. H. ROBERTS & SMALLEY, solicitors, Warracknabeal. 7425

JOHN SMITH, late of Warracknabeal, in Victoria, manager, DECEASED (who died on the 26th day of September, 1948).

CREDITORS, next of kin, and all other persons having claims against the estate of the deceased are requested by the executrix of his will, Jeanie Smith, of Warracknabeal, spinster, to send particulars to her, care of the undersigned, on or before the 10th April, 1949, after which date she will distribute the assets of the deceased, having regard only to the claims of which she then has notice.

Dated the 24th day of January, 1949.

H. H. ROBERTS & SMALLEY, solicitors, Warracknabeal. 7426

CREDITORS, next of kin, and others having claims in respect of the estate of Kushalla, late of Tempy, labourer, deceased (who died on the 25th day of December, 1947), are to send particulars of their claims to William Leslie Fraser and Hugh Percy McLean, care of E. M. Tobin Esquire, solicitor, Ouyen, by the 7th day of April, 1949, after which date they will distribute the assets, having regard only to the claims of which they then have notice.

LOUGHREY & LOUGHREY, solicitors, 108 Queen-street, Melbourne. 7421

CHARLES MCINTYRE, late of Warracknabeal, in Victoria, gentleman, DECEASED (who died on the 23rd day of September, 1948).

CREDITORS, next of kin, and all other persons having claims against the estate of the deceased are requested by the executors of his will, William Herbert Peter McIntyre, and Charles Ronald Savan McIntyre, both of Cannum, to send particulars to them, care of the undersigned, on or before the 10th April, 1949, after which date they will distribute the assets of the deceased, having regard only to the claims of which they then have notice.

Dated the 24th day of January, 1949.

H. H. ROBERTS & SMALLEY, solicitors, Warracknabeal.
7427

MARGARET O'HALLORAN, DECEASED.

ALL persons having claims against the estate of Margaret O'Halloran, late of Sailors Gully-road, Eaglehawk, spinster, deceased, intestate (who died on 10th July, 1948, and letters of administration of whose estate were granted to Juliana Hicks, of same address, married woman, on 7th January, 1949), are hereby required to send particulars, in writing, of such claims to the administratrix, care of the undersigned, on or before 5th April, 1949, after which date she will distribute the assets of the estate, having regard only to the claims of which she shall then have had notice.

HOGAN and HOGAN, solicitors, 68 Bull-street, Bendigo.
7404

CORA AMELIA RAFTOPULOS, DECEASED.

PURSUANT to the *Trustee Act* 1928, notice is hereby given that all persons having claims, whether as creditors, next of kin, beneficiaries, or otherwise, against the estate of Cora Amelia Raftopulos, late of Wellesley-street, Mont Albert, in the State of Victoria, widow, deceased, intestate (who died on the 17th day of September, 1948, and letters of administration of whose estate were granted by the Supreme Court of Victoria on the 3rd day of December, 1948, to Claude Vivian Milne, of 9 Lightfoot-street, Mont Albert aforesaid, brewer's assistant), are hereby required to send particulars, in writing, of such claims to the said administrator, care of the undersigned solicitors, on or before the 11th day of April, 1949, after which date the said administrator will proceed to distribute the estate of the said deceased which shall then have become to his hands amongst the persons entitled thereto, having regard only to the claims of which he shall then have had notice, and the said administrator will not be liable for the assets so distributed, or any part thereof, to any person of whose claim he shall not have had notice as aforesaid.

ABBOTT, BECKETT, STILLMAN, & GRAY, solicitors,
422 Little Collins-street, Melbourne.
7420

In the Supreme Court of the State of Victoria.—*Fi. Fa.*

NOTICE is hereby given that, under and by virtue of certain process issued out of the Supreme Court of the State of Victoria and directed to the Sheriff, requiring him to levy certain moneys of the real and personal estate of Ernest Richard Jack, of 495 North-road, Ormond, fishmonger, the said Sheriff will, on Wednesday, the 9th day of March, 1949, at the hour of Eleven o'clock in the forenoon, cause to be sold at the Police Station, Katandra-road, Ormond (unless the said process shall have been previously satisfied or the said Sheriff be otherwise stayed):—

All the right, title, estate, and interest (if any) of the said Ernest Richard Jack in and to all that piece of land being part of lot 18 on plan of subdivision number 824, lodged in the Office of Titles, and being part of Crown portion 67, Parish of Prahran East of Elsternwick, County of Bourke, and being the whole of the land described in certificate of title, volume 4242, folio 848339.

N.B.—Terms: Cash. No cheques taken.

Dated at Melbourne, this 28th day of January, 1949.

7429 FRANCIS H. TUCKER, Sheriff's Officer.

MINING NOTICES.

LADY CLAIRE GOLD NO. 1 NO LIABILITY.

A CALL (the 3rd) of One shilling per share has been made on all the issued contributing shares in the capital of the company (making shares paid to Four shillings each), due and payable at the company's registered office, 108 Queen-street, Melbourne, on Wednesday, 9th February, 1949.

GUY N. MOORE, Manager.

Melbourne, 1st February, 1949.

7434

LADY CLAIRE GOLD NO. 2 NO LIABILITY.

A CALL (the 3rd) of One shilling per share has been made on all the issued contributing shares in the capital of the company (making shares paid to Four shillings each), due and payable at the company's registered office, 108 Queen-street, Melbourne, on Wednesday, 9th February, 1949.

GUY N. MOORE, Manager.

Melbourne, 1st February, 1949.

7433

HERCULES GOLD MINING COMPANY NO LIABILITY.

A CALL (the 76th) of Three pence per share has been made on the capital of the company (making the shares paid to 21s. 6d. each), due and payable at the company's registered office, 379 Collins-street, Melbourne, on Wednesday, 9th February, 1949.

H. L. STEWART

7438

(J. G. Stanfield and Stewart), Manager.

CENTRAL NORSEMAN GOLD CORPORATION N. L.

NOTICE is hereby given that a Call (the 3rd) of One shilling per share on the contributing shares, Nos. 2,320,001 to 2,600,000, in the capital of the company (making such shares paid to 4s. each) has been made, due and payable, in respect of the shares upon the Melbourne register, at the registered office of the company, 360 Collins-street, Melbourne, on Wednesday, 9th February, 1949, and similarly on the shares upon the Adelaide register, payable at the Adelaide office of the company, 19 Brookman Buildings, Grenfell-street, Adelaide, South Australia, on the same date.

By order of the Board,

L. EDWARDS, Manager.

Registered office: 360 Collins-street, Melbourne, 1st February, 1949.

7440

CENTRAL VICTORIA DREDGING COMPANY NO LIABILITY.

NOTICE is hereby given that a Call (the 7th) of One shilling (1s.) per share on all the issued contributing shares (making such shares paid to 8s. each) has been made due and payable at the registered office, 360 Collins-street, Melbourne, on Wednesday, 9th February, 1949.

By order of the Board,

L. EDWARDS, Manager.

360 Collins-street, Melbourne, 1st February, 1949.

7442

NEW COOLGARDIE GOLD MINES NO LIABILITY.

NOTICE is hereby given that a Call (the 9th) of One 1s. per share on all the issued contributing shares in the capital of the company (making such shares fully paid to 10s. each) has been made due and payable to the manager, at the registered office of the company, 360 Collins-street, Melbourne, on Wednesday, the 9th day of February, 1949.

By order of the Board,

L. EDWARDS, Manager.

360 Collins-street, Melbourne, 1st February, 1949.

7443

NORTHERN STAR GOLD MINES NO LIABILITY.

NOTICE is hereby given that a Call (the 10th) of Three pence per share has been made upon all the contributing shares in the company due and payable to the manager, at the registered office, 140 Queen-street, Melbourne, on Wednesday, 9th February, 1949.

7445

L. F. SMYTH, Manager.

ROMA BLOCKS OIL COMPANY NO LIABILITY.

NOTICE is hereby given that a Call (the 56th) of Two pence (2d.) per share has been made on all the issued contributing shares in the capital of the company (making the said shares paid up to 16s. 8d. each), due and payable at the registered office of the company, No. 360-366 Collins-street, Melbourne, on Wednesday, 9th February, 1949.

By order of the Board,

L. B. TOMLINS, Legal Manager.

2nd February, 1949.

7448

ARGUS HILL CHEWTON GOLD NO LIABILITY.

NOTICE is hereby given that a Call (No. 64) of Four pence half-penny per share, making shares paid up to 18s. 6d., has been made and is due and payable to me at the registered office, 422 Collins-street, Melbourne, on Wednesday, 9th February, 1949.

By order of the Board,

FRANK COOPER, Manager.

422 Collins-street, Melbourne, C.1, 1st February, 1949.

7450

NEW CHUM SYNCLINE GOLD MINE NO LIABILITY.

NOTICE is hereby given that a Call (No. 104) of Three pence per share, making shares paid up to 31s. 9d., has been made and is due and payable to me at the registered office, 422 Collins-street, Melbourne, on Wednesday, 9th February, 1949.

By order of the Board,

FRANK COOPER, Manager.

422 Collins-street, Melbourne, C.1, 1st February, 1949.

7451

MOUNT TODD GOLD MINE NO LIABILITY.

NOTICE is hereby given that a Call (No. 9) of Six pence per shares, making shares paid up to 10s., has been made and is due and payable to me at the registered office, 422 Collins-street, Melbourne, on Wednesday, 9th February, 1949.

By order of the Board,

FRANK COOPER, Manager.

422 Collins-street, Melbourne, C.1, 1st February, 1949.

7449

SOUTH COSTERFIELD ANTIMONY & GOLD MINING COMPANY NO LIABILITY.**CALL NOTICE.**

NOTICE is hereby given that a Call (the 9th) of Three pence (3d.) per share on all the issued contributing shares in the capital of the company (making such shares paid to 3s. each), has been made, due and payable to the manager, at the registered office of the company, 16 View-street, Bendigo, on Wednesday, the 9th day of February, 1949.

By order of the Board,

N. McLAREN YOUNG, Manager.

16 View-street, Bendigo, 1st February, 1949.

7401

TAWONGA GOLD MINING COMPANY NO LIABILITY.

NOTICE is hereby given that a Call (the 9th) of One penny per share has been made upon all shares in the company, due and payable to the manager, at the registered office, 77A Spensley-street, Clifton Hill, on Wednesday, 9th February, 1949.

Dated the 1st day of February, 1949.

By order of the Board,

M. B. COOPER, Manager.

Registered office: 77A Spensley-street, Clifton Hill, N.S.

7452

NORTH NELL GWYNNE GOLD MINES NO LIABILITY.

NOTICE is hereby given that a Call (the 84th) of Three pence per share has been made on all shares in the company, numbered 1 to 60,000 (making such shares paid up to 30s. each), due and payable at the registered office of the company, 46 Queen-street, Melbourne, on Wednesday, 9th February, 1949.

By order of the Board,

F. H. TADGELL, Manager.

Dickenson and Tadgell, chartered accountants (Aust.), 46 Queen-street, Melbourne, C.1.

7453

CENTRAL NORSEMAN GOLD CORPORATION N. L.

NOTICE is hereby given that all shares in Central Norseman Gold Corporation N. L. forfeited for non-payment of the 2nd Call of One shilling per share (due and payable 12th January, 1949) on the contributing shares Nos. 2,320,001 to 2,600,000, will be sold as under, if not redeemed by payment of the above call on or before the day previous to the day of sale. In respect of shares on the Melbourne register, at the Stock Exchange of Melbourne, on Thursday, 10th February, 1949, at a quarter to Twelve a.m., in respect of shares on the Adelaide register, at the Stock Exchange of Adelaide, on the same day at a quarter to Three p.m.

By order of the Board,

L. EDWARDS, Manager.

360 Collins-street, Melbourne, 1st February, 1949. 7439

NEW COOLGARDIE GOLD MINES NO LIABILITY.

NOTICE is hereby given that all shares in New Coolgardie Gold Mines No Liability forfeited for non-payment of the 8th Call of One shilling per share (which was due and payable on 12th January, 1949) will be sold by public auction in the vestibule of the Stock Exchange of Melbourne, on Thursday, 10th February, 1949, at a quarter to Twelve a.m., if not redeemed by payment of the above call, on or before the day previous to the day of sale.

By order of the Board,

L. EDWARDS, Manager.

360 Collins-street, Melbourne, 1st February, 1949. 7441

NORTHERN STAR GOLD MINES NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the 9th (January) Call of Three pence per share will be sold by public auction at the Stock Exchange Hall, 428 Little Collins-street, Melbourne, on Thursday, 10th February, 1949, at a quarter to Twelve a.m., unless the shares be previously redeemed.

F. L. SMYTH.

Registered office: 140 Queen-street, Melbourne. 7444

AJAX SOUTH GOLD MINE NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the 35th (January) Call of Three pence per share will be sold by public auction at the Stock Exchange Hall, 428 Chancery-lane, Melbourne at a quarter to Twelve a.m., on Wednesday, the 9th day of February, 1949, unless redeemed on or before Five p.m., on Tuesday, the 8th day of February, 1949.

By order of the Board,

A. E. LLEWELLYN, Manager.

430 Little Collins-street, Melbourne, C.1, 1st February, 1949.

7460

IMPOUNDINGS.**BRANXHOLME.—Impounded at Branhholme.**

1 brown Jersey heifer, front notch off ear
1 brindle polled heifer, back notch off ear
1 brindle heifer, top notch near ear

If not claimed and expenses paid, to be sold on 19th February, 1949.

J. ATKINSON,

Poundkeeper.

7466—6/8

CLUNES.—Impounded at Clunes.

1 brown pony gelding, no visible brand

If not claimed and expenses paid, to be sold on 4th February, 1949.

A. T. EBERHAUD,

Poundkeeper.

7394—5/

CROYDON.—Impounded at Croydon, on 23rd January, 1949.

1 black gelding, aged, no visible brand

If not claimed and expenses paid, to be sold on 24th February, 1949.

A. C. HALL,

Poundkeeper.

7402—5/10

DANDENONG.—Impounded at Dandenong by Ranger E. Sutton, off Stanley-road, Keysborough.

1 yellow bay delivery gelding, white star, white off hind foot, front shoes missing, no visible brand

If not claimed and expenses paid, to be sold on 19th February, 1949.

7468—6/8 A. WALKER,
Poundkeeper.

GEMBROOK.—Impounded in Gembrook Pound.

1 grey mare, aged, long tail, indistinct brand

If not claimed and expenses paid, to be sold on 18th February, 1949.

7467—5/ E. M. RAMAGE,
Poundkeeper.

KEILOR.—Impounded at Keilor.

1 bay gelding, saddle-marked, star on forehead, off hind foot white, like R under half-circle near shoulder

If not claimed and expenses paid, to be sold on 17th February, 1949.

7465—5/10 A. HARDISTY,
Poundkeeper.

MAFFRA.—Impounded at Maffra, by C. A. Hibbins.

1 black Jersey cow, dehorned, two pieces out top near ear, WH over 5 near rump

If not claimed and expenses paid, to be sold on 18th February, 1949.

7403—5/10 C. H. CAMERON,
Poundkeeper.

MANSFIELD.—Impounded at Mansfield, by A. J. Adams.

4 wether lambs, notch out of rear of near ear, no visible brand

If not claimed and expenses paid, to be sold on 18th February, 1949.

7397—5/10 R. WOMERSLEY,
Poundkeeper.

MULGRAVE.—Impounded at Mulgrave.

1 roan mare, white feet, blaze face

1 bay mare, black points, JK (conjoined) M near shoulder, shod

1 grey medium draught gelding, no visible brand

If not claimed and expenses paid, to be sold on 17th February, 1949.

7400—7/6 R. LAMBERTON,
Poundkeeper.

SEBASTOPOL.—Impounded at Sebastopol.

2 Corriedale rams, one with tag on left ear, X4 on rump
1 dark-brown or black light delivery gelding, aged, no visible brand

If not claimed and expenses paid, to be sold on 11th February, 1949.

7464—6/8 T. A. RINGIN,
Poundkeeper.

WANGARATTA.—Impounded at Wangaratta.

1 red steer, piece off top of near ear, like O on thick part of near leg

If not claimed and expenses paid, to be sold on 10th February, 1949.

7399—5/10 J. P. McDONNELL,
Poundkeeper.

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VICTORIA GOVERNMENT GAZETTE.

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No. 68.]

MONDAY, FEBRUARY 7.

[1949

Factories and Shops Acts.

DETERMINATION OF THE NICKELWARE BOARD.

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

(b) On the 25th June, 1934, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person employed electroplating, grinding, polishing, or finishing articles of table ware, and such power was conferred exclusively on the Electroplaters Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the trade of making nickel-silver articles of table ware," and whose powers were, by Order in Council dated 16th November, 1920, extended so that it may "fix the lowest prices or rates which may be paid to any persons employed in the trade of making articles of table ware of any base metal," has made the following Determination, namely:—

1. That on the 23rd December, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

Adults.										Per Week of 40 Hours.
										s. d.
Stamper who puts in die and makes force	..	..	..	..	..	..	..	..	..	167 6
Repairer .. .. .	..	..	..	..	..	..	..	..	..	167 6
Maker-up .. .. .	..	..	..	..	..	..	..	..	..	167 6
Spinner, 1st class .. .. .	..	..	..	..	..	..	..	..	..	161 0
Spinner (other) .. .. .	..	..	..	..	..	..	..	..	..	146 0
Die setter .. .. .	..	..	..	..	..	..	..	..	..	146 0
Drop hammer stamper (other than one who puts in die and makes force) .. .. .	..	..	..	..	..	..	..	..	..	144 0
Press operator (heavy) .. .. .	..	..	..	..	..	..	..	..	..	144 0
Press operator (light) .. .. .	..	..	..	..	..	..	..	..	..	142 0
Pickler .. .. .	..	..	..	..	..	..	..	..	..	143 0
Hand blanker .. .. .	..	..	..	..	..	..	..	..	..	142 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	..	..	..	..	..	..	..	..	..	129 0
All others .. .. .	..	..	..	..	..	..	..	..	..	123 6

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.

No. 68.—12837/48.—PRICE 6D.

APPRENTICESHIP.

3. (a) An employer may employ any minor as an apprentice in any work covered by the Determination provided that no minor shall be employed in the trade or occupation of a spinner—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

Period of Apprenticeship.

(b) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

(c) 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 Indentures.

(d) Subject to the approval of the Wages Board but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if in the opinion of the Wages Board circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Proportion.

(e) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

- (i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
- (ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than 123s. per week.

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 journeymen.

Adult Apprentices.

(f) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(g) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(h) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous needs basic wage, 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.

(i) *Wages per Week of 40 hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	
		s. d.	s. d.	£ s. d.
Four and five-year terms—				
1st year	25	0 0	0 9	1 9 0
2nd year	33	1 0	1 0	1 19 6
3rd year	50	1 6	1 6	3 0 0
4th year	83	2 0	2 3	4 19 0
5th year	100	2 0	3 0	6 5 0
	plus 6s.			
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	29	0 0	0 9	1 14 0
2nd year	50	1 0	1 6	2 19 6
3rd year	83	2 0	2 3	4 19 0
4th year	100	2 0	3 0	6 5 0
	plus 6s.			

The total wages of apprentices shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

(k) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

Payment by Results.

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

Lost Time.

(m) 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 on 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.

(n) 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.

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

Annual and Sick Leave.

(p) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows:—

Wages per Week of 40 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	War Loading.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	Per Week.	£ s. d.
		s. d.	s. d.	s. d.	
<i>I.—Adult Females.</i>					
Under three months' experience ..	65	3 0	6 0	..	4 3 0
All others	75	3 0	7 0	..	4 15 6
<i>II.—Junior Females.</i>					
17 years of age and under ..	40	1 0	3 6	..	2 10 0
18 years of age	47½	1 3	4 0	..	2 19 6
19 years of age	55	1 6	4 6	..	3 8 6
20 years of age	62½	2 0	5 0	..	3 18 0
<i>III.—Junior Males.</i>					
Under 16 years of age	25	0 6	2 0	..	1 11 0
16 years of age	35	0 9	3 0	..	2 3 6
17 years of age	47½	1 0	4 0	..	2 19 0
18 years of age	60	1 0	5 0	..	3 14 6
19 years of age	75	2 0	6 0	..	4 13 6
20 years of age	90	2 0	7 0	..	5 11 6

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.

(b) 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 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:

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Prohibited Occupations.

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles; or
using electric arc or oxy acetylene blow pipe, or
- (ii) if under 18 years of age—
die setting on power presses.

SPECIAL RATE.

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

Wet Places.

(a) 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.

Rate not Subject to Penalty Additions.

(b) The special rate 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-day 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 8 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 8 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 8 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.

(fi) 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 14 (b) hereof.

Provided that when not less than 8 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 had 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.

(gi) 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 Employees.

(i) 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 of 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 break-downs 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 said days respectively. Provided that Christmas Day and Boxing Day shall for the year, 1948, be deemed to fall on the 27th and 28th days of December, 1948, respectively, and that New Year's Day for the year, 1949, shall be deemed to fall on the 3rd day of January, 1949. Any employer who has given to his employees notice under paragraph (i) of sub-clause (m) of clause 16 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

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 Sundays and public holidays, such double time to continue until he is relieved from duty.

(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 had 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.

PIECE-WORK RATES.

11. Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results.

EXTRA RATES NOT CUMULATIVE.

12. 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.

13. (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 termination of the employment, wages due to an employee shall be paid to him on the day of such termination, 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.*

14. (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 effect 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 break-down 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 15 hereof, lose his pay for the actual time of 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 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.

15. (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.*

16. (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 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 15 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 clauses 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 (1) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

17. (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
Petrolatum, carbolyzed	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonfuls 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, 1948, 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.

Masks.

- (iii) Where necessary suitable masks shall be provided for employees required to use compressed air for blowing dust from electrical machinery or equipment. An employee when performing such work shall wear the mask provided for his protection. Masks containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Clothing—Galvanising, &c.

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

Tools.

- (v) 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, though 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 Victorian *Government Gazette* No. 21, dated 7th February, 1945), and shall not apply to any processes or occupations to which those Regulations apply.

SHOP STEWARDS.

18. 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.

19. (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, 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 above-named

General Secretary.

(Seal.)

Date—

Specimen Signature of Holder—

STRICTLY NOT TRANSFERABLE.

TIME AND WAGES BOOK.

20. (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.

21. 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 countersigned by the representative posting same.

DEFINITIONS.

22. "Pieceworker" means an employee required to work any job at a price fixed.
 "Spinner—1st class" means an adult employee required to make his own chucks, spin up the job to drawings, measurement, or blue prints, and/or who applies general trade knowledge and experience to making of spun articles by jobbing methods.
 "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.

PERIODICAL ADJUSTMENT OF WAGES.

23. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount, and at the same time as such basic wage as prescribed in clause 24. The wages of male juniors and females shall be the percentages of the needs basic wage, and in addition thereto the loadings, specified in clauses 3 and 4 of this Determination.

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 14 0	6 0	6 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1949, the amounts of the Basic Wage shall be as prescribed in clause 23.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the 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.

In addition to the basic wage prescribed by clause 23, any adult employee of a classification specified hereunder shall be paid the margin and loading hereinafter assigned to that classification, and such loading shall be deemed to be part of his ordinary rate of wage for all purposes of this Determination:—

Classification.	Margin.	War-Time Loading.
	s. d.	s. d.
Stamper who puts in die and makes force	41 6	6 0
Repairer	41 6	6 0
Maker-up	41 6	6 0
Spinner, 1st class	37 0	4 0
Spinner (other)	23 0	3 0
Die setter	23 0	3 0
Drop hammer stamper (other than one who puts in die and makes force)	21 0	3 0
Press operator (heavy)	21 0	3 0
Press operator (light)	19 0	3 0
Pickler	20 0	3 0
Hand blanker	19 0	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, 8th December, 1948.



VICTORIA GOVERNMENT GAZETTE.

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No. 69]

MONDAY, FEBRUARY 7.

[1949

Factories and Shops Acts.

DETERMINATION OF THE ENGRAVERS 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 power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of an engraver or die-sinker, or the process, trade, business, or occupation of making (but not enamelling) metal badges", has made the following Determination, namely:—

1. That on the 23rd December, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				
Apprentices.				Improvers.
—	Commencing Age.			
	Under 16 Years.	16 or 17 Years.	Over 17 Years.	
	s. d.	s. d.	s. d.	
	s. d.	s. d.	s. d.	
1st year's experience ..	30 9	41 0	51 3	35 6
2nd " " "	46 3	56 6	72 0	53 3
3rd " " "	61 6	77 0	97 6	67 9
4th " " "	82 3	102 9	133 0	90 6
5th " " "	102 9	133 0	..	107 9
6th " " "	133 0	..	..	139 6

PROPORTION (IN ANY PLACE).	
<i>Apprentices.</i>	
One apprentice to every three or fraction of three workers engaged in any one of the following trades or occupations:—	
Die sinking by hand, engraver by hand, engraver-copper-plate, steel stamp cutter, badge tool maker.	
<i>Improvers.</i>	
One improver to every four workers receiving not less than 168s. per week.	

An employee who has completed his indenture shall be entitled to be paid the adult rate prescribed for the appropriate classification.

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.

Other Employees.

	s.	d.
Under 16 years of age	30	9
16 years of age	39	0
17 years of age	49	3
18 years of age	66	9
19 years of age	82	3
20 years of age	102	9

	s.	d.
Die Sinker, by hand and/or by machine	185	0
Badge Toolmaker	163	0
Steel Stamp Cutter	173	0
Engravers by hand	168	0
Engravers, copper plate	168	0
Pantagraph Operator (other than die sinking or steel stamp cutting)	157	0
Stencil Plate Cutter	147	0
Drop Hammer Stamper who sets dies and makes force	144	0
Press Operator	142	0
Other Employees with not less than three months' experience in the Industry	128	0
All Others	122	0

TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
3. On the day on which the half-holiday is usually observed	7.45 a.m.	12.30 p.m.
On the other working days of the week	7.45 a.m.	6 p.m.

OVERTIME.

4. (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.

(b) 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.

Compulsory Overtime.

4A. An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

An employee shall not be allowed to work more than six hours continuously without a break for a meal.

HOLIDAYS AND SUNDAY WORK.

5. Employees shall be entitled to the following public holidays without deduction of pay :—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 said days respectively. Provided that Christmas Day and Boxing Day shall for the year, 1948, be deemed to fall on the 27th and 28th days of December, 1948, respectively, and that New Year's Day for the year, 1949, shall be deemed to fall on the 3rd day of January, 1949.

In any year prior to King's Birthday where a majority of the employees in any establishment so decides, Melbourne Cup Day may be substituted for King's Birthday.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

EMPLOYMENT FOR LESS THAN FULL WEEK.

6. Subject to clause 5 persons who are employed for less than 40 hours during any week shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

SICK LEAVE.

7. (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 one-eleventh 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 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.

DEFINITION.

9. "Year" means the period between the 1st day of June in each year and the next 31st day of May

PERIODICAL ADJUSTMENT OF WAGES.

10. 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 11. Provided that the wages of apprentices, improvers, and juveniles 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.	
Victoria	5 14 0	6 0	6 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1949, the amounts of the basic wage shall be as prescribed in clause 10.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the 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.

In addition to the basic wage prescribed by clause 10, any adult employee of a classification specified hereunder shall be paid the margin and loading hereinafter assigned to that classification, and such loading shall be deemed to be part of his ordinary rate of wage for all purposes of this Determination:—

Classification.	Margin.	Special Loading.
	s. d.	s. d.
Die Sinker, by hand and/or by machine	59 0	6 0
Badge Toolmaker	40 0	3 0
Steel Stamp Cutter	49 0	4 0
Engravers by hand	44 0	4 0
Engravers, copper plate	44 0	4 0
Pantagraph Operator (other than die sinking or steel stamp cutting)	34 0	3 0
Stencil Plate Cutter	24 0	3 0
Drop Hammer Stamper who sets dies and makes force	21 0	3 0
Press Operator	19 0	3 0
Other Employees with not less than three months' experience in the industry	6 0	2 0
All Others	Nil.	2 0

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

J. W. RYAN, Secretary.

Melbourne, 8th December, 1948.

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MONDAY, FEBRUARY 7.

[1949

Factories and Shops Acts.

DETERMINATION OF THE WHARFS AND JETTIES 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 10th November, 1927, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of constructing or demolishing wooden or concrete wharfs, piers, or jetties," has made the following Determination, namely:—

1. That as from the 14th December, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a)

APPRENTICES AND IMPROVERS.

Wages.				PROPORTION (in any place).
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	
	s. d.	s. d.	s. d.	
Under 16 years of age	41 0	2 0	43 0	Apprentices. One apprentice to every three or fraction of three workers receiving not less than 143s. per week.
" 17 " " "	53 3	2 6	55 9	
" 18 " " "	64 9	3 0	67 9	
" 19 " " "	81 3	3 9	85 0	Improvers. Three improvers to every four or fraction of four workers receiving not less than 143s. per week.
" 20 " " "	94 0	4 6	98 6	
" 21 " " "	109 3	5 3	114 6	

(b)

OTHER EMPLOYEES.

	WAGES.		
	Day Work.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Foreman	8 16 3	6 0	9 2 3
Leading hand, i.e., a person in charge of not less than—			
(a) three nor more than ten employees	8 10 3	6 0	8 16 3
(b) eleven nor more than fifteen employees	8 13 3	6 0	8 19 3
Pile-driver	8 7 3	6 0	8 13 3
Pile-driver's offsider	7 5 0	6 0	7 11 0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways	8 4 3	6 0	8 10 3

OTHER EMPLOYEES—continued.

							WAGES.		
							Day Work		
							Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
							£ s. d.	s. d.	£ s. d.
Oxy acetylene burner on demolition work	..	..	..	..	..	..	8 4 3	6 0	8 10 3
Saw sharpener ..	..	..	..	..	..	..	8 3 6	6 0	8 9 6
Machine borer ..	..	..	..	..	..	..	7 5 0	6 0	7 11 0
Cleater ..	..	..	..	..	..	..	7 2 0	6 0	7 8 0
Cradler or squarer ..	..	..	..	..	..	..
Hand borer ..	..	..	..	..	..	..	7 0 0	6 0	7 6 0
Wharf carpenter's assistant	..	..	..	..	..	..
Diver's Assistant ..	..	..	..	..	..	..	7 0 0	6 0	7 6 0
Dumper ..	..	..	..	..	..	..
Other demolition workers	..	..	..	..	..	..	6 17 6	6 0	7 3 6
Barge hand on shore plant	..	..	..	..	..	..	6 17 6	6 0	7 3 6
All others ..	..	..	..	..	..	..	6 17 0	6 0	7 3 0
CONCRETE WORK.									
Pneumatic pick user or jack hammer-man	..	..	..	..	..	..	7 3 0	6 0	7 9 0
Concrete floater ..	..	..	..	..	..	..	7 2 0	6 0	7 8 0
Mixer operator ..	..	..	..	..	..	..	7 2 0	6 0	7 8 0
Men filling moulds ..	..	..	..	..	..	..	7 0 0	6 0	7 6 0
Gaugers, i.e., persons filling gauged barrows or boxes	..	..	..	..	..	..
Other mixers ..	..	..	..	..	..	..	6 17 0	6 0	7 3 0
Men employed on reinforcements	..	..	..	..	..	..
Barrowmen or general labourers ..	..	..	..	..	..	..

(c) When work is performed in two shifts per day the rates prescribed in clause 2 (b) hereof for day work shall be increased by 7½ per cent. in respect of all work done in the second or night shift.

HOURS.

3. The number of hours to constitute an ordinary week's work shall be 40.

TERMS OF ENGAGEMENT.

4. (a) Engagement may be by the week or by the hour. If by the week it shall be terminable on either side by a week's notice, which may be made to expire at any time during a week of the employment.

Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled to payment in respect of wages only up to such time of dismissal.

(b) If engagement is by the hour, the rates of wages shall be increased by 10 per cent. per week to cover payment for holidays and sick leave, but such amount shall not be taken into consideration when computing overtime, Sunday and holiday rates.

TIME OF BEGINNING AND ENDING WORK.

5. (a) The spread of hours shall be as follows:—

Day work—

	Time of Beginning.	Time of Ending.
Monday to Friday ..	8 a.m.	5 p.m.
Where two shifts are worked—		
Monday to Friday (day shift) ..	6.30 a.m.	2.30 p.m.
Monday to Friday (afternoon shift) ..	2.30 p.m.	10.30 p.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total length of any shift be increased.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift, or on Saturday, shall be time and a half for the first two hours, and thereafter double time. An employee recalled to work after having ceased for the day shall be paid for a minimum of two hours work at the appropriate rate.

FARE ALLOWANCE.

6. In addition to the amounts otherwise prescribed, an employee shall be paid an amount of 2s. 6d. per week as a fare allowance.

HOLIDAYS.

7. (a) An hourly employee shall be entitled to receive the following holidays without pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the day so substituted shall be observed. Provided that Christmas Day and Boxing Day shall for the year, 1948, be deemed to fall on the 27th and 28th days of December, 1948, respectively, and that New Year's Day for the Year, 1949, shall be deemed to fall on the 3rd day of January, 1949.

(b) An employee on weekly engagement shall be entitled to the abovementioned holidays without deduction of pay.

HOLIDAYS AND SUNDAY WORK.

8. All time worked on Sundays or on any of the holidays prescribed herein shall be paid for at the rate of double time. An employee required to work on a Sunday or holiday shall be paid for a minimum of two hours' work at the overtime rate.

"Rate of double time" for weekly employees shall mean as to the holidays set out an extra payment at the ordinary rate in addition to the rate ordinarily receivable.

SPECIAL RATES.

Confined Spaces.

9. (a) Working in confined space (as defined), 3d. per hour extra.

Confined space means a place the dimensions or nature of which necessitate working in a cramped position or without sufficient ventilation.

Dirty Work.

(b) Work which the engineer or inspector in charge of the job shall approve as being of an unusually dirty or offensive nature—1½d. per hour extra.

A decision shall be given on the workman's claim within 48 hours of its being asked for (unless the 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.

(c) An employee spreading or floating metalcote shall be paid 1s. per day or any portion of a day in addition to his ordinary rate.

Special Rates not Cumulative.

(d) 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.

(e) An employee when engaged in diving shall receive the sum of £1 6s. 6d. per dive, in lieu of his ordinary rate. A dive shall cover all time up to half a day including preparation before and after the dive.

SICK LEAVE.

10. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 40 hours of working time in each year of service.

(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 shall be entitled in any year without deduction of pay.

ANNUAL HOLIDAY.

11. 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.

WET WORK RATE.

12. Men who in the ordinary course of their work are—

- | | |
|--|--|
| (i) Wetted from feet to knees | } shall be paid 1s. per day or portion of a day extra, irrespective of whether rubber boots are worn or not. |
| (ii) Working on rafting or staging awash | |

CRIB TIME.

13. A period of 25 minutes shall be allowed to shift workers for crib time, without deduction of pay.

MEAL ALLOWANCE.

14. An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work shall either be supplied with a meal by the employer or paid 2s. 6d., or if the work extends into a second meal hour 5s. for the two meals, but such payment need not be made to employees living in the same locality as their work and who can reasonably return home for meals.

LIVING ALLOWANCE, ETC.

15. (a) Where an employee is sent from one place to another, and cannot reasonably return to his home each night, he shall be paid an allowance of 10s. per day or part thereof for the first seven days, and 42s. per week thereafter, except where camping facilities are provided by the employer.

(b) An employee who has been directed by his employer to proceed to construction work on a distant job may after three months' continuous service thereon, and thereafter at three-monthly periods of continuous service thereon, return to his home at a week-end. If he does so, he shall be paid the amount of a second-class return railway fare on the pay-day which immediately follows the date on which he returns to the job, provided no delay not agreed to by the employer takes place in connexion with the employee's commencing of work on the morning of the working day following the week-end.

Provided, however, that if the work upon which the employee is engaged will terminate in the ordinary course within a further twenty-eight days after the expiration of any such period of three months as is hereinbefore mentioned then the provisions of this sub-clause shall not be applicable.

TEA BREAK.

16. A tea break of ten minutes' duration on each day or shift to be counted as time worked shall be allowed employees without deduction of pay. The employer shall fix the time of the tea break and shall provide the necessary labour to brew the tea at the commencement of the tea break.

HOT WATER.

17. The employer shall make provision where practicable for the supply of hot water during meal hours.

CHANGING TIME.

18. When an employee, in the course of his work, falls or is knocked into water, not more than one hour without deduction of pay shall be allowed to enable him to change into dry clothing.

MIXED FUNCTIONS.

19. Where an employee is required to do, and does on any one day for a time exceeding four hours in the aggregate, work for which a higher rate is prescribed than for other work done by him on that day, he shall be paid at not less than such higher rate for all work done by him on that day.

TOOL ALLOWANCE.

20. A wharf carpenter shall be paid a tool allowance of 2s. per week in addition to his ordinary wage.

TRANSPORT OF INJURED OR SICK EMPLOYEES.

21. An employer shall take immediate action to provide for an employee, if required, the necessary transport in the case of sickness or injury arising out of the normal duties of such employee.

SHELTER, ETC.

22. Where operations are continuously carried on each employer shall provide suitable dressing accommodation with a concrete or timber floor, and including seating and clothes hanging facilities on all jobs. Where three or more men are employed, and the work is estimated to last one week or more, a shelter shed based on six square feet per person with a minimum of 50 square feet, shall be provided. Such shed shall be for the exclusive use of workmen and not used for the storage of tools or other materials.

First Aid Outfit.

23. At all 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
Petrolatum, carbolyzed	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls 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	

PERIODICAL ADJUSTMENT OF WAGES.

24. The wages rates set out in clause 2 are based upon the following basic wage 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 25. Provided that the wages of apprentices and improvers 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 14 0	6 0	6 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1949, the amounts of the basic wage shall be as prescribed in clause 24.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the 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.

MARGINAL RATES.

26. In addition to the basic wage provided in clause 24, the margins set out in this clause shall be the minimum rate payable to employees therein named :—

Classification.	Margins per Week.
	s. d.
Foreman	56 3
Leading hand ² i.e., a person in charge of not less than— (a) three nor more than ten employees	50 3
(b) eleven nor more than fifteen employees	53 3
Pile-driver	47 3
Pile-driver's offsider	25 0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways	44 3
Oxy acetylene burner on demolition work	44 3
Saw sharpener	43 6
Machine borer	25 0
Cleater	22 0
Cradle or squarer	22 0
Hand borer	20 0
Wharf carpenter's assistant	20 0
Diver's assistant	14 0
Dumper	30 0
Other demolition workers	17 6
Barge hand on shore plant	17 6
All others	17 0

Classification.	Margins per Week.
CONCRETE WORK.	
Pneumatic pick user or jack hammer-man	<i>s. d.</i> 23 0
Concrete floater	22 0
Mixer operator	22 0
Men filling moulds	20 0
Gaugers, i.e., persons filling gauged barrows or boxes	20 0
Other mixers	20 0
Men employed on reinforcements	20 0
Barrowmen or general labourers	17 0

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

J. W. RYAN, Secretary.

Melbourne, 14th December, 1948.



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MONDAY, FEBRUARY 7.

[1949]

Factories and Shops Acts.

DETERMINATION OF THE COUNTRY PRINTERS BOARD.

NOTE.—This Determination applies to the whole of the State outside and excepting the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, Mildura, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

The following Printing Trades were proclaimed on the 5th day of May, 1942, as Apprenticeship Trades under the Apprenticeship Acts for the whole of the State of Victoria outside and excepting the Metropolitan District:—

- (a) Hand Composition;
- (b) Hand and Machine Composition;
- (c) Hand Composition and General Printing.

classes of persons (other than persons subject to the Determinations of the Printers Board or the Provincial Printers Board) employed in the process, trade, or business of—

- (a) Printing;
- (b) Bookbinding (including making loose sheet covers of any kind);
- (c) Paper ruling;
- (d) Stereotyping or electrotyping;
- (e) Preparing printed matter for sale or distribution;
- (f) Carbonizing, Varnishing, Gumming, or Waxing, or } Paper, cardboard, or similar materials;
- (g) Preparing lithographic work by drawing or lettering on a lithographic plate or on any other material; but not including any process subject to the jurisdiction of the Stationery Board.—

has made the following Determination, namely:—

1. That from the beginning of the first pay period to commence in December, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

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

2.

TABLE A.—ADULT MALES.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.	
		A*.	B*.
		£ s. d.	£ s. d.
A1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	8 17 0	8 14 0
A2	Probationary machine compositor—		
	(a) For a first period of six months' probation	8 6 6	8 3 6
	(b) For a second period of six months' probation	8 10 0	8 7 0
	(c) Thereafter the rate for a machine compositor	8 17 0	8 14 0
A3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid	8 17 0	8 14 0
A4	Proof reader and/or reviser—		
	(a) In newspaper and commercial printing offices	8 10 0	8 7 0
	(b) Commercial printing only	8 10 0	8 7 0
A5	Working mechanic in charge of a slug-casting and/or type-casting machine	8 6 6	8 3 6
A6	Hand compositor		
A7	Sluggier		
A8	Bulk hand		
A9	Stonehand		
A10	Electrotyper		
A11	Stereotyper		
A12	Letterpress Machinist		
A13	Machinist working a flat-bed machine printing from a reel		

* See Clause 3 for definition of grades.

TABLE A.—ADULT MALES—continued.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.	
		A*.	B*.
		£ s. d.	£ s. d.
A14	Lithographic machinist, including lithographic tin printer, lithographic transferer and/or pressman	8 6 6	8 3 6
A15	Stone and/or plate preparer	6 18 0	6 15 0
A16	Ink grinder and/or varnisher	6 13 0	6 10 0
A17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate)	8 6 6	8 3 6
A18	Marbler	8 6 6	8 3 6
A19	Hand Indexer	8 6 6	..
A20	Finisher	8 6 6	..
A21	Pocket-book maker	8 6 6	..
A22	Loose-sheet cover maker	8 6 6	..
A23	Ticket maker, turned in work	8 6 6	..
A24	Blotting-pad maker	8 6 6	..
A25	Portfolio maker	8 6 6	..
A26	Map and plan mounter and/or varnisher	8 6 6	..
A27	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine	8 6 6	8 3 6
A28	Guillotine machine operator .. .. .	..	..
A29	Operator of a writer-press, multigraph machine, roneo type machine, or a similar machine printing from movable type, stereotypes, electros, zincos, or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	8 17 0	8 14 0
A30	Feeder of any kind of machine	6 12 0	..
A31	Storeman, packer and/or despatcher	6 18 0	..
A32	Male employee not otherwise specified	6 6 0	6 3 0

* See Clause 3 for definition of grades.

Adult Females.

TABLE B.

	Per week. £ s. d.
B1 Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, stationery and/or printing on work not allotted a marginal difference in Table A, or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	4 3 6
B2 Female employee not otherwise specified	3 7 6
<i>Female Supervisors.</i>	
	Per week. £ s. d.
B3 Female employee in charge of or who supervises, directs, or is responsible for the work of—	
(a) Up to 8 employees	4 5 6
(b) From 9 to 15 employees (both inclusive)	4 14 6
(c) Over 15 employees	5 0 6

TABLE C.

Male Juniors in all Sections.

Where the work is performed by a male employee under the age of 21 years other than an apprentice:—

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.
		s. d.	s. d.	Per week. £ s. d.
C1 Under 15 years of age	22	0 6	2 6	1 8 0
C2 Between 15 and 16 years of age	28	0 6	2 6	1 14 6
C3 Between 16 and 17 years of age	35	1 0	4 6	2 5 0
C4 Between 17 and 18 years of age	48	1 0	4 6	2 19 6
C5 Between 18 and 19 years of age	60	1 6	6 6	3 16 0
C6 Between 19 and 20 years of age	72	2 0	8 6	4 12 0
C7 Between 20 and 21 years of age	85	2 0	10 6	5 8 6

TABLE D.

Apprentices.

Where the work is performed by a male apprentice:—

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.
		s. d.	s. d.	Per week. £ s. d.
D1 First year	22	0 6	3 0	1 8 6
D2 Second year	28	0 6	6 6	1 18 6
D3 Third year	35	1 0	9 6	2 10 0
D4 Fourth year	48	1 0	12 6	3 7 6
D5 Fifth year	60	1 6	16 0	4 5 6
D6 Sixth year	85	2 0	19 0	5 17 0

Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

TABLE E.

Female Juniors in all Sections.

Where the work is performed by a female employee under the age of 21 years:—

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.
		s. d.	s. d.	Per week. £ s. d.
E1 First year's experience	22	0 6	2 6	1 8 0
E2 Second year's experience	28	0 6	6 6	1 14 6
E3 Third year's experience	32	1 0	6 6	2 3 6
E4 Fourth year's experience	38	1 0	8 6	2 12 6
E5 Fifth year's experience	50	1 6	10 6	3 8 6
E6 And thereafter the minimum wage prescribed for females for the class of work which she is doing.				

In the above provisions E1 to E6 "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee, and shall be returned to her by any subsequent employer within seven days of her engagement.

DEFINITION OF GRADES.

3. For the purposes of this Determination—
Grade "A" means—

Ararat	Maryborough
Castlemaine	Ringwood
Colac	Sale
Echuca	Shepparton
Hamilton	Swan Hill
Horsham	Wangaratta
Kyneton	

Grade "B" means—

All other places within the area to which this Determination applies but not specified in Grade "A" of this Determination.

DEFINITIONS.

4. Commercial printing (without limiting the generality of the words) means—Printing (except of newspapers). A "mixed newspaper and commercial printing office" means a place of business in which operations of commercial printing are carried on in connexion with or in addition to the work of printing a newspaper (other than a daily newspaper), and "a commercial printing office" means any place of business (other than a mixed newspaper and commercial printing office), in which any operation of commercial printing is carried on. A "daily newspaper office" includes every office in which a daily newspaper is printed and/or published.

NIGHT WORK ALLOWANCE.

5. (a) An adult male weekly time work employee employed on night shift shall be entitled to receive the rate of wages prescribed by Table "A" of clause 2 of this Determination, together with an allowance as follows:—

(i) If he be employed in a commercial printing office or in a Daily Newspaper Office: 12s. extra if so employed for one week; if he works less than one week he shall be paid *pro rata* for the hours worked by him.

(ii) If he be employed otherwise than in a commercial printing office or in a Daily Newspaper Office: 9s. extra if so employed for one week; if he works less than one week he shall be paid *pro rata* for the hours worked by him.

(b) A male junior employed on night shift shall be entitled to receive the rate of wages prescribed by Table "C" of clause 2 of this Determination, together with an allowance as follows:—

(i) If he be employed in a Commercial Printing Office for one week on night shift, 9s. extra; if so employed in a Daily Newspaper Office, 6s.; if so employed in any other office than the aforementioned, 4s. 6d.

(ii) If he be employed for less than one week he shall be paid *pro rata* for the hours worked by him.

(c) An apprentice employed on night shift shall be entitled to receive the rate of wages prescribed by Table "D" of clause 2 of this Determination, together with the same allowance as by sub-clause (b) hereof is prescribed for a male junior.

FOREMAN OR LEADING HAND.

6. In any office where three adult employees are permanently employed and one of their number, in addition to his ordinary work, has added responsibility, he shall be paid not less than 5s. per week above the minimum rate prescribed in this determination for the work ordinarily done by him, but if four or more adult employees are permanently employed, such an employee shall be paid not less than 10s. per week above the minimum rate prescribed in this determination for the work ordinarily done by him.

REST INTERVAL FOR FEMALES.

7. There shall be an interval of 10 minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Saturday inclusive, in each week for a female employee, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

WORK NOT TO BE TAKEN OFF EMPLOYER'S PREMISES.

8. No work shall be taken off the employer's premises to be executed by any employee.

FEMALE TO BE PAID MALE RATE.

9. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" of clause 2 hereof, which is not specifically named or described in Table "B" of clause 2 hereof, she shall be paid the rate which is prescribed for the male.

LIMITATION OF EMPLOYMENT OF FEMALES.

10. A female employee shall not be employed in the mechanical departments of any office, except as a feeder on a letter-press, lithographic, or ruling machine, or as a copy-holder, or on an addressograph machine, or on such work as is now usually done by a female in a bookbinding department.

FEMALES NOT TO OPERATE GUILLOTINE MACHINES.

11. A female shall not operate any guillotine machine.

FEMALES NOT TO WASH-UP OR FEED MACHINES, ETC.

12. A female shall not be required or permitted to wash-up or clean a printing machine; or feed a platen printing machine if under the age of 18 years.

JUNIORS.

13. (a) No department shall be manned exclusively by juniors.

(b) The proportion of juniors shall, subject to clause 27 (a) (vi) hereof, be as follows:—

(i) Not more than one junior of not less than 17 years of age (other than a junior carrying papers from a machine to the publishing room) in any crew of a rotary machine or of a flat-bed rotary machine, where the crew comprises three or less than three adults permanently employed; and

(ii) Not more than one additional junior of not less than 20 years of age, where any crew of a rotary machine is comprised of four or more adults permanently employed.

(iii) Not more than one junior of not less than 16 years of age shall be employed for every three or part of three adults employed permanently as publishing employees.

(iv) Not more than one junior galley puller shall be employed in any office.

(v) Not more than one junior of not less than 17 years of age shall be employed in the stereotyping department of any daily newspaper office.

(vi) In commercial printing offices, not more than two male juniors shall be employed to each adult in any department.

(c) A male under the age of 17 years shall not be employed as a stereotyper's assistant, or rotary machinist's assistant or flat-bed machinist's assistant working from a reel, and a male under the age of 16 years shall not be employed as a publishing assistant.

(d) Juniors shall be given opportunities to become proficient in different classes of work, and where the variety of work permits, shall be taught higher-grade work as they progress in the knowledge of their work.

NUMBER AND PROPORTION OF STEREOTYPER'S ASSISTANTS.

14. Not more than one adult stereotyper's assistant shall be employed in any newspaper office for each stereotyper permanently employed. For the purpose of this clause "permanently employed" means continuously employed for a period of not less than six calendar months.

MEAL PERIOD.

15. (a) In daily newspaper offices, the commencing time for meals shall be such as may be mutually arranged between each employer and the employees, and in default of such agreement as fixed by an amendment of this determination. The meal period shall be fixed by the printer, and may vary from night to night, but shall not be less than thirty minutes nor more than one hour.

(b) In other than daily newspaper offices, the minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour: Provided that, by agreement with the Printing Industry Employees Union of Australia, the period may be reduced to not less than half an hour.

(c) No employee shall be compelled to break shift except for meals, and a shift shall not exceed 5 hours without a break for meals.

(d) Where an employee is required to work during his usual meal period he shall be paid one-half extra on the hourly rate of his weekly wage for the time so worked, and be allowed his usual meal period as soon as it can be arranged.

HOURS AND OVERTIME.

16. (a) In any commercial printing office—

Day Work.

- (i) The hours of duty of employees on day work shall not exceed 40 a week to be worked within 8 hours a day on Monday to Friday inclusive, between the hours of 8 a.m. and 6 p.m. and within four hours on Saturday, to be worked between 8 a.m. and noon. Provided that, by agreement made with the Printing Industry Employees Union of Australia, the finishing time on Saturday may be extended to not later than 1 p.m. within a week of 40 hours.

Night Work.

- (ii) Night-shift work is work other than overtime work done between the hours of 6 p.m. and 8 a.m.
- (iii) The hours of duty for night-shift workers shall not exceed 40 a week, to be worked within nine hours a day on Monday to Friday inclusive, provided that for machine compositors on night shift the hours of duty shall not exceed 40 per week.
- (iv) The hours of commencing and finishing duty on each shift of all employees on night shift or unusual shift shall be arranged from time to time between each particular employer and the said union, and in case they are unable to agree, by the Wages Board.
- (v) A female employee shall not perform night-shift work.
- (vi) A male employee under seventeen years of age shall not perform night-shift work.
- (vii) On any day when the hours of any night shift overlap the day-shift hours, the night-shift hours shall be observed, and the night-shift wage shall be paid for such day.

Overtime.

- (viii) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.
 - (ix) All duty performed by time workers in excess of or outside the hours mentioned above in this sub-clause, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of time and a half for the first three hours on any one shift, and double time thereafter.
 - (x) All duty performed by piece workers in excess of or outside the hours mentioned above in this sub-clause, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of rate and a half for the first three hours on any one shift, and double rate thereafter.
 - (xi) Double time or double rate shall be paid for all work done on Saturday afternoon and on Sunday. Where the hours of the ordinary working week are worked within five days or five nights, any work done on the sixth day or night shall be paid for at double time or double rate.
 - (xii) Where notice of overtime in excess of one hour has not been given during the previous shift, and where the tea interval is insufficient to enable an employee to visit his home, 2s. shall be paid as an allowance for tea money, and the same allowance shall be made for each meal reasonably occurring during such overtime work.
 - (xiii) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours after the sixth shift, shall be paid double time or double rates for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts.
 - (xiv) No junior worker under seventeen years of age, nor any female or apprentice, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day.
 - (xv) An employer shall not require or permit any female employee to work overtime after 6 p.m., unless at least one other female person is working with her.
 - (xvi) No employee under sixteen years of age shall be employed on overtime.
- (b) In any daily newspaper office or mixed newspaper and commercial printing office:—

Day Work.

- (i) The hours of duty of time-work employees on day work shall not exceed 40 hours per week, to be worked within 7 hours 20 minutes a day on Monday to Saturday inclusive between the hours of 8 a.m. and 6 p.m.; provided that on daily evening newspapers the hours of duty on Saturday may be worked between 8 a.m. and 6.45 p.m.; and provided further that when work finishes not later than 12.30 p.m. on Saturday, up to 8 hours a day may be worked on Monday to Friday inclusive, and 4 hours on Saturday, or up to 7 hours 54 minutes a day may be worked on Monday to Friday inclusive, and 4 hours 30 minutes on Saturday.

Night Work.

- (ii) Night-shift work is work other than overtime work done between the hours of 6 p.m. and 8 a.m.
- (iii) The hours of duty for night-shift time-workers shall not exceed 40 per week for machine compositors, and 40 per week for all other employees, to be worked within 8 hours per night on Sunday to Friday inclusive.
- (iv) The hours of commencing and finishing duty on each shift of all employees on night shift or unusual shift shall be arranged from time to time between each particular employer and the union, and in case they are unable to agree, by the Wages Board.
- (v) On any day when the hours of any night shift overlap the day-shift hours, the night-shift hours shall be observed, and the night-shift wage shall be paid for such shift.
- (vi) No employee under the age of 16 years shall be employed as a copyholder on night shift, and no employee under the age of 17 years shall perform any other class of work on night shift.
- (vii) Except as provided in paragraph (vi) hereof, or in clause 18 of this Determination, no junior worker under the age of 17 years shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day.

Overtime.

- (viii) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.
- (ix) All work done by a time worker in excess of or outside the weekly hours mentioned above in this sub-clause, or in excess of the hours of the prescribed shift, shall be overtime, and shall be paid for at the rate of time and a half for the first three hours on any one shift, and double time thereafter; provided that—
 - (a) Work on a daily newspaper may continue for up to 10 hours on one shift in any week without incurring overtime charges.
 - (b) Work on a newspaper other than a daily newspaper done on publication day, or the preceding day, may continue for up to 10 hours without incurring overtime charges.
 - (c) Any day shift on newspaper work and working as provided in paragraphs (a) and (b) hereof, may extend the finishing time of the day shift on publication day to not later than 10 p.m.
- (x) All work done by a piece-worker after he has been working for a stretch of 9 hours, shall be paid for at rate and a half for the first three hours, and double rate thereafter, and all work done by a piece-worker in excess of 40 hours in any week shall be paid for at rate and a half.
- (xi) Where notice of overtime in excess of one hour has not been given to any day-worker during the previous shift, and where the tea interval is insufficient to enable the employee to visit his home, 2s. shall be paid as an allowance for tea money, and the same allowance shall be made for each meal reasonably occurring during such overtime work.
- (xii) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours after the sixth shift, shall be paid double time or double rate for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts, with a minimum of three hours' work, or payment therefor: Provided that this clause shall not apply where shifts are being changed, or to a case where it is necessary for an employee to work in the place of an employee who is absent through sickness. In any case where conditions satisfactory to the Printing Industry Employees Union of Australia (Victorian Branch) are arranged in writing with an employer, with respect to the minimum of three hours' work, or payment therefor, a shorter interval than 36 hours after the sixth shift may be adopted.
- (xiii) Double time or double rate shall be paid for all work done on Saturday after the finishing time of an employee or in excess of the weekly hours prescribed above in this sub-clause, and on Sunday, provided that work for a morning daily newspaper done after 6 p.m. on Sunday shall be classed as ordinary work, and included in the employee's usual weekly work.
- (xiv) Notwithstanding anything contained in paragraph (xiii) hereof where at the commencement date of this determination work for a newspaper is done regularly on Sunday in lieu of Saturday, such Sunday work may continue to be performed at ordinary rates of pay, and as part of an employee's usual working week, and any work done on Saturdays shall be overtime, and be paid for at double time or double rate.
- (xv) No employee under sixteen years of age shall be employed on overtime.

Special Conditions.

- (xvi) Notwithstanding anything hereinbefore contained in sub-clause (b) hereof, the conditions prescribed for a commercial printing office shall apply in all respects to an employee employed for the whole of his time, or substantially the whole of his time, upon commercial printing work in a mixed newspaper and commercial printing office.

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

HOURS TO BE POSTED.

17. (a) The commencing and finishing times of any shift (other than an emergency shift or a shift for a daily newspaper) of any office shall be conspicuously displayed in each work-room, and shall continue unchanged until altered by agreement between the employer and the said union and in default of such agreement by an amendment of this determination.

(b) The commencement time of any day or night shift (other than an emergency shift) for a daily newspaper shall be conspicuously displayed in each work-room at least one hour prior to the finish of the preceding day or night shift, as the case may be, but such time shall be within the appropriate spread of hours prescribed for daily newspaper shifts in this determination.

DUTIES AT UNUSUAL HOURS.

18. A junior or apprentice employed in any printing office may, subject to the written approval of the said union, agree with his employer to attend the place of employment outside the usual working hours to arrange the heating of linotype metal-pots, and for such attendance shall be given such allowance in time or money as is reasonable for the time so occupied by him. Any agreement made in accordance with this clause shall not be deemed to contravene any prescribed condition in the determination relating to wages or the starting or finishing times of any shift or weekly hours of employment. In the event of the said union withholding its approval, the proposed agreement may be dealt with by the Wages Board.

TERMS OF EMPLOYMENT.

19. (a) No employee shall be employed other than as a weekly time-work employee or a weekly piece-work employee, or a casual time-work employee or a casual piece-work employee.

(b) A weekly time-work employee to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee; but such work shall be of a similar class to the work usually performed by such employee.

(c) Any weekly time-work employee not attending for duty will lose his pay for the actual time lost unless he produces, or forwards within 28 hours of the commencement of such absence, evidence satisfactory to the employer or the Secretary for Labour that his non-attendance was due to personal ill-health necessitating such absence, but he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than six days in each year. Such year begins on the 1st day of June of each year. An employee is to be entitled to not more than six days' payment in any year under this clause of the determination, notwithstanding that he may be employed by different employers.

(d) A weekly piece-worker is a piece-worker engaged as a weekly employee. The following conditions apply to the employment of a weekly piece-worker:—

- (i) On each working day or night of the week, the weekly piece-worker shall present himself for employment at the usual time for beginning work at the place of business of the employer, unless informed by the employer that his attendance on any day or on any night is not required, but in any case where an employer has no work for a piece-worker to do on the next following shift, he shall so inform the employee prior to his terminating work, and in any such case the employee shall not be obliged to present himself for work on the following shift.
- (ii) If the weekly piece-worker begins work on any such day or any night, he shall (subject to the provisions of sub-clause (e) hereof) receive not less than four hours' continuous employment, or be paid for such four hours at the rate prescribed for a machine compositor on time work.
- (iii) Subject to the provisions of sub-clause (e) hereof, a weekly piece-worker shall be guaranteed at least 30 hours' employment in any working week. If such employment is not provided for him in any week, and in such week he complies with the provisions of paragraph (i) hereof, and faithfully performs all work provided for him during that week, he shall be paid for any hours short of this guarantee at the rate prescribed for a machine compositor on time work, and this notwithstanding that any public holiday or holidays occur in such week.

(iv) For six days in any year, such weekly piece-worker will be excused for not presenting himself for employment at the proper time and place, and such non-attendance shall not disentitle such piece-worker to payment for such absence if within 28 hours of the commencement of any such absence he produces or forwards to the employer evidence satisfactory to the employer, or to the Secretary for Labour, that his non-attendance was due to personal ill health necessitating such absence. The year begins on the first day of June of each year. A weekly piece-worker shall be entitled to the benefits of this sub-clause in respect of not more than six days during any such year, notwithstanding that he may be employed by different employers.

(v) A piece-worker shall be paid for five hours for each of the six absences provided for in this sub-clause at the rate prescribed for a machine compositor on time work. An employer shall be entitled to count such five hours in any week in which a piece-worker has been sick to make up the weekly guarantee of hours in any week in which a piece-worker has worked less than 30 hours.

(vi) In respect of each public holiday referred to in clause 20 hereof, which occurs in any week, and on which the weekly piece-worker is not required to work by the employer, he shall be paid for five hours at the rate prescribed for a machine compositor on time work.

(e) The employment of a weekly time-work or piece-work employee may be terminated by one week's notice on either side, and such notice may be given at any time during any week to take effect one week after the day on which it is given. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike of the said union, or any other union, or through the breakdown of machinery or any stoppage of work for any cause for which the employer cannot be held responsible.

(f) Where a weekly piece-work employee gives or receives one week's notice of the termination of his employment, he shall, during the week that such notice runs, be given the same amount of piecework as it has been customary for him to perform during the period of his employment.

(g) If an employee's services be terminated during the course of a week, he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within 24 hours thereafter.

LEAVE OF ABSENCE.

20. (a) Nothing in this clause has reference to absence occasioned by ill-health.

(b) In any daily newspaper office—

Every employee shall be entitled to and be allowed twenty working days' (excluding Christmas Day and Good Friday) leave on full pay in respect of each completed period of twelve calendar months' service, of which twenty working days, twelve such days at least shall be consecutive, during the continuance of this determination.

(c) In other than a daily newspaper office (including a commercial printing office)—

Every employee shall be entitled to and be allowed twelve working days' leave, and eight public holidays on full pay, in respect of each completed period of twelve calendar months' service during the continuance of this Determination, such twelve working days' leave to be twelve consecutive working days, provided that by agreement between the Union and the employer the number of consecutive working days' leave may be reduced to meet special circumstances in the case of weekly newspapers, and provided further that the eight public holidays may be either public or local holidays as the employer and the employee may agree upon.

(d) In this determination, "public holiday" means the day observed in the State as any of the following days:—New Year's Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (or Labour Day), Christmas Day, Boxing Day, Australia Day, King's Birthday, Anzac Day, together with such district or local holidays as may be observed in the district or place in which an employee works.

(e) An employee, for his own purposes, and with the consent of the employer, may elect to take off an equivalent number of days in lieu of and substitution for one or more of the public holidays to which this clause entitles him.

(f) The period of twelve or six (as the case may be) consecutive working days prescribed in sub-clauses (b) and (c) herein shall include public holidays occurring within the period, but shall not include Sunday occurring within the period, or Good Friday or Christmas Day.

(g) Leave shall be taken at such time as the employer deems convenient, but within three months of such holidays becoming due. The employer may, at his option, allow an employee to

take such annual leave before the completion of such twelve calendar months' service. An employee shall be given at least two weeks' notice of the commencing date on which he will be required to take his leave.

(h) If the employment shall be terminated after any annual leave shall become due, and the annual leave not have been taken, the employee shall be entitled to the payment of two weeks' wages in lieu thereof, the wages to be calculated as of the date when the leave accrued due.

(i) If during any twelve months of his service the employment of an employee who has been employed for more than three calendar months is terminated, such employee shall be paid the proportion of fourteen days wages which the period of employment bears to twelve calendar months. For the purpose of this clause, "the period of employment" shall mean the period commencing with his first employment, or upon the expiration of any twelve months of his employment. Any employee, other than a casual employee, whose period of employment when terminated is less than thirteen weeks, shall have a day's pay granted to him for any holiday, worked by him falling within the period of employment unless a day's leave in lieu thereof has been given.

(j) The wages payable to a piece-worker under this clause shall be the wages fixed for a machine compositor on time-work.

(k) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this determination.

(l) If during any twelve months of his service an employee entitled under this clause to eight public holidays on full pay has not been allowed at least eight public holidays, he shall be paid, if a time-worker, an ordinary day's pay, or if a piece-worker, an ordinary day's pay for a time-work machine compositor, in respect of each public holiday (not exceeding in all the number of eight) on which he has been required to work, notwithstanding that for the week including such public holiday he has been paid his full weekly wage or piecework rate, as the case may be, and such amount may be claimed within nine months after the expiration of such twelve months.

(m) If in any twelve months of his service an employee entitled under this clause to leave on full pay as prescribed in sub-clauses (b) and (c) hereof, has not been allowed such leave, he shall be paid for each of the days mentioned, if a time-worker, at the full rate of payment, or if a piece-worker at the rate for a time-work machine compositor, notwithstanding that in respect of each of such days he has already received his wages or piecework payment, as the case may be, without deduction, and such amount may be claimed within nine months after the expiration of such twelve months.

(n) Payment under either of the above sub-clauses (l) and (m) hereof shall not excuse an employer for failure to allow an employee to take a holiday or leave to which he is entitled under this clause, and such failure shall be a breach of this determination, notwithstanding any agreement whereby the employee purports to waive the holiday or leave to which he is entitled.

TIME BOOK.

21. (a) Each employer shall keep a time and wages book, correctly and fully written up in ink, showing the name of each employee and his occupation, the hours worked (including overtime) each day or night, and the wages, overtime and allowances paid each week, provided that the employer may, at his option, use a mechanical clock in lieu of a time book for the purpose of recording the time of each employee. The book, or when a clock is installed the time cards, shall be open for inspection by a duly accredited official of the union during the usual office hours at the office or other convenient place.

(b) A duly accredited official of the union shall mean any officer of such organization, or of the Victorian branch thereof who may be accredited in writing by the general secretary, or by the Victorian branch secretary, and shall include such branch secretary.

POWER TO ENTER.

22. The secretary of the Victorian branch of the Printing Industry Employees Union of Australia, or an officer of that branch accredited in writing by the general secretary, or the Victorian branch secretary, of the said union, shall, by arrangement with the employer or his representative in charge, have the right to enter and inspect during working hours any part of a printing factory or workshop and to interview the employees in working hours. The official shall exercise this right reasonably, and shall interfere with the work and duties of an employee as little as possible.

CASUAL EMPLOYEES.

23. (a) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual. Except where this is done the employee shall be a weekly time-worker or weekly piece-worker. A casual employee after two weeks of continuous employment as a casual employee shall become a weekly time-worker or weekly piece-worker.

(b) Where a casual employee commences duty, or where the employer expressly agrees to employ a casual employee on any employment, and the casual employee, in pursuance of such agreement, actually attends for duty, such employee—

(i) If a time-worker engaged in the publishing department, shall be paid for three hours of employment at the least;

(ii) If a time-worker engaged as a machine compositor, shall be paid for four hours at the least;

(iii) If a time-worker engaged in any other work, shall be paid for four hours at the least;

(iv) If a piece-worker, shall be given four hours' work at the least or paid for four hours at the appropriate rate for a time-worker.

(c) The hourly rate for any work for which a weekly rate is prescribed by this determination is to be ascertained by dividing the weekly rate by the number of hours which constitute the employee's prescribed working week.

(d) A casual employee, other than a casual publishing employee, whether working at piecework or time-work and working on day shift, shall be paid for such work the piecework rate or the hourly rate prescribed for such work, with the addition of 10 per cent.

(e) A casual employee, other than a casual publishing employee, whether working at piecework or time-work, and whether working mixed day and night shift, or night shift, or on work extending to not later than 6 o'clock Sunday morning, shall be paid for such work the piecework rate or the hourly rate prescribed for night work, with the addition of 10 per cent.

(f) A casual publishing employee, working on day shift, shall be paid for such work the hourly rate of 3s. 1d.

(g) A casual publishing employee, whether working mixed day and night shift, or night shift, shall be paid for such work the hourly rate of 3s. 4d.

(h) A casual employee, when working overtime shall have his rate of pay as a casual employee increased by the same proportion (e.g., one half, or double, as the case may be) as the weekly worker's rate applicable to the class of work done by the casual employee is directed to be increased under this determination for work done on overtime with the addition of 10 per cent.

PROBATIONERS ON TYPE-CASTING OR SLUG-CASTING MACHINES.

24. An employer shall not employ an employee as a probationer on the keyboard of a type-casting or slug-casting machine unless such employee is a compositor who has served a full term of apprenticeship or is an apprentice who has served three years' apprenticeship as a compositor.

PIECEWORK.

25. (a) No work shall be performed by any employee by contract or sub-contract or other similar system.

(b) No piecework shall be performed by an employee other than in respect of work done in connexion with machine composition in a newspaper office in Hamilton, and in any other newspaper office where four or more slug-casting machines are in use, as may be agreed upon between the union and an employer, or failing agreement, as fixed by an amendment of this determination.

(c) (i) Subject to adjustments pursuant to clause 42 of this Determination, in conformity with increases or decreases in the needs basic wage, the minimum piecework rates payable to an employee by an employer shall be the rates prescribed in Schedule A of this Determination.

(ii) The said Schedule A is hereby incorporated in this Determination.

(d) At the end of each working week the aggregate earnings of a pieceworker employed upon work covered by Schedule A shall be ascertained for such week according to the provisions of this Determination, and where such pieceworker (when employed in Grade A as defined in clause 3 of this Determination) has worked on each and every day ordinarily worked in such week, such aggregate earnings shall be increased by the sum of 6s. (representing an increase of 6s. per week allowed by this Determination to time work employees in the said Grade A); but where such pieceworker has not worked in such week, then the aggregate earnings of such pieceworker shall be increased by a part of such 6s. proportionate to the number of days worked, calculated to the nearest penny.

CALL CLAUSE.

26. (a) In respect to newspaper work, two hours shall be paid for as a call to any employee brought in on any week-day to issue any special edition or do any work not in his ordinary working hours for that week. Such call, together with the time worked, shall be paid for at the rate of time and a half or rate and a half, except on Sundays. On Sundays, double time or double rate shall be paid for the call, and for the time worked, with a minimum of two hours. This clause shall only apply when an employee is not notified before he leaves work that he will be required for special duty. In any case where an employee is brought in without notice because

of another employee having unexpectedly absented himself from his work, the provisions of this clause shall not apply, but the employee so brought in to work shall be paid double time or double rate for the hours worked by him should such hours be outside his ordinary working hours for that week.

(b) In respect to commercial printing work, one hour's time at the least, in addition to the actual time worked and/or the time the employee is required to stand by for work, shall be paid for as a call to any employee brought in to do any work not in the ordinary working hours, such to be paid for at the rate of time and a half or rate and a half except on Saturday afternoon and Sunday, when double time or double rates shall be paid.

APPRENTICES.

(Other than apprentices covered by the Printing Trade Regulations under the Apprenticeship Acts.)

SECTION 1.

27. (a) General conditions.

- (i) An apprentice shall be indentured for a period of six years: Provided that when a boy is more than sixteen years of age at the date of the indenture, the period shall be five years, but such apprentice shall, for the purposes of calculating his wages be deemed to have already served a period of one year.
- (ii) An apprentice indentured to hand composition or hand and machine composition and attending and adjusting slug-casting and/or type-casting machines, shall be indentured only to an employer employing both hand and machine compositors actually engaged in hand and machine composition.
- (iii) A boy above the age of eighteen years shall not be employed as a probationer for apprenticeship, and shall not be apprenticed unless the Secretary for Labour has consented to such apprenticeship.
- (iv) If an employer is unable to fulfil his obligation to any apprentice, it shall be lawful for such apprentice to complete his term with another employer who may, with the consent of the said union or the Secretary for Labour, take and employ him as such apprentice.
- (v) The duties of an apprentice shall be so arranged by the employer that as he progresses in his knowledge and skill in his apprenticeship, his duties shall be varied accordingly, and he shall be placed on higher or more skillful work from time to time.
- (vi) An employer shall not employ any person under the age of 21 years other than a copy-holder, in connexion with any branch of the industry in respect of which provision is made for apprentices unless as an apprentice indentured in accordance with the provisions of this determination: Provided that any such person may be employed as a probationer for apprenticeship for a period not exceeding six months, and should such person afterwards become indentured, such period shall be reckoned as portion of his apprenticeship: And provided further that this clause does not exclude the employment of boys for such classes of work as going messages, sweeping-up, cleaning machines, or feeding printing machines, &c.
- (vii) No apprentice under the age of seventeen years shall be employed on night work.
- (viii) A copy of each indenture shall be delivered by the employer to the apprentice and to the Secretary for Labour.
- (ix) The wages and conditions prescribed in this determination for apprentices shall apply to all apprentices, whether indentured before or after the commencement date of this determination.

SECTION 2.

(b) Special conditions applicable to newspaper and/or commercial printing offices, other than daily newspaper offices—

- (i) A beginner shall be apprenticed to learn, and shall be fully and thoroughly taught and instructed by the employer in one of the following branches of the printing industry:—
 - (a) Hand composition.
 - (b) Hand composition and general printing.
 - (c) Hand and machine composition, and attending and adjusting slug-casting and type-casting machines.
 - (d) Stereotyping and/or electrotyping.
 - (e) Bookbinding and/or paper ruling. (No boy shall be indentured to bookbinding in any office unless the bookbinding usually done in the office is superior in class to quarter-binding.)
 - (f) Letterpress printing.
 - (g) Lithographic printing.

- (ii) An apprentice to hand composition shall be taught and instructed in all phases of hand composition, and all things incidental thereto, including the setting of advertisements, tabular and jobbing work (the latter to cover, so far as is practicable, the principles of design), bookwork, the casting-off of copy, the making-up of pages, the allotting of margins, the lay-out of pages, the locking-up and registering of formes, proof-reading and revising.
- (iii) An apprentice to hand composition and general printing shall be taught and instructed in hand composition and allied crafts in printing, but shall not be specialized upon the platen or cylinder printing machines to the detriment of his general training.
- (iv) An apprentice to hand and machine composition and attending and adjusting slug-casting and/or type-casting machines shall be taught and instructed in hand composition for the first three years, and in addition shall be taught and instructed in machine composing and attending and adjusting slug-casting and/or type-casting machines during the last three years of his apprenticeship, when the period of apprenticeship is six years, and during the last two years when the period is five years.
- (v) An apprentice to stereotyping shall be taught and instructed in all phases of the trade of a stereotyper, and all things incidental thereto, including making of metal and fong, moulding, packing and repairing moulds, casting, trimming, cutting, routing, sweating, anchoring, mounting and planing (metal and/or wood) and all bench work; and an apprentice to electrotyping shall be taught and instructed in all phases of the trade of an electrotyper and all things incidental thereto, including preparing wax, moulding, building up, blackleading, stopping-out, oxidizing, attending bath, lifting shells, backing-up, slabbing-up, sweating, anchoring, mounting and planing (wood and/or metal) and all bench work, and the care and control and use of all electrical apparatus and plant used in the processes of coppering, nickelling and the depositing of any other metal or alloy in use in the employer's business.
- (vi) An apprentice to bookbinding shall be taught and instructed in all phases of bookbinding and all things incidental thereto, and one at least of the following branches and all things incidental thereto: Finish-ing, marbling, blocking, stamping, indexing and guillotine machine operating.
- (vii) An apprentice to paper ruling shall be taught and instructed in all phases of paper ruling, and all things incidental thereto, including making-ready, setting pens or discs on machines, mixing inks, ruling proofs, and the care of ruling machines, including instruction in the mechanism of such machines and guillotine machine operating when the latter is included in the indentures of apprenticeship.
- (viii) An apprentice to letterpress printing shall be taught and instructed in all phases of letterpress printing available in the office and which must include cylinder machine printing, and all things incidental thereto, including making-ready, the mixing and use of inks, black and colour printing and the care of cylinder and platen letterpress printing machines, including instruction in the mechanism of such machines.
- (ix) An apprentice to lithographic printing shall be taught and instructed in all phases of lithographic printing available in the office, and all things incidental thereto, including the preparation of transfers, transferring, the mixing and use of inks, and the care of lithographic printing machines, including instruction in the mechanism of such machines.

SECTION 3.

(c) Special conditions applicable to daily newspaper offices—

- (i) A beginner shall be apprenticed to learn, and shall be fully and thoroughly taught and instructed by the employer in one of the following branches of the printing industry:—
 - (a) Hand composition.
 - (b) Hand and machine composition and attending and adjusting slug-casting machines.
 - (c) Slug-casting machine attending and adjusting.
- (ii) An apprentice to hand composition shall be taught and instructed in all phases of newspaper hand composition and all things incidental thereto, including galley-pulling, copy-holding, proof-reading, floor, bulk and stone work (including the classification of advertisements).
- (iii) An apprentice to hand and machine composition and attending and adjusting slug-casting machines shall be taught and instructed in hand composition for the

first three years, and, in addition, shall be taught and instructed in machine composition and attending and adjusting slug-casting machines during the last three years of his apprenticeship, when the period of apprenticeship is six years and during the last two years when the period is five years.

- (iv) An apprentice to slug-casting machine attending and adjusting shall be taught and instructed in the mechanism of such machines, how to attend and adjust them and make such repairs to them as the mechanical equipment of the employer's business will permit.

SECTION 4.

Proportion of Apprentices.

(d) In daily newspaper offices to which there are no commercial printing offices attached, the maximum proportion of apprentices shall be as follows:—In the composing department or in the slug-casting machine attending and adjusting department where one skilled adult is permanently employed at full rates as provided in this determination, one apprentice or boy working on probation as hereinbefore provided may be employed, and, in addition, one apprentice to each succeeding five skilled adults permanently employed in each of such departments. The maximum number of apprentices in any department shall not exceed three where fewer than twenty skilled adults are employed or four where twenty or more skilled adults are employed. For the purpose of this sub-clause, permanently employed means continuously employed for a period of not less than six calendar months. Indentures entered into under this sub-clause shall be so arranged that there shall be at least six months between the commencing dates of each indenture in the different departments.

(e) In any other office—

- (i) The maximum proportion of apprentices shall be as follows:—One apprentice or boy working on probation as hereinbefore provided, may be employed to each establishment where one skilled adult employee is permanently employed on full rates as provided in this determination, two apprentices to three such adults, three apprentices to five such adults and one additional apprentice to every additional three such adults. For the purpose of this sub-clause, permanently employed means continuously employed for a period of not less than six calendar months.
- (ii) In any case where a proprietor has an unindentured member of his family working for him, such member shall, for the purposes of this sub-clause, be regarded as an apprentice.
- (iii) In computing the number of skilled adults employed for the purpose of the proportion, the staffs employed upon commercial work and newspaper work in any office may be combined.
- (iv) The total number of apprentices employed on commercial work shall not at any time exceed the total number of skilled adults employed thereon.
- (v) One apprentice from a commercial printing office connected with a daily newspaper office may work on the day staff of the daily newspaper for a continuous period of not more than six months and apprentices shall rotate and continue to rotate on this work.

SECTION 5.

Technical Education.

(f) In any place—

- (i) Each apprentice shall, after the completion of his first year of apprenticeship, attend and be permitted by his employer to absent himself during ordinary working hours for the purpose of attending for four hours every week a suitable technical school or other school for study and instruction in the branch of the industry to which he is apprenticed, for the period of three years or for the period of any prescribed course approved by the union or by the Wages Board, if such school is available. Wherever a State Technical School provides instruction in an apprenticeship trade such State Technical School shall be accepted as a suitable school for the purpose of this determination.
- (ii) If there be no such technical or other school as aforesaid, then the employer shall permit the apprentice for four hours in any week during ordinary working hours to perform on the employer's premises the theoretical or practical work of or incidental to a correspondence course with such technical or other school until the course is completed, provided that the said course is approved by the union or the Wages Board.
- (iii) If the apprentice produce a certificate from such technical or other school showing that he has given satisfactory attention, by attendance, correspondence or otherwise, to the work of the school for a quarter or other term, then for that term there shall be no deduction from his pay for the time of absence, or for the time occupied, as provided in paragraph (ii) hereof, and the school fees shall be paid by the employer (unless paid by the State Government).

- (iv) Should the apprentice attain a standard approved by such technical or other school, he shall for the first annual examination he passes receive the sum of 2s. 6d. per week in addition to the prescribed weekly wage; for the second annual examination he passes he shall receive an additional sum of 2s. 6d. per week, or 5s. in addition to the prescribed weekly wage; for the third annual examination he passes he shall receive a further sum of 2s. 6d. per week, or 7s. 6d. in addition to the prescribed weekly wage. He shall receive such additional amounts from the date on which the employer is notified of such pass.

- (v) Where no annual examination is held—(1) the teacher in charge of such technical or other school, or of the correspondence course of such technical or other school, together with two representatives (one from the employers' representative organization and one from the Printing Industry Employees Union of Australia) or where such for any reason is not practicable—(2) a committee consisting of one representative from the employers' representative organization and one from the union, together with a chairman to be mutually agreed upon, shall, in December of each year, review the students' work. If such work is deemed satisfactory it shall be recognized by the issue of an interim report. Should the apprentice attain a standard of not less than 60 per cent. of the possible points, he shall for the first report receive the sum of 2s. 6d. per week in addition to the prescribed weekly wage; for the second report he shall receive an additional sum of 2s. 6d. per week, or 5s. in addition to the prescribed weekly wage; for the third report he shall receive a further sum of 2s. 6d. per week, or 7s. 6d. in addition to the prescribed weekly wage. He shall receive such additional amounts from the date upon which the employer is notified of such report.

- (vi) The time during working hours occupied by an apprentice in attending a technical or other school (including the time occupied by him going from his work to such school or class and returning to his work), or occupied in connexion with correspondence school instruction, shall be reckoned as part of the time served under his indenture of apprenticeship and shall not delay the completion of his indenture or interfere with the periodical increase of his wages.

PAY DAY.

28. An employee shall be paid his wages weekly, provided that where at the commencement date of this determination an employer pays fortnightly such practice may continue. Not more than two days' pay may be kept in hand by any employer.

MIXED FUNCTIONS.

29. Where an employee is employed on work which involves the payment of a higher rate of wage than the rate prescribed in this determination for the work usually performed by such employee, the employee shall be paid such higher rate of wage for the time occupied by him in the performance of such work provided that if he be employed for four hours or more on any day on such work the employee shall be paid for the full day at the higher rate of wage. This clause shall not apply to rotary machine workers who for brief periods during the running time of the machine perform mixed functions.

HEALTH PROVISIONS.

30. (a) Type metal or type metal shavings shall not be permitted to accumulate on the floor or in the vicinity of slug-casting or type-casting machines or on the floor of the stereotyping and/or electrotyping department.

(b) Dry cleaning shall not be permitted or carried out in any printing factory, workshop or place. All establishments and workshops shall be efficiently ventilated.

(c) The employer shall provide a suitable place for employees to wash their hands.

(d) Proper facilities shall be provided by the employer so that the clothing of employees taken off during working hours may be protected from the dust of the workroom.

(e) All metal pots, except those electrically heated, shall be provided with proper and suitable hoods, which shall be so fitted that all fumes and heavy gases are sucked off and conducted into the open air.

(f) If artificial light is in use effective shades shall be provided by the employer to prevent eye strain. Artificial light shall be so situated as to enable the employee to work without unnecessary strain to the eyes.

(g) In connexion with stereotype and/or electrotype installations proper and adequate provision shall be made for carrying off the fumes arising from the melting down of old stereotype plates or linotype slugs and from the refining of dross.

(h) The cleaning of linotype plungers shall be done in such a manner as to cause the fumes or dust to be carried away from the workroom into the open air.

BRONZING OR DUSTING OFF.

31. (a) Bronzing or dusting-off by machine shall not be done except under such conditions as to prevent as far as practicable the escape of dust into the air of any occupied room.
- (b) Bronzing or dusting-off by hand shall not be done except in connexion with—
- (i) An efficient exhaust draught which effectively carries away bronze dust in the atmosphere; or
 - (ii) An appliance or within a structure of canvas, wood or other suitable material so constructed as to prevent as far as possible the escape of dust into any occupied room.
 - (iii) The foregoing conditions shall not be enforced where bronzing or dusting-off is not done in any workroom for more than two hours in any one day.
- (c) There shall be provided—
- (i) Suitable overalls and head coverings for all persons engaged in bronzing or dusting-off, which shall be washed or otherwise effectively cleansed at least once every week when in use.
 - (ii) For all persons engaged in bronzing or dusting-off a suitable place or places for clothing put off during working hours.
- (d) Every person employed in bronzing or dusting-off shall—
- (i) Wash the face and hands before partaking of any food or leaving the premises.
 - (ii) Wear the overalls and head coverings supplied as provided herein.
 - (iii) Deposit clothing put off during working hours in the place or places provided in pursuance of this clause.
- (e) Where bronzing or dusting-off is regularly done, there shall be provided and maintained in a clean state and in good repair for the use of all persons employed in bronzing or dusting-off a sufficient supply of clean towels and soap and nail brushes and a supply of hot and cold water.
- (f) Where bronzing or dusting-off is not done regularly, a reasonable supply of hot water shall be available for each person engaged in bronzing or dusting-off.
- (g) Any person employed in bronzing by hand or dusting-off by hand shall be paid 6d. an hour in addition to any other money payable under this determination.
- (h) Where the bronzing surface does not exceed in size large post octavo, females may be employed at bronzing or dusting-off for a period not exceeding two hours in any one day, but except under such conditions an employer shall not require or permit any female employee to do bronzing or dusting-off work.
- (i) Upon request being made each person shall be supplied free of charge by the employer with milk each morning and each afternoon where employed in bronzing or dusting-off by hand for two hours or more in any morning or afternoon period.

UNION DELEGATE.

32. Delegates chosen from the members of the union (but not more than two) shall be allowed the necessary time in working hours to interview their employer or his representative for the purpose of submitting grievances. If such delegates be pieceworkers they shall be paid for such time at the time rate for machine compositors. The time of any interview shall be so fixed as not to delay the publication of a newspaper.

DETERMINATION TO BE POSTED.

33. (a) A copy of this determination shall be kept posted in a prominent place in each workroom where it may be read by employees. The Printing Industry Employees, Union of Australia, shall be permitted to post notices as to union meetings on a board at each establishment in a reasonable manner.

(b) Notices containing advice for the preservation of the health and protection of workmen, if provided by the Printing Industry Employees, Union of Australia, shall be kept prominently posted and displayed in all workrooms by the employer.

INTERPRETATION OF THE DETERMINATION.

34. (a) A time-worker's hourly rate for any work for which a weekly rate is prescribed by this determination shall be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week as prescribed by this determination.

(b) The word "factory" or the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this determination is carried out by employees.

(c) A day's work shall mean work done between the usual hours of commencing and finishing work on any day or night shift or any mixed day and night shift.

(d) "Adult male" shall mean (i) any male employee over 21 years of age other than an apprentice, or (ii) any employee who has completed his period of apprenticeship but is under 21 years of age; and "adult female" shall mean (i) any female employee over 21 years of age, or (ii) any female employee of any age who has had five years' experience in any of the branches of the industry described in Table "B" of this determination.

(e) A duly accredited or authorized official or person, member of the Printing Industry Employees, Union of Australia, shall mean any officer or member of the said union or of the Victorian branch or sub-branch thereof who may be accredited in writing by the secretary-treasurer of the said union or by the Victorian branch secretary, and shall include the said secretary-treasurer and branch secretary.

(f) The "said union" or "union" shall mean the Printing Industry Employees, Union of Australia.

(g) A copy-holder, unless an apprentice to hand composition or hand and machine composition, shall not be entitled to do the work of reading, revising, checking or correcting proofs.

Schedule A.

PIECEWORK RATES FOR MACHINE COMPOSITION.

1. The piecework rate for machine composition shall be 5½d. per thousand ens, but where such work is done on a night shift, the rate shall be 5 5-12d. per thousand ens, and such piecework shall be done subject to the provisions of this determination and of this schedule.

Provided that in addition to the piecework rates set out in this schedule a pieceworker shall be paid 5s. if a day worker or 60s. if a night worker for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked.

Provided further that in addition to the amount ascertained in accordance with the two preceding paragraphs, there shall be added to the earnings of the pieceworker one-tenth of the amount so ascertained in the case of a day worker, or one-twentieth of the amount so ascertained in the case of a night worker.

CAST-UP AND MINIMUM MULTIPLIER.

2. (a) The cast-up shall be according to the point system, but the minimum multiplier for any line shall be 40, and the table of multipliers appended to this schedule shall be observed. A fraction of an en if more than decimal five shall count an en for the machine compositor, and if less shall not be counted. If it is decimal five it shall count alternately for the house and the machine compositor.

(b) All matter set for advertisements in type larger than 8-point shall carry a minimum multiplier of 45, and where the type used in the advertisements is larger than the predominant body matter type of the newspaper it shall also be measured in depth by such predominant body matter type.

(c) The multipliers for newspapers having columns of 11½ ems measure shall be as follows:—7-point type, 45; 6-point type, 48; 5½-point type, 50.

PIECEWORK AND TIME-WORK MATTER.

3. Matter set in type up to and including 8-point shall be reserved to the piecework machine compositors. Should such be set on time by the house, it shall be charged by the piece-

workers as plain matter. Matter set in type larger than 8-point may be set on time by the house. Provided that in any morning daily newspaper office display advertisements (that is, advertisements in which there are three or more different sizes of type other than public and Government notices) may be set in their entirety by time-workers.

10-POINT AND LARGER TYPE.

4. Matter (other than multiple-bar matter, headlines, display lines or body matter in advertisements) of 13 ems measure and under composed in 10-point type shall be charged one farthing extra per thousand ens; all types above 10-point in size shall be charged three farthings extra per thousand ens.

HEADLINES AND DISPLAY LINES.

5. (a) Headlines to articles when set by the piecework machine compositor shall be charged according to the depth and multiplier of the type used in the article to which they belong, with one-third extra for types up to and including 14-point.

(b) Display lines in advertisements larger than body type when set by the piecework machine compositor shall be charged in accordance with clause 2 (b) hereof, with one-third extra for all types up to and including 14-point.

LEAVING MACHINE.

6. When a machine compositor has to leave his machine to work on another machine in connexion with his "take," he shall be entitled to charge twelve lines of body matter of the "take" in addition to the value of the matter set.

BORDERED MATTER.

7. Matter having a machine set border attached to the slug, whether such border is formed of rules, letters, or otherwise, shall be paid for at double rate.

DIALECTS, ETC.

8. Matter set in dialectic English or in illiterate spelling, where such matter is of four lines or more, or where the dialectic English or illiterate spelling is recurrent through the matter, shall be paid for at rate and a half. An unintentional error in spelling is not illiterate spelling within the meaning of this clause.

FOREIGN LANGUAGES.

9. Matter set in any language other than English shall be paid for at double rate.

"TAKE" OF COPY.

10. Twelve lines of 13 ems measure or their equivalent shall constitute a machine "take" of copy. Provided that the matter given out at any one time, whether referring to the same or different articles shall constitute one "take," and provided further that during the last fifteen minutes of the work done by the machine compositor when finishing prior to the last forme leaving the composing room, the "take" may be reduced to six lines.

TOP AND BOTTOM RULES.

11. The top and bottom rules of tables shall be paid for as distinct lines when set or required to be inserted by the machine compositor, but cross rules in the body of a table when set or required to be inserted by the machine compositor are to be reckoned in the depth.

INTRODUCTORY LINES IN TABULAR MATTER.

12. Introductory lines or footnotes or lines between tabular matter in any case not exceeding six lines shall be paid for as part of the table.

COLUMN OR TABULAR MATTER.

13. Column or tabular matter cast on one bar shall be charged: Two columns (two justifications or arrangements), rate and a third; three columns, rate and a half; four or more columns, double rate. The above rates shall be paid whether the matter is with or without headings or rules. Where there are more than four columns, the machine compositor shall have the option to set the matter at a time rate to be calculated on the weekly machine compositor's rate, with the addition of 12½ per cent.

HEADINGS.

14. Column or tabular matter with headings in smaller type than the body shall be cast-up at the value of each body.

RUN-OUT LISTS, ETC.

15. Matter consisting of subscribers' names with the sums of money run out to the end of the lines, names of horses with "st." and "lb." run out, measurements of land with acres, roods and perches run out, and similar matter, shall carry no extra charge, but where there are two columns of figures in the measure such matter shall be paid for at rate and a half; and where there are three columns of figures, at double rates. In other matter which requires to be cast-off to ascertain the proper widths of columns, or to be ranged, whether such matter consists of words or figures, each column and each group of ranged matter shall be considered a column, whether with or without rules or headings, and shall be paid for accordingly.

RUN-ON LISTS AND SIMILAR MATTER.

16. Run-on matter consisting of mixed figures and words, such as subscription lists, share lists, land sales, wool sales, show prize lists, cargo lists, mixed names and figures, tennis results, egg-laying competition results, pawnbrokers' advertisements, balance-sheets, University or other school lists (other than those which consist of figures), cricket scores, rifle scores, quilt scores, mining and market reports, racing weights, racing results and similar matter, and also passenger lists, shall be paid for at rate and a third, but lines not containing such run-on matter shall be charged plain. University and other school lists and examination results (consisting of figures), lottery results (consisting of figures) and other run-on figure matter (consisting of figures), shall be paid for at double rate.

LEADERED MATTER.

17. All leadered matter, if leaders are ranged, shall be paid for at rate and a third.

SMALL CAPITALS, ITALICS, OR SORTS.

18. (a) For small capitals, italics, clarendon or other faces and sorts of type not on the principal keyboard, but fed in by hand or (except in the cases provided for in sub-clauses (d) and (e) of this clause) fed in from an auxiliary keyboard, one line extra shall be allowed for each word of six letters or less and two lines extra for each word of more than six letters.

(b) Where single lines or intermittent words are set on the keyboard in such faces and sorts, one line extra shall be paid for each line containing such words, except small capitals, which shall be paid one line extra for each word.

(c) One line extra shall be allowed for every two (or fraction of two) two-line initial letters inserted by hand.

(d) One line extra shall be allowed for every three (or fraction of three) two-line initial letters set from an auxiliary keyboard.

(e) One line extra shall be allowed for every five (or fraction of five) two-line letters set from an auxiliary keyboard as diacritical marks.

(f) When double-letter matrices are used and matter is set on the upper tier or by the two-letter or leaf attachment for elevator head elevation, such matter (excluding head lines and display lines) up to 25 continuous lines shall be paid at rate and a half.

CORRECTIONS.

19. (a) Alterations from copy to the first proof shall be paid for at double rate. House marks or authors' proofs shall be paid for at double rate, but six lines shall be the minimum charge where corrections to single proofs are requested and the machine compositor has not to leave his machine. New matter or additions to copy shall be paid for at the ordinary rate if exceeding twelve consecutive lines. The house shall be entitled to correct all authors' proofs or revises on time.

(b) A machine compositor shall have a reasonable opportunity to correct his own proofs. Should the exigencies of the work require it, proofs may be corrected on time at the discretion of the printer, and the house shall have the right to correct and deduct from the machine compositor the number of lines requiring correction. The machine compositor shall have the opportunity of seeing the proofs containing any corrections charged against him.

(c) When a reader is not employed on any shift or is employed for a part of a shift only, and proofs as a consequence are not available to a machine compositor for correction, the house shall correct such proofs and make no charge against the machine compositor.

(d) It shall be permissible for a machine compositor to arrange with another machine compositor for the correction of his proofs where such arrangement will not cause delay.

SLUGGING, ETC.

20. The insertion of all display or corrected slugs, cutting, fitting or whiting shall be done by the house.

WHITE LINES, ETC., INSERTED BY THE HOUSE.

21. (a) The machine compositor shall not be paid for white lines, leads, rules or other matter inserted by the house, except where the same are set or required by the house to be inserted as part of a "take."

(b) Matter set on a larger body than the face size shall be charged the face multiple and body size for number of lines.

MULTIPLE BAR MATTER TO BE LAID OUT BY HOUSE.

22. Where matter is set on two or more bars it shall be laid out by the house, but the machine compositor shall be responsible for any mistakes made by him.

EXTRA CHARGE FOR MULTIPLE BAR MATTER.

23. Matter requiring two bars to complete one measure (not being tabular matter) shall be paid for at rate and a third; three bars, rate and a half; four or more bars, double rate.

FULL LINES.

24. Each line cast by the machine shall be paid for as a full line of the width of the standard column of the paper concerned, provided that each line of wider measure than such standard width shall be charged as a full line of the measure to which the vice-jaw is set.

COPY TOO BIG FOR TRAY.

25. All matter set from copy (including books) that will not go on or cannot be folded or arranged to suit the copy tray shall be paid for at rate and one-third.

BAD OR INDISTINCT COPY.

26. Bad or indistinct copy classed as such by the printer and the Father of the Chapel, or copy written with an indelible pencil, or matter having to be transposed by the machine compositor (that is, matter which is not to be set up in the order in which it appears in the copy), shall be paid for at rate and one-third.

CONTRACTIONS—EXTRA CHARGE.

27. Where the machine compositor has to make contractions, he shall be paid rate and a half for each line affected. This provision does not apply to ordinary recognized contractions such as "st." for street, "rd." for road, "Co." for company, "Ltd." for limited, "lb." for pound, "oz." for ounces, &c. No extra charge shall be made where occasional contractions appear in the copy and are required to be followed by the machine compositor.

DEFECTIVE MACHINES.

28. The correction of errors resulting from the defective working of the machine, and sunken letters, shall be paid for at double rates, provided that where a mechanic is employed on the shift or some responsible person is present, his attention is called to the defect, and he has failed to remedy the matter, but a machine compositor shall be entitled to this charge for all matter set up to the time when the defect was or should reasonably have been observed by him.

LOWER MAGAZINE.

29. The piecework rate for machine composition from any lower magazine from which the matrices assemble down a chute (as in the Mergenthaler Model No. 4), shall be such as may be agreed upon between the printer and the Father of the Chapel in the establishment concerned; and in default of such agreement the machine compositor may, at his option work such machine at the time rate for machine compositors.

TIME WORK.

30. A machine compositor who may be temporarily required to do hand work shall be paid therefor not less than the time rate for a machine compositor.

WAITING TIME.

31. All stoppages of five minutes or more at any one time shall be charged as waiting time, and be paid for at the time rate for a machine compositor, provided that such stoppages have not been caused by the fault of the machine compositor.

CHANGING MAGAZINES.

32. The machine compositor shall be entitled to charge—

- (a) Each time he has to remove the mould from the machine and replace it by another, or insert a fresh mould, or change the measure of the mould, 4d.
- (b) Each time he changes the magazine of a machine where such change is not accomplished by the manipulation of handle or lever, 4d.
- (c) Each time he changes and returns the magazine of a multi-magazine machine or a machine of similar design where such change and return of the magazine are made by the manipulation of a handle or lever, 1d.
- (d) Each time he empties or refills a magazine, 9d.
- (e) Each time he empties and refills a magazine, 1s. 3d.

The machine compositor shall be entitled to make any of the foregoing charges where the work is done by a mechanic while the machine compositor is waiting or assisting.

SUPPLIED MATTER.

33. Linotype composition supplied to a newspaper office, whether supplied in the form of type, slug, stereotypes, electrotypes or slongs, shall be charged by the piecework machine compositors at the prescribed piecework rates for such class of composition, excepting linotype composition for advertisements supplied to a daily newspaper office, from any office outside the area in which this determination operates.

LONG MEASURE.

34. Slugs of 26 ems pica measure and over set in 6-point or smaller type shall be paid 4d. per 1,000 ems in addition to the rate.

ALTERATIONS IN STANDING ADVERTISEMENTS.

35. Alterations made in standing advertisements shall be charged as "house marks," provided that more than six consecutive lines shall be charged plain with a minimum charge of twelve lines.

INSTRUCTIONS.

36. Instructions shall be given to the machine compositor with the first "take" of copy of each article.

CATCHLINES.

37. All catchlines shall be charged for by the machine compositor when set by him.

FULL FOUNT OF MATRICES.

38. Each machine shall be provided with at least 25 spacebands and such a fount of matrices as will enable the machine compositor to do his work without delay.

REPEAT LINES OF EXTRA CHARGE MATTER.

39. The fifth and subsequent repeat lines of extra charge matter shall be charged plain and repeated by re-casting.

CUMULATIVE CHARGES.

40. Each extra charge under this schedule shall be computed independently of any other extra charge which the same matter may carry, and on the basis of the same being plain matter. In no case shall extra charges accumulate beyond the plain rate plus rate and one-half.

ATTENDING AND ADJUSTING.

41. On any shift a machine compositor on piecework attending or adjusting one machine shall be paid 10s. per week extra, and for two or more machines 20s. per week extra. If the 10s. per week be not paid to a pieceworker, all mechanical troubles shall be rectified for him without delay, and he shall be paid for all time he is kept waiting at the time rate for a machine compositor.

TABLE OF MULTIPLIERS.

Measure— Pica Em.	Pica or 5-pt.	Agate or 6-pt.	Nonpareil or 6-pt.	Minion or 7-pt.	Bravley or 8-pt.	Bougeois or 9-pt.	Long Primer or 10-pt.	Small Pica or 11-pt.	Pica or 12-pt.	English or 14-pt.
6	40	40	40	40	40	40	40	40	40	40
7	40	40	40	40	40	40	40	40	40	40
8	40	40	40	40	40	40	40	40	40	40
9	43	40	40	40	40	40	40	40	40	40
10	48	44	40	40	40	40	40	40	40	40
11	53	48	44	40	40	40	40	40	40	40
12	58	52	48	41	40	40	40	40	40	40
13	62	57	52	45	40	40	40	40	40	40
14	67	61	56	48	42	40	40	40	40	40
15	72	65	60	51	45	40	40	40	40	40
16	77	70	64	55	48	43	40	40	40	40
17	82	74	68	58	51	45	41	40	40	40
18	86	79	72	62	54	48	43	40	40	40
19	91	83	76	65	57	51	46	41	40	40
20	96	87	80	69	60	53	48	44	40	40
21	101	92	84	72	63	56	50	46	42	40
22	106	96	88	75	66	59	53	48	44	40
23	110	100	92	79	69	61	55	50	46	40
24	115	105	96	82	72	64	58	52	48	41
25	120	109	100	86	75	67	60	55	50	43
26	125	113	104	89	78	69	62	57	52	45
27	130	118	108	93	81	72	65	59	54	46
28	134	122	112	96	84	75	67	61	56	48
29	139	127	116	99	87	77	70	63	58	50
30	144	131	120	103	90	80	72	65	60	51

PERIODICAL ADJUSTMENT OF WAGES.

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, each half-year, be automatically adjusted as prescribed hereunder:—

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Index Number Set Assigned.
Victoria	£ s. d. 5 13 0	Sydney, Melbourne, Adelaide, Perth, and Hobart

Adjustment of Basic Wage.

(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 wage shall be as prescribed herein.

(c) During each future successive half-year period, beginning with the first pay period to commence in a May or a November, 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 for the six months ending March or September next preceding the half-year for which the adjustment is made, by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The weekly earnings of a pieceworker shall be increased or decreased in the following manner:—At the end of each working week, the aggregate earnings of the pieceworker for such week shall be ascertained according to the piece-work provisions of this Determination, and where the pieceworker has worked for such hours as shall be demanded of him on each and every day ordinarily worked in such week, such aggregate earnings shall be increased or decreased by the sum by which the corresponding timeworker's wage has been increased or decreased in accordance with the foregoing provisions of this clause, but where the pieceworker has not worked for such hours as shall be demanded of him on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked calculated to the nearest penny.

Melbourne, 15th December, 1948.

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

J. W. RYAN, Secretary.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 72]

MONDAY, FEBRUARY 7.

[1949

Factories and Shops Acts.

DETERMINATION OF THE RADIO BOARD.

NOTE.—This Determination now 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 manufacturing, assembling or maintaining radio appliances, parts or accessories (other than batteries), but not including persons subject to the jurisdiction of any Wages Board heretofore appointed," has made the following Determination, namely:—

1. That, as from the 24th December, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.F.O., Melbourne; 10 Miles of G.F.O., Geelong; at Warrnambool, and within Murrumbidgee and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Radio serviceman	8 8 6	8 15 0	8 5 6
Radio repairer	7 9 0	7 15 6	7 6 0
Radio wirer, i.e., employee wiring a complete set from a circuit diagram or model other than on production line	7 4 0	7 10 6	7 1 0
Power tube operative—			
1st six months' experience	7 4 0	7 10 6	7 1 0
Thereafter	7 8 0	7 14 6	7 5 0
Tradesmen (radio)	8 12 0	8 18 6	8 9 0
Radio tester	7 19 0	8 5 6	7 16 0
Final tester and fault finder	8 8 6	8 15 0	8 5 6
Process worker	7 2 0	7 8 6	6 19 0
Other employees with not less than three months experience in the Metal			
Trades Industry	6 9 0	6 15 6	6 6 0
All others	6 3 0	6 9 6	6 0 0

Radio servicemen who in the service of their employers use their own motor vehicles shall be paid additional allowances as follows:—

	Per Week.
	£ s. d.
Motor car	3 0 0
Motor cycle and side car	1 15 0
Motor cycle	1 5 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 20 employees, 27s. per week extra.

No. 72.—13103/48.—PRICE 6D.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience ..	65	3 0	6 0	4 3 0	4 7 6	4 1 0
All others	75	3 0	7 0	4 15 6	5 0 6	4 13 0
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	3 6	2 10 0	2 12 6	2 9 0
18 years of age	47½	1 3	4 0	2 19 6	3 2 6	2 18 0
19 years of age	55	1 6	4 6	3 8 6	3 12 6	3 7 0
20 years of age	62½	2 0	5 0	3 18 0	4 2 6	3 16 6
<i>III.—Junior Males.</i>						
Under 16 years of age	25	0 6	2 0	1 11 0	1 12 6	1 10 0
16 years of age	35	0 9	3 0	2 3 6	2 6 0	2 2 6
17 years of age	47½	1 0	4 0	2 19 0	3 2 0	2 17 6
18 years of age	60	1 0	5 0	3 14 6	3 18 6	3 12 6
19 years of age	75	2 0	6 0	4 13 6	4 18 6	4 11 0
20 years of age	90	2 0	7 0	5 11 6	5 17 6	5 9 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.

(b) 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 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:

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

SPECIAL RATES.

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

Cold Places.

(a) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

Dirty Work.

(b) 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 in 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.

Hot Places.

(c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

Wet Places.

(d) 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.

(e) 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.

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

TRAVELLING AND BOARD.

5. (a) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job (in excess of the time normally spent in travelling from his home to such workshop or depot and returning) he shall be paid travelling time, and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

An employee who with the approval of his employer uses his own means of transport for travelling to or from outside jobs shall be paid the amount of excess fares which he would have incurred in using public transport unless he has an arrangement with his employer for a regular allowance.

(b) An employee—

(i) engaged in one locality to work in another; or

(ii) sent from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities, and, for a period not exceeding three months, expenses.

(c) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (b) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(d) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays, when it shall be time and a half.

(e) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all-night travel, eight hours out of every twenty-four.

(f) "Expenses" for the purpose of this clause means:—

(i) All fares reasonably incurred.

For boat travel the fares allowed shall be first-class on coastal boats, and on interstate boats where there is no second-class as distinct from steerage; and for rail travel, second-class, except where all-night travelling is involved, when they shall be first-class, with sleeping berth where available.

(ii) Reasonable expenses incurred whilst travelling, including 2s. 6d. for each meal taken.

(iii) A reasonable allowance to cover the cost incurred for board and lodging.

(g) A camping allowance of 3s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles or other temporary shelter is necessary; Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sunday.

(h) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop without payment of any travelling time or fares, unless such employee is sent from the workshop; Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

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 herein 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 twenty-four 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 8 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 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 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 8 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.

(fi) 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 such 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 8 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 4 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.

(gi) 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 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. Provided that the existence of a custom shall not operate to relieve an employer from paying a refrigeration serviceman the rate herein prescribed.

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 break-downs 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 said days respectively. Provided that Christmas Day and Boxing Day shall for the year, 1948, be deemed to fall on the 27th and 28th days of December, 1948, respectively, and that New Year's Day for the year, 1949, shall be deemed to fall on the 3rd day of January, 1949. Any employer who has given to his employees notice under paragraph (i) of sub-clause (m) of clause 15 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

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 (not including the installation of new machinery) 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 had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, 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 4 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 employees of electric supply undertakings nor to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination 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 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 (nor 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 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 $3\frac{1}{2}$ hours for each completed one month of continuous service and in respect of service after that date at the rate of 8 $\frac{1}{2}$ 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 day 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 clauses 2 and 3, 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 work shop and 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
Petrolatum, carbolyzed	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls 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.

Gloves.

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as foreman and employee may agree.

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 employers 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 equipment shall be provided.

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

Goggles.

(iii) 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.

Masks.

(iv) Where necessary suitable masks shall be provided for employees required to use compressed air for blowing dust from electrical machinery or equipment. An employee when performing such work shall wear the mask provided for his protection. Masks containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Equipment—Welding.

(v) Employers shall provide a sufficient supply of the under-mentioned equipment to enable each welder and his assistant when engaged on work necessitating its use to be supplied with same:—

- (a) Suitable asbestos sheets.
- (b) Hand screens or helmets fitted with coloured glass (or, in the case of oxy-acetylene operators, protective glasses with side shields).
- (c) Anti-flash goggles.
- (d) Aprons, leather sleeves and leggings (or coveralls of flame-proof material) and gauntlet gloves; and
- (e) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use, as the case may be, such equipment in such a way as to achieve the purpose for which it is supplied.

Where electric arc operators are working screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

Tools.

(vi) 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 the 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 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 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
above-named organization.

is a duly accredited representative of the

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 countersigned by the representative posting same.

Any notice posted on such board not so signed or countersigned may be removed by an accredited Union representative or by the employer.

DEFINITIONS.

General.

21. "Confined space" means a compartment or space, access to which is through a manhole or similar opening, or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation.

"Process worker" means an employee engaged on—

- (i) repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine, nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or
- (ii) in the assembling of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or
- (iii) in specialized process—not requiring use of hand tools except hammers, pliers, screw-drivers, spanners and files, and such tools as are necessary for deburring or removing rags or edging.

"Power tube operative" means an adult male employee engaged in assembling or glass operations in the making of electronic or thermionic power tubes, where the work is not reduced to process operations.

"Tradesman (radio)" means an adult male employee engaged on radio work which requires the application of general trade experience gained through apprenticeship or equivalent training in that work, but does not include an employee engaged solely as a radio tester or final tester and fault finder.

"Radio tester" means an employee other than a process worker engaged on the alignment of circuits and testing in the mass production of domestic radio including the locating and rectifying of faults not requiring the skill of a final tester and fault finder or tradesman.

"Final tester and fault finder" means an employee who in addition to the work of a radio tester is called upon to final test (other than a listening test) and/or find and specify the remedy of faults in the production of domestic radio.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Year" means the period between the first day of June in each year and the next 31st day of May.

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 Acts* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 23.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Victoria—	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts ..	5 14 0	6 0	6 0 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne.				
Elsewhere—3s. less than the contemporaneous basic wage for 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 February, 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 a February, a May, an August, or a November, 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.

MARGINAL RATES.

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

	Margins Per Week.	Loading Per Week.
	s. d.	s. d.
Radio serviceman	42 6	6 0
Radio repairer	26 0	3 0
Radio wirer	21 0	3 0
Power tube operative—		
1st six months' experience	21 0	3 0
Thereafter	25 0	3 0
Tradesman (radio)	46 0	6 0
Radio tester	35 0	4 0
Final tester and fault finder	42 6	6 0
Process worker	19 0	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. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 16th December, 1948.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, FEBRUARY 7.

[1949]

Factories and Shops Acts.

DETERMINATION OF THE WIRE FENCE AND TUBULAR GATE 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 22nd November, 1928, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of making or erecting woven wire fence (other than wire netting) and tubular gates, has made the following Determination, namely:—

1. That as from the 24th December, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. Wages per week of 40 hours.

ADULTS.

										Wages per Week.
										£ s. d.
Welder—										
First class (other than when using Cutler machine)	..	..	..	..	..	..	..	..	..	8 16 6
First class, using Cutler machine	..	..	..	..	..	..	..	..	..	7 19 0
Second class	..	..	..	..	..	..	..	..	..	7 8 0
Third class	..	..	..	..	..	..	..	..	..	7 4 0
Tack Welder	..	..	..	..	..	..	..	..	..	7 6 0
Machinists, being those engaged in working on ringlock, or any other class of fence-making machines, chain netting machines, or picket fabric machines										
Paint spray operator	..	..	..	..	..	..	..	..	..	7 8 0
Persons employed in attaching chain netting, fabric, or wire cables to gates or frames	..	..	..	..	..	..	..	..	..	7 4 0
Scroll maker	..	..	..	..	..	..	..	..	..	7 5 6
Tubular frame maker	..	..	..	..	..	..	..	..	..	7 5 6
Person engaged in erecting woven wire fence or tubular gates	..	..	..	..	..	..	..	..	..	7 8 0
Stump hand	..	..	..	..	..	..	..	..	..	7 1 6
All other adult employees	..	..	..	..	..	..	..	..	..	6 9 0

Provided that any person without previous experience employed in attaching chain netting, fabric, or wire cables to gates or frames, scroll making or tubular frame making, and erectors of woven wire fence or tubular gates, shall be paid 141s. 6d. per week for the first six weeks of such employment in the industry.

LEADING HANDS.

3. 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.

4. The Board has determined that no apprentice shall be taken in the trade.

UNAPPRENTICED MALE JUNIORS.

5. The wages of unapprenticed male juniors shall be the undermentioned percentages of the contemporaneous needs basic wage, and in addition thereto the constant loadings specified.

					Percentage of Needs Basic Wage.	Constant Loading Per Week.	Further Additional Loading.	Wages Per Week of 40 hours.
						s. d.	s. d.	s. d.
Under 16 years of age	..	..	..	..	25	0 6	2 0	31 0
16 years of age	..	..	..	..	35	0 9	3 0	43 6
17 years of age	..	..	..	..	47½	1 0	4 0	59 0
18 years of age	..	..	..	..	60	1 0	5 0	74 6
19 years of age	..	..	..	..	75	2 0	6 0	93 6
20 years of age	..	..	..	..	90	2 0	7 0	111 6

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 minimum rate payable to a junior employee of 18 years or more with less than six months' experience under this Determination shall until he has had such six months' experience be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby proscribed for a junior employee of his age, and in addition thereto the constant loading specified for such an employee..

No junior shall be employed in outside spray painting or in the occupation of outside erecting who has not attained the age of nineteen years and has not completed two years in the industry or if under the age of 18 years, using electric arc or oxy-acetylene blow pipe.

SPECIAL RATES.

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

Wet Places.

(a) 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 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.

Confined Spaces.

(b) Working in confined space (as defined), 3d. per hour extra.

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 proscribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

Travelling Time, Allowance, and Board.

7. (a) An employee required to work at a job away from his workshop or depot shall, at the direction of his employer, present himself for work at such job at the usual time of starting work. When an employee is required to work away from his workshop or depot, all time reasonably spent in excess of time usually spent in travelling to or from his home to the workshop or depot shall be paid for at ordinary rates (except on Sunday or a holiday when payment shall be at the rate of time and a half), up to a maximum of twelve hours out of every 24 or, where a sleeping berth is provided, a maximum of eight hours out of every 24.

(b) An employee engaged in a capital city to work in the country, or sent from one country centre to work in another country centre, shall be entitled to travelling time, and for a period not exceeding three months to expenses.

All excess fares and reasonable travelling expenses, including 2s. 6d. for each meal, together with the cost of board and lodging if the employee has to remain away from his home for a night, shall be paid by the employers.

The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage, and on trains second class, except where all-night travelling is involved, when they shall be first class, and sleeping berths shall be provided where available.

(c) A camping allowance of 3s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles, or other temporary shelter is necessary: Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day including Sundays.

(d) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop:

Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

HOURS OF WORK.

Day Workers.

8. (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 proscribed 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 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.

9. (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 14 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.

(fi) 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 15 (b) hereof.

Provided that when not less than 8 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.

(gi) 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 12 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 Employees.

(i) 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.

10. 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.

11. (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 a junior, the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour whichever is the higher.

(b) 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.

If on the instructions of his employer any employee resumes work without having had such eight hours off duty he shall be paid at double rates until he is relieved from duty to take such rest period, and he shall then 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.

(c) Except as otherwise provided in paragraphs (a) and (b) hereof, in computing overtime each day's work shall stand alone.

(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) 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.

(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.

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

(h) 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 or 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.

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

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid as above prescribed for meals so provided.

(j) 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 purposes of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(k) When an employee works overtime or a shift for which he has not been regularly rostered finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance or pay him his current wage for the time occupied in reaching his home.

Compulsory Overtime.

(l) 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.

12. (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 said days respectively. Provided that Christmas Day and Boxing Day shall for the year, 1948, be deemed to fall on the 27th and 28th days of December, 1948, respectively, and that New Year's Day for the year, 1949, shall be deemed to fall on the 3rd day of January, 1949.

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 Sundays 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 had 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.

13. Extra rates in this Determination, except rates prescribed in clause 6 are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

14. (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 termination of the employment wages due to an employee shall be paid to him on the day of such termination, 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.

15. (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 employee 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 break-down 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 16 hereof, lose his pay for the actual time of such non-attendance.

Casual Employment.

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.

SICK LEAVE.

16. (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.

C

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 HOLIDAY.

17. (a) The annual holiday for an employee on weekly hiring, or a casual employee, 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.

(b) In addition to the above, seven day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) 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 two weeks' annual leave prescribed by the said Act increased by one half day for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a seven day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven day shift worker.

MISCELLANEOUS.

*Accommodation and Conveniences.**Boiling Water.*

18. (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
Petrolatum, carbolyzed	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	8 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 damages 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 performances of the employee's duties.

Gloves.

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as the foreman and employee may agree.

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 equipment shall be provided.

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

Goggles.

(iii) 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 Equipment—Welding.

(iv) Employers shall provide a sufficient supply of the undermentioned equipment to enable each welder and his assistant when engaged on work necessitating its use to be supplied with same :—

- (a) Suitable asbestos sheets,
- (b) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields),
- (c) Anti-flash goggles,
- (d) Aprons, leather sleeves and leggings (or coveralls of flame-proof material) and gauntlet gloves; and
- (e) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Where electric arc operators are working screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

Tools.

(v) 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.

SHOP STEWARDS.

19. 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.

20. (a) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employer's premises during the mid-day 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 mid-day 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, 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 _____ is a duly accredited representative
of the above-named organization.

SEAL.

General Secretary.

Date.

Specimen signature of holder.

Strictly not transferable.

TIME AND WAGES BOOK.

21. (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.

22. 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 countersigned by the representative posting same.

DEFINITIONS.

23. "Confined space" means a compartment or space, access to which is through a manhole or similar opening, or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation.

"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.

Welding.

"Welder—1st class" means a tradesman using electric arc and/or oxy-acetylene blowpipe and/or coal gas cutting plant who is required to apply general trade experience as a welder.

"Welder—2nd class" means an adult employee using an electric arc or oxy-acetylene blowpipe who is not a welder 1st class or welder 3rd class.

"Welder—3rd class" means an adult employee using an electric spot or butt welding machine or cutting scrap with an oxy-acetylene blowpipe.

PERIODICAL ADJUSTMENT OF WAGES.

24. 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 25.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	5 14 0	6 0	6 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1949, the amounts of the basic wage shall be as prescribed in clause 24.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the 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.

In addition to the basic wage prescribed by clause 24, any adult employee of a classification specified hereunder shall be paid the margin and special loading hereinafter assigned to that classification, and such loading shall be deemed to be part of his ordinary rate of wage for all purposes of this Determination :—

Classification.	Margin.	Special Loading.
	s. d.	s. d.
Welder—		
First-class (other than when using Cutler machine)	50 6	6 0
First-class, using Cutler machine	35 0	4 0
Second-class	25 0	3 0
Third-class	21 0	3 0
Tack welder	23 0	3 0
Machinists, being those engaged in working on ring-lock, or any other class of fence-making machines, chain netting machines, or picket fabric machines	25 0	3 0
Paint spray operator	21 0	3 0
Person employed in attaching chain netting, fabric, or wire cables to gates or frames	22 6	3 0
Scroll maker	22 6	3 0
Tubular frame maker	25 0	3 0
Person engaged in erecting woven wire fence or tubular gates	25 0	3 0
Stump hand	18 6	3 0
All other adult employees	Nil.	3 0

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

J. W. RYAN, Secretary.

Melbourne, 20th December, 1948.