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GOVERNMENT GAZETTE.

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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. s. d.	Per Week. s. d.	Per Week. 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 7½ per cent. more than the ordinary rates for such shifts.

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

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

An employee who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

(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 his 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 (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.

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

is a duly accredited representative of the above-named

organization.

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.
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.
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.					PROPORTION (IN ANY PLACE).	
Apprentices.				Improvers.		<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.
Commencing Age.			Improvers.			
Under 16 Years.	16 or 17 Years.	Over 17 Years.		Improvers.			Improvers. One improver to every four workers receiving not less than 168s. per week.
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

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.		s. d.
Under 16 years of age	30 9	Die Sinker, by hand and/or by machine	185 0
16 years of age	39 0	Badge Toolmaker	163 0
17 years of age	49 3	Steel Stamp Cutter	173 0
18 years of age	66 9	Engravers by hand	168 0
19 years of age	82 3	Engravers, copper plate	168 0
20 years of age	102 9	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	Loading	Total Basic Wage.	Index Number
	(Adjustable).	(Constant).		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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No. 70]

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.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	41 0	2 0	43 0	<p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 143s. per week.</p> <p><i>Improvers.</i> Three improvers to every four or fraction of four workers receiving not less than 143s. per week.</p>
" 17 " "	53 3	2 6	55 9	
" 18 " "	64 9	3 0	67 9	
" 19 " "	81 3	3 9	85 0	
" 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.
	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
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			
Dumper	7 0 0	6 0	7 6 0
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			
Men employed on reinforcements	6 17 0	6 0	7 3 0
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—

Monday to Friday	Time of Beginning.	Time of Ending.
	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, carbolized	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.

Item	1	2	3	4	5	6	7	8	9	10
1	1	1	1	1	1	1	1	1	1	1
2	1	1	1	1	1	1	1	1	1	1
3	1	1	1	1	1	1	1	1	1	1
4	1	1	1	1	1	1	1	1	1	1
5	1	1	1	1	1	1	1	1	1	1
6	1	1	1	1	1	1	1	1	1	1
7	1	1	1	1	1	1	1	1	1	1
8	1	1	1	1	1	1	1	1	1	1
9	1	1	1	1	1	1	1	1	1	1
10	1	1	1	1	1	1	1	1	1	1



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No. 71]

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, } 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		
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	8 6 6	8 3 6

* 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 transferrer 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.	
				Per week. £ s. d.	Per week. £ s. d.
C1 Under 15 years of age	22	0 6	2 6	1 8 0	1 8 0
C2 Between 15 and 16 years of age	28	0 6	2 6	1 14 6	1 14 6
C3 Between 16 and 17 years of age	35	1 0	4 6	2 5 0	2 5 0
C4 Between 17 and 18 years of age	48	1 0	4 6	2 19 6	2 19 6
C5 Between 18 and 19 years of age	60	1 6	6 6	3 16 0	3 16 0
C6 Between 19 and 20 years of age	72	2 0	8 6	4 12 0	4 12 0
C7 Between 20 and 21 years of age	85	2 0	10 6	5 8 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.	
				Per week. £ s. d.	Per week. £ s. d.
D1 First year	22	0 6	3 0	1 8 6	1 8 6
D2 Second year	28	0 6	6 6	1 18 6	1 18 6
D3 Third year	35	1 0	9 6	2 10 0	2 10 0
D4 Fourth year	48	1 0	12 6	3 7 6	3 7 6
D5 Fifth year	60	1 6	16 0	4 5 6	4 5 6
D6 Sixth year	85	2 0	19 0	5 17 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.	
				Per week. £ s. d.	Per week. £ s. d.
E1 First year's experience	22	0 6	2 6	1 8 0	1 8 0
E2 Second year's experience	26	0 6	4 6	1 14 6	1 14 6
E3 Third year's experience	32	1 0	6 6	2 3 6	2 3 6
E4 Fourth year's experience	38	1 0	8 6	2 12 6	2 12 6
E5 Fifth year's experience	50	1 6	10 6	3 8 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 officials 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 flog, 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, quill 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 display words.

(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 Ems.	Pica or 5-pt.	Agate or 6-pt.	Nonpareil or 6-pt.	Minion or 7-pt.	Bravley or 8-pt.	Bougeois or 8-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	78	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.

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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.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mikura 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.

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.
		<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
<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 7½ per cent more than the ordinary rates for such shifts.

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

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

An employee who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle.

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

(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 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 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) (1) 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 Gippeland Districts .. Yallourn—6s. 6d. in excess of basic wage for Melbourne. Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.	5 14 0	6 0	6 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in 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.

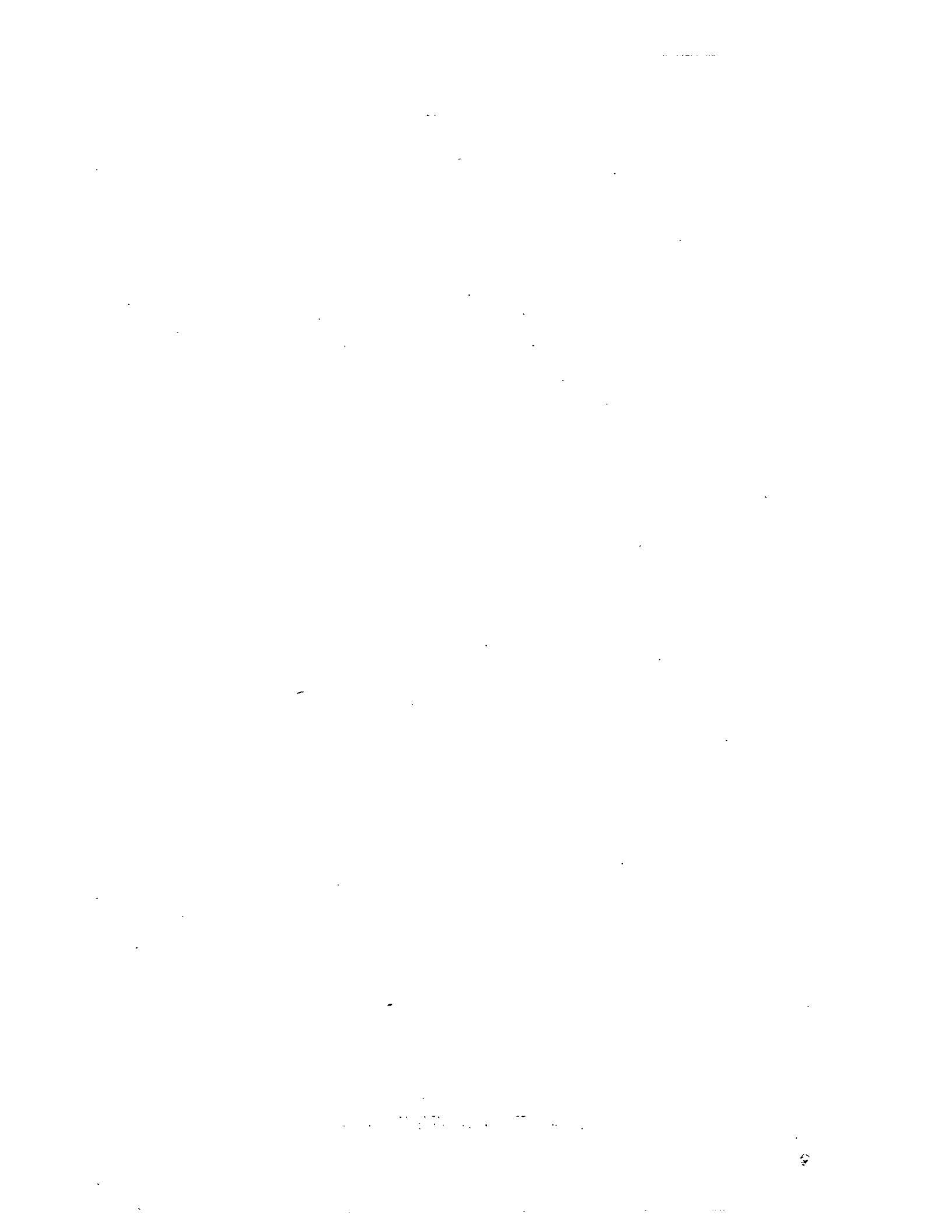
In addition to the basic wage provided in clause 22 the margins and loadings set out in this clause shall be the minimum rate payable to employees therein named:—

	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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No. 73]

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	7	8 0
Paint spray operator	7	4 0
Persons employed in attaching chain netting, fabric, or wire cables to gates or frames	7	5 6
Scroll maker	7	5 6
Tubular frame maker	7	8 0
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.		
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 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.

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 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.

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, etc.

(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 :— $\frac{1}{2}$ 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 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. General Secretary.

SEAL. 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.
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.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, FEBRUARY 7.

[1949

Factories and Shops Acts.

DETERMINATION OF THE WIREWORKERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of—

A wire-worker, using six gauge or smaller wire, but not including persons employed in making wire netting, barbed wire, wire nails, or wire mattresses,"

has made the following Determination, viz. :—

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

Apprentices or Improvers.	Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers).	Other Employees.																					
<p style="text-align: center;">Wages Per Week Apprentices and Improvers.</p> <p style="text-align: center;"><i>s. d.</i></p> <p>Under 16 years .. 33 0 16 to 17 years .. 45 0 17 to 18 years .. 55 6 18 to 19 years .. 70 6 19 to 20 years .. 86 6 20 to 21 years .. 109 0 Thereafter, Minimum Wage</p> <p style="text-align: center;">PROPORTION.</p> <p style="text-align: center;">(In any factory or place.)</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 149s. per week. An indenture of apprenticeship prescribed has been approved.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One improver to every two workers receiving not less than 149s. per week.</p>	<p>(a) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting, or oiling, carrying or moving material, packing, cleaning up factory or going messages—</p> <p style="text-align: center;">Wages Per Week <i>s. d.</i></p> <p>Under 16 years .. 33 0 16 to 17 years .. 45 0 17 to 18 years .. 55 6 18 to 19 years .. 70 6 19 to 20 years .. 86 6 20 to 21 years .. 109 0</p> <p style="text-align: center;">PROPORTION.</p> <p>One juvenile worker to every six workers receiving not less than 149s. per week.</p> <p>(b) Engaged in power loom weaving, in winding bobbins, operating looms, packing, wrapping, or assisting in any work in connexion with the production of commercial power woven wire—</p> <p style="text-align: center;">Wages Per Week. <i>s. d.</i></p> <p>Under 16 years .. 33 0 16 to 17 years .. 45 0 17 to 18 years .. 55 6 18 to 19 years .. 70 6 19 to 20 years .. 86 6 20 to 21 years .. 109 0</p> <p style="text-align: center;">PROPORTION.</p> <p>One juvenile worker to every adult weaver receiving not less than 149s. per week.</p>	<p style="text-align: center;">WAGES.</p> <table border="1"> <thead> <tr> <th></th> <th>Per Hour.</th> <th>Per Week.</th> </tr> </thead> <tbody> <tr> <td></td> <td><i>s. d.</i></td> <td><i>s. d.</i></td> </tr> <tr> <td>Wire-workers or Weavers ..</td> <td>3 8⁷/₁₀</td> <td>149 0</td> </tr> <tr> <td>Tinners ..</td> <td>3 10¹/₂₀</td> <td>153 6</td> </tr> <tr> <td>Oxy-welders ..</td> <td>3 8⁷/₁₀</td> <td>149 0</td> </tr> <tr> <td>Storemen ..</td> <td>3 8⁷/₁₀</td> <td>149 0</td> </tr> <tr> <td>Paint spraying operators ..</td> <td>3 8⁷/₁₀</td> <td>149 0</td> </tr> </tbody> </table>		Per Hour.	Per Week.		<i>s. d.</i>	<i>s. d.</i>	Wire-workers or Weavers ..	3 8 ⁷ / ₁₀	149 0	Tinners ..	3 10 ¹ / ₂₀	153 6	Oxy-welders ..	3 8 ⁷ / ₁₀	149 0	Storemen ..	3 8 ⁷ / ₁₀	149 0	Paint spraying operators ..	3 8 ⁷ / ₁₀	149 0
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3. TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
7.45 a.m. ..	5.30 p.m. on each of five days of the week.
7.45 a.m. ..	12.15 p.m. on the other working day of the week on which the half-holiday is usually observed.

OVERTIME.

4. (a) For work done within the times of beginning and ending work in excess of 40 hours in any week, time and a half.
- (b) For all work done outside the times of beginning and ending work the wages rates shall be time and a half for the first four hours and double time thereafter. In computing overtime each day's work shall stand alone.
- 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.

MEAL ALLOWANCE.

5. Any 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 reasonable meal by the employer or paid an allowance of one shilling and sixpence.

SPECIAL RATES.

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

PAYMENT FOR HOLIDAYS.

7. Ordinary rates shall be paid, if not worked, for the days observed as:—New Year's Day, Christmas Day, Boxing Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, and King's Birthday.

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.

SICK LEAVE.

9. (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.

Definition.

- (e) "Year" means the period between the 1st day of June in each year and the next 31st day of May.

ALLOWANCES.

10. Any employee engaged on work away from the workshop shall be—
- (a) conveyed to and from work free, or allowed the fares necessarily expended in going to and from;
 - (b) paid the ordinary rate of wages for time occupied in travelling.

PROHIBITION OF EMPLOYMENT.

11. No person under the age of 16 years shall be engaged in the operation of paint-spraying

PIECE-WORK.

12. The lowest piece-work prices for wholly manufacturing articles specified in the following Schedule shall be the prices set forth in such Schedule. (NOTE.—Any person employed on work not mentioned in the Schedule must be paid the wages rate for such work.)

SCHEDULE.

Baskets—	<i>s. d.</i>
Fry-baskets, 2 inches deep, long or drop handles	0 3½ per inch.
Vegetable baskets, 4½ inches deep, long or drop handles	0 4½ ..
(To be made in not less than one dozen lots, assorted sizes.)	
Cages, cockatoo—	<i>s. d.</i>
18-in.	6 0 each
20 "	6 7 ..
22 "	9 8 ..
24 "	11 9 ..
(To be made in lots of not less than half-a-dozen of each size.)	
Cages, canary (common)—	<i>s. d.</i>
9-in., with bell-tops	12 0 per dozen.
9 " without bell tops	11 2 ..
(To be made in three (3) dozen lots.)	
Cages, parrot (common)—	<i>s. d.</i>
12-in.	14 9 per dozen.
14 "	16 9 ..
16 "	19 6 ..
18 "	22 3 ..
20 "	29 9 ..
(To be made in not less than four (4) dozen lots, assorted or otherwise.)	
Cages, parrot (galvanized)—	<i>s. d.</i>
12-in.	14 9 per dozen.
14 "	16 9 ..
16 "	19 6 ..
18 "	22 3 ..
20 "	29 9 ..
(To be galvanized after made, and in not less than three (3) dozen assorted lots. Grates or false bottoms to be paid for at the rate of 1½d. each extra.)	
Cage fronts—	<i>s. d.</i>
Wiring fronts, wood frames provided	7 10 per dozen.
Wire fronts (all wire)	15 5 ..
Diamond Work—	<i>s. d.</i>
4-in. mesh, 9 gauge wire	23 3 per 100 square ft.
3 " 9 "	23 3 ..
2½ " 10 "	31 0 ..
1½ " 10 "	38 8 ..
1½ " 12 "	35 0 ..
1 " 13 and 14 gauge wire	58 0 ..
1½ sq. crimped mesh, 12 gauge wire	23 3 ..
and if made stronger, 3s. 9½d. per 100 square feet for every gauge extra.	
(To be made in quantities of not less than 100 square feet.)	
Dog muzzles, complete, with binding and straps	12 0 per dozen.
(To be made in quantities of not less than one gross, assorted.)	
Door mats	0 7½ per square foot
Fender sheets—	<i>s. d.</i>
½-in. mesh	0 4½ per square foot.
¾ "	0 5½ ..
(To be made in not less than one (1) dozen lots.)	
Fixing sheets on frames	1 4½ each.
Making frames, brass tops and plates, all sizes	5 6 ..
" " without brass top and plates, all sizes	4 7 ..
Fern baskets—	<i>s. d.</i>
8-in.	5 6 per dozen.
10 "	6 7 ..
12 "	8 4 ..
(To be made in lots of not less than one (1) gross.)	
Floral designs—	<i>s. d.</i>
8-in.	4 7 per dozen.
10 "	4 7 ..
12 "	4 7 ..
14 "	7 5 ..
16 "	7 5 ..
Flowerstands—	<i>s. d.</i>
½ round, 3 steps	16 9 each
" 4 "	25 11 ..
Oblong Gothic	9 4 ..
Flat back, 3 steps	16 9 ..
" 4 "	25 11 ..
Gridirons—	<i>s. d.</i>
Light, made of 12 and 14 gauge wire, 8, 10, and 12 inch size	70 0 per gross.
Medium, made of 10 and 12 gauge wire, 8, 10, and 12 inch size	78 7 ..
(To be made in lots of not less than one (1) gross.)	
Rat traps, patent, ½-in. mesh, finished	78 2 per dozen.
" " " " flat bottomed	85 6 ..
(To be made in not less than one (1) dozen lots.)	
Rat traps (square)—	<i>s. d.</i>
12-in. finished	22 3 per dozen.
14 "	27 10 ..
16 "	31 9 ..
(To be made in three (3) dozen lots, assorted.)	

With an addition of 7½ per cent.

PIECE-WORK PRICES—*continued.*

Riddles—						<i>s. d.</i>
20-in.,	1/2-in. mesh,	17 gauge wire or one gauge heavier	..	..	..	2 2 1/2 each
"	"	16 "	"	"	"	1 10 1/2 "
"	"	15 "	"	"	"	1 10 1/2 "
"	"	14 "	"	"	"	1 8 1/2 "
"	"	13 "	"	"	"	1 8 1/2 "
22-in.,	1/2 "	17 "	"	"	"	2 2 1/2 "
"	"	16 "	"	"	"	1 10 1/2 "
"	"	15 "	"	"	"	1 10 1/2 "
"	"	14 "	"	"	"	1 8 1/2 "
"	"	13 "	"	"	"	1 8 1/2 "
(To be made in not less than four (4) dozen lots, assorted meshes.)						
Screens—						<i>s. d.</i>
5 feet	x	2 ft. 6 in.	..	..	..	15 11 each for all meshes.
6 "	"	"	..	..	..	18 8 " "
(To be made in not less than six lots, assorted meshes.)						
Sewer vent pipe covers—						<i>s. d.</i>
1 1/2-in.	..	..	..	..	..	7 0 per dozen.
2 "	..	..	..	..	..	7 5 "
2 1/2 "	..	..	..	..	..	8 4 "
3 "	..	..	..	..	..	9 2 "
3 1/2 "	..	..	..	..	..	10 1 "
4 1/2 "	..	..	..	..	..	12 0 "
Sieves—						<i>s. d.</i>
18-in.	..	..	..	..	..	8 4 per dozen.
20 "	..	..	..	..	..	8 4 "
22 "	..	..	..	..	..	8 4 "
(To be made in not less than six (6) dozen lots, all meshes; assorted sizes.)						
Straight work—						<i>s. d.</i>
1/2-in. mesh,	16 and 12 gauge wire laced with 22 gauge	..	..	..	..	0 4 1/2 per square foot.
"	14 " 10 " " 20 "	..	..	..	..	0 4 1/2 " "
"	12 " 8 " " 18 "	..	..	..	..	0 6 1/2 " "
Wall ties—						<i>s. d.</i>
6-gauge wire	..	..	..	..	..	7 5 per cwt.
8-gauge wire	..	..	..	..	..	9 4 "
Wall ties (dimple)—						<i>s. d.</i>
6-gauge wire	..	..	..	..	..	10 2 per cwt.
8-gauge wire	..	..	..	..	..	12 0 "
Wall ties (simplex), 10-gauge wire						<i>s. d.</i>
..	..	..	..	..	..	15 11 per gross.
Weaving (sieve cloth)—						<i>s. d.</i>
1/2-in. mesh,	17 and 18 gauge wire	..	..	..	..	13 8 per 100 square feet.
3/4-in. "	17 " 18 " "	..	..	..	..	13 8 "
3 mesh,	3 holes to inch, 18 gauge wire	..	..	..	..	13 8 "
4 "	20 gauge wire	..	..	..	..	13 8 "
5 "	21 " "	..	..	..	..	13 8 "
6 "	22 " "	..	..	..	..	13 8 "
7 "	23 " "	..	..	..	..	13 8 "
8 "	24 " "	..	..	..	..	15 6 "
9 "	25 " "	..	..	..	..	15 6 "
10 "	25 and 26 gauge wire	..	..	..	..	15 6 "
12 "	26 " 27 " "	..	..	..	..	19 6 "
14 "	27 " 28 " "	..	..	..	..	23 3 "
16 "	28 " 29 " "	..	..	..	..	23 3 "
18 "	29 " 30 " "	..	..	..	..	31 0 "
20 "	30 to 32 " "	..	..	..	..	31 0 "
24 "	32 and 33 " "	..	..	..	..	38 8 "
Weaving (medium cloth)—						<i>s. d.</i>
1/2-in. mesh,	15 and 16 gauge wire	..	..	..	..	23 3 per 100 square feet.
3 "	15 " 16 " "	..	..	..	..	23 3 "
4 "	16 to 18 " "	..	..	..	..	23 3 "
5 "	17 and 18 " "	..	..	..	..	23 3 "
6 "	18 " 19 " "	..	..	..	..	23 3 "
7 "	19 " 20 " "	..	..	..	..	23 3 "
8 "	19 " 20 " "	..	..	..	..	23 3 "
9 "	19 " 20 " "	..	..	..	..	23 3 "
10 "	19 to 21 " "	..	..	..	..	27 0 "
12 "	23 and 24 " "	..	..	..	..	31 0 "
14 "	25 " 26 " "	..	..	..	..	31 0 "
16 "	26 " 27 " "	..	..	..	..	38 8 "
18 "	27 " 28 " "	..	..	..	..	38 8 "
20 "	28 " 29 " "	..	..	..	..	42 6 "
24 "	28 " 29 " "	..	..	..	..	46 6 "
(To be made in lengths of not less than fifty (50) yards.)						
Weaving (stick work)—						<i>s. d.</i>
7 and 8 mesh,	17 and 18 gauge wire	..	..	..	..	31 0 per 100 square feet.
9 "	10 " 18 " "	..	..	..	..	31 0 "
12 to 14 "	20 to 22 " "	..	..	..	..	46 6 "
16 "	18 " 23 and 24 " "	..	..	..	..	46 6 "
20 "	23 " 24 " "	..	..	..	..	46 6 "
24 "	25 " 26 " "	..	..	..	..	54 0 "
(To be made in lengths of not less than thirty (30) yards.)						

With an addition of 7 1/2 per cent.

PERIODICAL ADJUSTMENT OF WAGES.

13. The wages rates set out in clause 2 are based upon the following basic wage rates for adult males, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased as prescribed in clause 14. Wages of apprentices, improvers, and juvenile workers shall be adjusted proportionately to adjustments of the needs basic wage; such adjustment to be made to the nearest 6d., half or less than half of 6d. 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.

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

(b) Until the beginning of the first pay period to commence in February, 1949, the amounts of the basic wage shall be as prescribed in clause 13.

(c) During each future successive period beginning with the first pay period to commence in 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.

15. In addition to the basic wage provided in clause 13, the margins set out in this clause shall be the minimum rate payable to employees therein named.

Classification.	Margins Per Week.
	s. d.
Wire-workers or Weavers	29 0
Tinners	33 6
Oxy-Welders	29 0
Storemen	29 0
Paint spraying operators	29 0

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

J. W. RYAN, Secretary.

Melbourne, 20th December, 1948.





VICTORIA GOVERNMENT GAZETTE.

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No. 75]

MONDAY, FEBRUARY 7.

[1949

Factories and Shops Acts.

DETERMINATION OF THE HOSPITAL PHARMACISTS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons, employed in dispensing, compounding, or selling medicines, drugs or medicinal preparations in hospital dispensaries" has made the following Determination, namely:—

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

2.

Apprentices.				Other Employees.			
WAGES PER WEEK OF 40 HOURS.				WAGES PER WEEK OF 40 HOURS.			
				£ s. d.			
1st year's experience	..	..	..	1	11	0	
2nd "	"	"	"	2	16	0	
3rd "	"	"	"	4	1	0	
4th "	"	"	"	5	5	0	
5th "	"	"	"	6	15	0	
PROPORTION.							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.							
Where the term of apprenticeship is four years, and the apprentice has not been successful in completing his examinations, he may, with the permission of the Secretary for Labour and the Pharmacy Board be bound for a further period not exceeding one year.							
				Chief Pharmaceutical Chemist— (i.e. A pharmaceutical chemist in charge of the pharmacy department of a hospital.)			
				(a) Where four or more full time pharmaceutical chemists are normally employed .. 14 0 0			
				(b) Where two or three full time pharmaceutical chemists are normally employed .. 13 0 0			
				(c) Where he is the only pharmaceutical chemist employed .. 12 10 0			
				Senior Pharmaceutical Chemist .. 11 5 0 Where three or more full time pharmaceutical chemists are normally employed, one shall be a Senior Pharmaceutical Chemist, and shall take charge of the pharmacy department during the absence of the Chief Pharmaceutical Chemist			
				Other Hospital Pharmaceutical Chemist 1st year's experience as such .. 10 10 0 2nd " " " " .. 10 15 0 Thereafter " " " " .. 11 0 0			

MIXED FUNCTIONS.

3. A pharmaceutical chemist (other than a Senior Pharmaceutical Chemist) called upon to perform for a period of not less than one week, or more than nine weeks, duties for which a higher rate is provided in clause 2 hereof shall be paid such higher rate whilst he is so required to act.

ORDINARY HOURS OF WORK.

4. The ordinary hours for a week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. The ordinary spread of hours shall be between the following hours:—

Time of Beginning.	Time of Ending.
9 a.m.	6 p.m. on each of the five ordinary working days in the week.
9 a.m.	1 p.m. on Saturday.

The hours for a day's work shall be continuous except for a meal break as proscribed in clause 14.

OVERTIME.

6. The following rates shall be paid for all work done:—

Outside the times of beginning and ending work } Time and a half.
 Within the times of beginning and ending work, in excess of 40 hours in any week }

WEEKLY WAGE.

7. An employee (other than a casual employee) shall be paid the full weekly wage fixed in this Determination irrespective of the number of hours worked not exceeding 40 per week.

CASUAL LABOUR.

8. A casual employee (i.e., a person employed for not more than 26 hours in any one week) shall be paid at the rate of time and a half.

RELIEVERS.

Definition.

9. (a) A reliever is a temporary employee who is called upon to relieve any employee or employees during his, her, or their absence from work for any cause, for a period not exceeding three months.

Wages.

(b) A reliever shall be paid not less than the ordinary rate prescribed in clause 2 for the class of work done, with the addition of 10 per cent.

Distant Jobs.

(c) Where a reliever cannot conveniently return to his or her home on the completion of each day's work he or she shall have reasonable accommodation arranged and paid for by the employer. In addition he or she shall be entitled to be re-imbursed fares necessarily expended in travelling to the job, and in returning to his or her home town on its completion. In the case of train travel such fares shall be first class.

Fares for Jobs, Other than Distant Jobs.

(d) Where a reliever can conveniently return to his or her home on the completion of each day's work, he or she shall be paid fares in excess of 1s. per day reasonably expended in travelling between his or her home to and from the job.

DEDUCTION FOR BOARD AND LODGING.

10. (a) Where an employee is required to reside at the hospital a sum of not more than 20s. per week may be deducted from his or her wages for board and lodging.

(b) Where an employee is required to live in a residence provided for such purpose by the hospital by which he is employed, and board is not provided for him a sum not exceeding 10% of his ordinary wage may be deducted as rent for such residence.

MEAL ALLOWANCE.

11. When overtime in excess of one hour is worked after the usual time of ceasing work for the day, the employee shall either be supplied with a meal, or paid an allowance of 3s. 6d. in lieu thereof.

SPECIAL RATES.

12. Double time shall be the special rate payable for all work done on Sundays, and the days observed as New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day (within a radius of 20 miles of the G.P.O. Melbourne) Christmas Day, and Boxing Day; and such other days as may be proclaimed as Public Holidays by Act of Parliament or Proclamation. Provided that the Tuesday following Easter Monday, and the day following Boxing Day, should such following day be other than a Saturday, shall not be deemed to be Public Holidays, and the penal rate herein proscribed shall not be payable whether such days are so proclaimed or otherwise.

APPRENTICE NOT OBLIGED TO WORK OVERTIME.

13. An apprentice shall not be required to work overtime unless he or she so desires.

MEAL BREAK.

14. A meal break of not less than 45 nor more than 60 minutes shall be allowed daily (Monday to Friday inclusive) to each employee.

REST PERIOD.

15. At a time suitable to the employer a rest interval of ten minutes shall be given to each employee during each morning and afternoon and shall be counted as time worked.

UNIFORMS.

16. Each employee shall be provided with a minimum of two washable coats per week. Such coats shall remain the property of the employer and be laundered free of cost to the employee. Where a reliever is required to provide and launder his or her own coats he or she shall be paid an allowance at the rate of 5s. per week.

TIME BOOK.

17. Each employer shall provide and cause to be kept a time book in the pharmacy department or other suitable place in which each pharmaceutical chemist shall daily enter his or her daily starting and finishing times. Such time book shall be available for inspection to the Secretary of the Federated Pharmacists Assistants' and Dispensary Employees' Guild.

SICK LEAVE.

18. (a) Where an employee is disabled by personal ill health or accident, proof of which is given to the employer by the production of a certificate from a legally qualified Medical Practitioner, statutory declaration, or other evidence satisfactory to the employer, within 48 hours of the employee's consequential absence, he or she shall be entitled, on account thereof, without deduction of pay at ordinary rates to absent himself or herself as follows:—

- (i) During the first year of service in an institution—one day for each month of service.
- (ii) During the second, third, and fourth years of service in an institution—fourteen days in each year.
- (iii) Thereafter—twenty-one days in each year.

Sick leave shall be in addition to the annual leave provided in clause 19.

Provided that an employee may be absent through sickness for one day without furnishing evidence of such sickness as provided in sub-clause (a) hereof on not more than three occasions in any one year of service.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding sixty-three days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause, service prior to the 1st August, 1947, shall be disregarded.

(c) Notwithstanding any other provision in this clause an employee who contracts an infectious disease in the course of his or her duties and same having been certified to by the Medical Superintendent or by a Medical Practitioner approved by the institution shall receive full pay during the necessary period off duty up to but not exceeding a period of three months.

ANNUAL LEAVE.

Period of Leave.

19. (a) An employee who has been in the service of the same employer for a period of not less than twelve months shall be granted three weeks' leave without deduction of pay.

Annual Leave Exclusive of Public Holidays.

(b) The annual leave prescribed in sub-clause (a) hereof shall be exclusive of any of the holidays prescribed by clause 12 hereof 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.

Leave to be Taken.

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

Time of Taking Leave.

(d) Annual leave shall be given at a time determined by mutual agreement between the employer and the employee within a period not exceeding three 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.

(e) 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 from whatever remuneration is payable to the employee, deduct 3/49 of a week's pay for each week required to complete the period of twelve months' service.

Payment for Period of Leave.

(f) Each employee before going on leave shall be paid for the period of such leave provided the period is not less than one week.

Proportionate Leave.

(g) Where the employment of any employee is terminated at the end of a period of employment of less than twelve months the employer shall forthwith pay to the employee, in addition to all other amounts due to him, an amount equal to 3/49 of his ordinary pay for that period of employment.

PAYMENT OF WAGES.

20. Wages shall be paid not later than the time for finishing work on Thursday in each week.

TERMINATION OF EMPLOYMENT.

21. Except in a case where an employee or an employer has been guilty of misconduct, or where an employee has been engaged temporarily for a period not exceeding six weeks in duration, seven days' notice of termination of employment shall be given by either party or one week's wages paid or forfeited, as the case may be, in lieu thereof.

PERIODICAL ADJUSTMENT OF WAGES.

22. 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 23. Provided that the wages of apprentices 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.

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.

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

J. W. RYAN, Secretary.

Melbourne, 17th December, 1948.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry, no matter how small, should be recorded to ensure the integrity of the financial statements. This includes recording all sales, purchases, and expenses in a timely and accurate manner.

The second part of the document provides a detailed breakdown of the company's revenue. It shows the total revenue for each quarter and year, along with a comparison to the budget. This analysis helps identify areas where the company is performing well and areas where it needs to improve.

The third part of the document discusses the company's expenses. It shows the total expenses for each quarter and year, along with a comparison to the budget. This analysis helps identify areas where the company is overspending and areas where it can save money.

The fourth part of the document discusses the company's profit. It shows the total profit for each quarter and year, along with a comparison to the budget. This analysis helps identify areas where the company is generating more profit and areas where it needs to improve.

The fifth part of the document discusses the company's cash flow. It shows the total cash flow for each quarter and year, along with a comparison to the budget. This analysis helps identify areas where the company is generating more cash and areas where it needs to improve.

The sixth part of the document discusses the company's assets and liabilities. It shows the total assets and liabilities for each quarter and year, along with a comparison to the budget. This analysis helps identify areas where the company is increasing its assets and decreasing its liabilities.

The seventh part of the document discusses the company's equity. It shows the total equity for each quarter and year, along with a comparison to the budget. This analysis helps identify areas where the company is increasing its equity and areas where it needs to improve.

The eighth part of the document discusses the company's overall financial performance. It shows the total financial performance for each quarter and year, along with a comparison to the budget. This analysis helps identify areas where the company is performing well and areas where it needs to improve.

The ninth part of the document discusses the company's future prospects. It shows the total future prospects for each quarter and year, along with a comparison to the budget. This analysis helps identify areas where the company is increasing its future prospects and areas where it needs to improve.

The tenth part of the document discusses the company's overall financial strategy. It shows the total financial strategy for each quarter and year, along with a comparison to the budget. This analysis helps identify areas where the company is increasing its financial strategy and areas where it needs to improve.



VICTORIA GOVERNMENT GAZETTE.

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No. 76]

MONDAY, FEBRUARY 7.

[1949

Factories and Shops Acts.

DETERMINATION OF THE FROZEN GOODS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business or occupation of freezing or refrigerating goods of any kind for the purpose of trade or sale, including the packing or grading of such goods but not including—

- (a) persons engaged in packing or grading eggs;
- (b) persons engaged in packing ice-cream;
- (c) persons engaged in the slaughtering and boning departments of meat works or abattoirs in the preparation and packing of meats, offals, and by-products in a fresh condition;
- (d) persons subject to the jurisdiction of the Fruit Packing Board and of the Ice Board;

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 12th November, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. **WAGES.**

	Improvers and Juvenile Workers.				Other Employees.				
	Weekly Rate.	*War Loading.	Total Weekly Wage.	Per Hour.	Per Week.				
					Weekly Rate.	*War Loading.	Total Weekly Wage.	Per Hour.	
	£ s. d.	s. d.	£ s. d.	s. d.		£ s. d.	s. d.	£ s. d.	s. d.
16½ years of age and under 17	2 19 11	0 11	3 0 10	1 6½	Chamber hands	9 4 6	4 0	9 8 6	4 8½/20
17 " " " 18	3 6 7	0 11	3 7 6	1 8½					
18 " " " 19	3 17 4	1 10	3 19 2	1 11½					
19 " " " 20	4 11 6	1 10	4 13 4	2 4	All others	8 11 10	4 0	8 15 10	4 4½
20 " " " 21	5 15 7	2 9	5 18 4	2 11½					

For definition of juvenile workers, see clause 11.

PROPORTION OF IMPROVERS.

One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others".

Temporary workers shall be paid time and a half on the ordinary rates for work done during ordinary working hours. For work done outside those hours they shall receive ordinary overtime rates.

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the amended Factories and Shops Act 1934 that the trade is so unskilful that no person should be taken as an apprentice to the trade.

ORDINARY WEEK'S WORK.

3. The number of hours which shall constitute a week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

4. The times of beginning and ending work each day shall be as follows :—

—	Time of Beginning.	Time of Ending.
(a) <i>Meat Export Works.</i>		
Hanging ground and grading room hands—		
Monday to Friday	7.45 a.m.	5.15 p.m.
Saturday	7.45 a.m.	12 noon
Chamber hands—		
Monday to Friday	8 a.m.	5 p.m.
Saturday	8 a.m.	12 noon
(b) <i>Cool Stores Works.</i>		
All employees—		
Monday to Friday	8 a.m.	5 p.m.
Saturday	8 a.m.	12 noon

OVERTIME.

5. The following rates, subject to the conditions stated in clause 7, shall be paid for all work done :—

- (a) Outside the times of beginning and ending work as provided in clause 4.
 - (i) On Saturdays.—Time and a half fixed on the ordinary rates before starting time and double time on ordinary rates after 12 noon.
 - (ii) On other week days.—Time and a half.
- (b) With in the hours fixed as the time of beginning and ending work :—
 - (i) In excess of four hours on Saturday and eight hours on other week days.—Time and a half.
 - (ii) In excess of the number of hours fixed for a week's work in clause 3.—Time and a half.

The overtime rates payable for work done on Sundays and holidays are provided for in clause 8.

LIMITATION OF HOURS OF WORK.

- 6. (i) No employee shall be required to work more than 16 hours in any one day.
- (ii) No employee shall be required to work more than 12 hours' overtime in any one week provided that this limitation of overtime shall not apply to loading out for shipment.

MINIMUM OF OVERTIME.

7. If an employee is required to work more than one hour and a half on any day after the time of ending work as provided in clause 4 or if having ceased work for the day for not less than one hour, and is required to work, he shall receive a minimum of two hours' pay at overtime rates.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

8. (a) Double time fixed on the ordinary rates shall be paid for all work done on Sundays, New Year's Day, Union Picnic Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, 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 special rate shall be payable only for work done on the day so substituted.

An employee required to work on a Sunday or a holiday shall receive a minimum of four (4) hours' work or shall be paid for such four hours at double rates, and if required to work in excess of eight hours on a Sunday or a holiday, shall be paid treble ordinary rates for such excess work.

(b) Any person (other than a temporary worker) if not required to work on any day mentioned in clause 8 (a) as a holiday shall receive a day's pay (based on his ordinary rates) for such day provided that he is required to work for any portion of the working week in which such holiday occurs, but any person who is required to work on a holiday for a period of less than eight hours shall receive double ordinary rate for the time so worked in addition to the ordinary rate for the balance of eight hours.

ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946, No. 511*, and any amendments which may be made thereto from time to time.

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 or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than six days in each year of service or a proportionately less time during any shorter period of employment.

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

DEFINITIONS.

11. (a) A juvenile worker shall mean a person under 21 years of age (other than an improver) engaged in stamp marking carcasses, stamping, stringing and putting on tickets, handling or packing offals or by-products, scraping, nailing up, re-wiring, and branding packages, but not stacking cases of butter or eggs, sweeping up and acting as an assistant to a Government Inspector.

(b) No improver or juvenile worker shall lift any article of a weight in excess of 50 pounds.

(c) A temporary worker shall mean any person (including a juvenile worker) other than a hanging ground or grading room employee who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.

GENERAL CONDITIONS.

MEAL HOURS.

12. (a) All work done during a meal hour shall be paid for at the rate of double time, fixed on the wage for the day on which such meal hour is worked.

(b) *Meat Export Works*.—Breakfast. A period of one hour between the hours of 6 a.m. and 9 a.m. shall be allowed for breakfast. Dinner—One hour between 12 noon and 1.30 p.m. shall be observed as a dinner hour. Tea—when work is to be continued for more than one and a quarter hours after the time fixed for ending work in clause 4 (a) one hour between 5 p.m. and 6.30 p.m. shall be observed as a tea hour, and if such overtime is to finish not later than midnight, work shall then proceed uninterruptedly (except for a smoke-oh as provided in clause 13). If however, work is to continue after midnight, one hour (before midnight) shall be observed as a meal hour, and thereafter, one meal hour after each four hours' work.

(c) *Cool Store Works*.—Not more than five hours shall be worked by employees in cool stores working between 7 a.m. and 6 p.m. without an interval of one hour for a meal. If work is to continue after 7 p.m., the hour from 5 p.m. to 6 p.m. shall be observed as a meal hour. If, however, work is to continue after midnight one hour (before midnight) shall be observed as a meal hour, and thereafter, one meal hour after each four hours' work.

SMOKE-OH.

13. Fifteen minutes interval without loss of pay shall be allowed for smoke-oh between ordinary starting time in the morning and 12 noon, and fifteen minutes between 1 p.m. and 6 p.m., provided that no employee shall be required to work for more than 2½ hours without a smoke-oh.

Provided also that employees who commence work before 7 a.m. and have no breakfast hour shall be allowed an interval of fifteen minutes without loss of pay at the end of each two hours' work until dinner hour. If men are required to work after 6 p.m. an interval of fifteen minutes without loss of pay after every two hours' work shall be allowed.

Notwithstanding anything provided elsewhere in this clause when five hours are worked between meal times, the smoke-oh shall consist of twenty minutes.

CHANGING TIME.

14. Chamber hands shall be allowed five minutes changing time at the end of the day's work, such time to be counted as time worked.

WAITING TIME.

15. When an employee has been instructed to report at a certain hour and is kept waiting before he commences work such waiting time shall be paid for at ordinary rates provided for the class of work to be done.

MINIMUM HOURS OF WORK.

16. An employee required to work on any day within the hours set out in clause 4 (a) or (b) shall be given a minimum of 3½ hours' work on Saturdays, and 8 hours on other days (except Sundays or holidays) or shall be paid for same, but they may be worked for any period beyond the hours fixed in clause 4 until such amount has been absorbed in payment at the rate applicable to the time worked. This clause shall not apply if there has been a breakdown in the machinery or if work cannot be proceeded with due to a sectional strike. Any employee called to work exclusively outside the hours set out in clause 4 (a) or 4 (b), as the case may be, shall be given a minimum of 4 hours' work or shall be paid for same.

LEAKAGE OF AMMONIA.

17. No employee shall be required to work in a chamber where a leakage of ammonia is occurring.

CONTINUATION OF WORK BETWEEN MIDNIGHT AND TIME OF COMMENCING WORK AS SET OUT IN CLAUSE 4.

18. When an employee works for more than 2 hours between midnight and the ordinary time of commencing work, and continues to work during the day, the special rate provided in clause 5 (a) for work done outside the hours fixed for a day's work, shall continue to be paid for all work done until the employee has had a clear break from work of 12 hours.

CONTINUITY OF WORK.

19. The work of each employee on each day shall be continuous with the customary break for a meal.

COLD TEMPERATURES.

20. Employees called upon to work in a temperature less than four degrees above zero shall be paid 3d. per hour extra. No employee shall be compelled to work in a temperature below zero, and an employee who becomes overheated working outside a cool chamber shall be allowed time to cool down before entering the chamber. This provision shall be reasonably construed. In the event of any question as to the temperature of any chamber, reasonable access to the temperature readings shall be given to a representative of employees.

EMPLOYEES WORKING IN A FREEZING CHAMBER.

21. (a) No employee shall work in a freezing chamber, the temperature of which does not exceed 40 degrees Fahr. unless he is paid according to the rates provided for chamber hands in clause 2 hereof.

(b) Any employee who is required to work in a freezing chamber for a period exceeding in the aggregate one hour in any one day shall be paid for the whole of such day at the rate set out for chamber hands in clause 2 hereof.

MEAL ALLOWANCE.

22. (a) An employee required to work overtime for more than one and a quarter hours in Meat Export Works after the time of ending work in clause 4. shall be paid 3s. tea money provided that if intimation of overtime is not given 24 hours prior to being worked the tea money shall be paid prior to the tea interval. If having been notified of intention to work he shall receive, in the event of the work not being done or ceasing before respective meal times, 3s. for each meal.

(b) An employee required to work in Cool Stores for more than nine hours from the time of commencing work shall be paid 3s. tea money provided that if intimation of overtime is not given 24 hours prior to being worked the tea money shall be paid prior to the tea interval. If having been notified of intention to work he shall receive, in the event of the work not being done or ceasing before respective meal times, 3s. for each meal.

TERMINATION OF EMPLOYMENT.

23. Employees may be paid off at any time without notice.

PROVISION OF OUTFIT.

24. The following articles shall be provided at each place where work under this Determination is done:—

- (a) An ammonia outfit which shall be kept adjacent to the chambers.
- (b) An alarm outfit in each chamber, such outfit to be connected with the engine-room.
- (c) Waterproof capes and caps for use of employees engaged in de-frosting.
- (d) Bagging for moccasins and suitable hand covering for use of chamber hands.
- (e) Smocks or coats for persons pushing, carrying, or lifting hot meat or de-frosted meat, fresh or de-frosted rabbits, poultry, fish or cheese.

PERIODICAL ADJUSTMENT OF WAGES.

25. 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 26. Provided that the wages of improvers and juvenile workers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest farthing in the hourly rate.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within the area to which this Determination applies	5 14 0	6 0	6 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

26. (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 25.

(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.

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

J. V. WILLOX, Secretary.

Melbourne, 20th December, 1948.



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MONDAY, FEBRUARY 7.

[1949

Factories and Shops Acts.

DETERMINATION OF THE FRUIT PACKING BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed "to determine the lowest prices or rates which may be paid to any persons or classes of persons (other than persons engaged in wholesale fruit stores within the metropolitan district) employed—

- (a) in the process, trade, business, or occupation of preparing, storing, or packing fruit for trade or sale;
- (b) in cool stores (exclusively engaged in the cold storage of fruit) attached to any establishment where fruit only is prepared, stored, or packed for trade or sale"—

has made the following Determination, namely:—

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

WAGES PER WEEK OF 40 HOURS.

2.

Improvers.	Citrus Fruit Packing Establishment		Other Fruit Packing Establishments.*		Other Employees.
	Males.	Females.	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	43 5	43 5	43 5	43 5	
16 to 17 years of age	53 4	53 4	53 4	53 4	
17 to 18 years of age	65 6	59 9	65 6	59 9	
18 to 19 years of age	87 3	82 2	87 3	68 11	
19 to 20 years of age	110 5	88 3	110 5	75 9	
20 to 21 years of age	131 0	97 6	131 0	84 4	
	* Provided that any improver engaged in packing fruit shall be paid the adult weekly wage or piecework price.				
	<i>Proportion (in any Place).</i>				
	One improver to every two or fraction of two workers receiving not less than the minimum wage.				
	<i>Males</i>				
					<i>s. d.</i>
				Packers of citrus fruits	150 0
				Packers of fruits other than citrus fruits	154 0
				Full cool store hands (i.e., persons who are engaged for at least 75 per cent of their time each week in cool-store chambers)	154 0
				Persons bringing fruit from and putting fruit into cool-store chambers.	148 6
				Case ladders and nailers—machine	148 6
				Case ladders and nailers—hand	148 6
				Case wirens	148 6
				All others	146 0
				<i>Females</i>	
				Persons employed in citrus fruit packing establishments	110 8
				Packers of fruits other than citrus fruits	154 0
				All others	98 3

NOTE.—The Board determines that no person shall be employed as an apprentice.

PIECEWORK PRICES.

3. The lowest piecework prices payable for the following kinds of work shall be:—

Pears.

	Any Standard Bushel Container.	Keros.	Full Pines.
<i>Bench packing—</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>
Wrapping and packing unsized pears, including lidding	7½	8½	11
Wrapping and packing unsized pears, no lidding	7¼	7¾	10
Packing unsized naked pears, including lidding	7	7½	9½
Packing unsized naked pears, no lidding	6½	7	9½
Packing pears into market flats, no lidding	7½	..	..
<i>Other packing—</i>			
Wrapping and packing pears off sizing machine, no lidding	5½	5½	7½
Wrapping and packing or packing naked unsized pears, no lidding	5½	6½	8½
Wrapping and packing or packing naked sized pears, no lidding	4½	5½	7½
<i>Wiping—</i>			
Wiping pears by hand	5½	6½	8½
<i>Grading and sizing—</i>			
Grading and sizing into quarters and placing loose in cases, no lidding	4	5½	7
Grading and sizing into two size groups and placing loose in cases, no lidding	4	5½	7
Grading (no sizing) and placing loose in cases, no lidding	4	5½	7

Apples.

	Any Standard Bushel Container.	Keros.	Full Pines.
<i>Bench packing—</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>
Wrapping and packing unsized apples, including lidding	7½	8½	11
Wrapping and packing unsized apples, no lidding	7¼	7¾	10
Packing unsized naked apples, including lidding	7	7½	9½
Packing unsized naked apples, no lidding	6½	7	9½
<i>Other packing—</i>			
Wrapping and packing apples off sizing machine, no lidding	4½	5½	7½
Wrapping and packing or packing naked sized apples, no lidding	4½	5½	7½
Wrapping and packing or packing naked unsized apples, no lidding	5½	6½	8½
<i>Wiping—</i>			
Wiping apples by hand	4	5½	7
<i>Grading and sizing—</i>			
Grading and sizing into quarters and placing loose in cases, no lidding	4	5½	7
Grading and sizing into two size groups and placing loose in cases, no lidding	4	5½	7
Grading (no sizing) and placing loose in cases, no lidding	4	5½	7

Plums.

	Any Standard Bushel Container.	Keros.	Full Pines.
<i>Grading and sizing—</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>
Grading and sizing into quarters and placing loose in cases, no lidding	4	5½	7
Grading and sizing into two size groups and placing loose in cases, no lidding	4	5½	7
Grading (no sizing) and placing loose in cases, no lidding	4	5½	7

	Per Half Case.
<i>d.</i>	<i>d.</i>
Wrapping and packing or packing naked plums, no lidding	5½
Wrapping and packing or packing naked plums which includes bringing out of and putting into cool store, bringing to and taking away from bench, lidding, branding, and/or labelling	7½

Peaches, Apricots, and Nectarines.

	Per Case.
<i>d.</i>	<i>d.</i>
Packing naked peaches, apricots, or nectarines—Count 100-140	6
Packing naked peaches, apricots, or nectarines—Count 150-240	7½
Packing naked peaches, apricots, or nectarines—Count 268-320	10½
Unpacked, placed loose in case	5½

Lemons.

	Per Case.
<i>d.</i>	<i>d.</i>
Packed within 30-mile radius of General Post Office, Melbourne—	
Wrapping and packing lemons into any standard bushel case, including lidding, branding, and/or labelling	6½
Packing naked lemons into any standard bushel case	5½

Lemons—continued

	Per 1,000 Lemons.
Packed outside 30-mile radius of General Post Office, Melbourne—	<i>s. d.</i>
Wrapping and packing lemons into any standard bushel case	2 6
Packing naked lemons into any standard bushel case	1 5

Oranges and Mandarins.

	Per 1,000 Oranges or Mandarins.
Wrapping and packing oranges or mandarins	<i>s. d.</i>
Packing naked oranges or mandarins	2 6
	1 5

WIRING.

4. Where a pieceworker is called on to wire cases he shall be paid $\frac{1}{4}$ d. per case for all cases wired.

CONDITIONS OF PIECEWORK.

5. (a) All of the rates set out under Bench Packing, Wiping, Grading and Sizing, in clause (3), include bringing the fruit to and taking away from bench, bringing fruit out from and putting fruit into cool stores, branding and/or labelling, attaching, and marking stickers.

(b) Where fruit has been accurately sized into quarters prior to being packed the rates set out for unsized bench packing may be reduced $\frac{1}{4}$ d. per standard bushel container or kero. case, and $\frac{1}{4}$ d. per full pine case. Accurately sized shall mean not more than two sizes in any one container.

(c) No pieceworker shall be called upon to pack more than one grade of fruit at a time. Every lug box or kero. box of fruit presented to a packer for packing shall be deemed to contain one bushel of fruit; every full sized pineapple box of fruit presented to a packer for packing shall be deemed to contain one and one-third bushels of fruit; every five dump boxes of fruit presented to a packer for packing shall be deemed to contain four bushels of fruit, and the packer shall be paid $\frac{1}{4}$ d. per bushel for all fruit short packed, less 10 per cent. of the number of cases presented to him for packing.

(d) Pieceworkers shall not be entitled to overtime rates for piecework done outside the times of beginning and ending work.

HOURS FOR A WEEK'S WORK.

6. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days Monday to Friday (inclusive) between the hours of 7 a.m. and 5 p.m.

OVERTIME.

7. The following rates shall be paid for work done:—

(a) Outside the times of beginning and ending work as prescribed in clause 6 together with all time worked in excess of eight hours per day within such times—Time and a half for the first four hours and double time thereafter.

(b) On Saturday—

(i) between 8 a.m. and 12 noon—Time and a half;

(ii) before 8 a.m. and after 12 noon—Double time.

TERMS OF ENGAGEMENT.

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

(b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

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

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

(e) Where an employer is not satisfied as to the reason of an employee, whether a time worker or pieceworker, absenting himself or herself from work, the employer may deduct from the wages of such employee the time he or she has been so absent unless the absence of an employee was due to sickness, in which case the employer shall make no deduction for such sickness, provided that an employee shall not be entitled to payment for non-attendance on the ground of sickness for more than 40 hours of working time in each year whether in the employ of one or several employers.

For the purpose of administering sub-clause (e) hereof, an employer may within two weeks of the employee entering his employment require the 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.

(f) If the full period of sick leave as prescribed in sub-clause (e) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period of 160 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to 12th February, 1948, shall be disregarded.

CASUAL WORK.

9. Casual work, i.e., work for less than two full weeks, shall be paid for at the following rates:—

Adult male employees 4s. 6d. per hour.

Other employees Ordinary wages rate with an addition of thirty-three and one-third per centum.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

10. Pieceworkers shall be paid rate and a half, and all other employees double time for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, 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 above-named holidays, the special rate shall only be payable for work done on the days so substituted.

HOLIDAYS.

11. Weekly employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piecework shall be granted the following holidays:—Christmas Day, Good Friday and Anzac Day, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

ANNUAL HOLIDAY.

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

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

REST PERIOD.

13. A rest period of ten minutes each morning and afternoon shall be [given] to all employees without [any deduction from wages.]

TEA MONEY.

14. Any employee called upon to work for more than two hours after the usual knocking off time shall be paid 2s. 6d. tea money in addition to any overtime payment.

TIME BOOK OR OTHER RECORD.

15. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

RIGHT OF ENTRY OF UNION OFFICIAL.

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

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

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

J. V. WILLOX, Secretary.

Melbourne, 21st December, 1948.



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[1949

Factories and Shops Acts.

DETERMINATION OF THE BREAD CARTERS BOARD.

NOTES.—(1) This Determination applies to the whole of the State of Victoria.

(2) On the 18th day of December, 1944, the Bread Carters Wages Board, the Determination of which was operative over an extended area, was appointed to take the place of the Bread Carters Board appointed on the 18th August, 1908, the Determination of which was limited to portion of the State only.

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

- (i) whosoever employed in carting or driving or assisting in carting or driving or in delivering bread in connexion with the business of a baker or a seller of bread;
- (ii) employed in or in connexion with any stable in which are stabled the horses used in his trade or business by a baker or a seller of bread"—

has made the following Determination, namely:—

That, as from the beginning of the first pay period to commence on or after the 27th January, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART 1.

This Part applies to:—

The Metropolitan District as defined in the Factories and Shops Acts, and the Orders in Council thereunder, and such portion of the Shire of Doncaster and Templestowe (other than the township of Warrandyte) as is not included within the said District; the cities of Ballarat, Bendigo, Chelsea, Geelong, Geelong West, Mildura, Mordialloc, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; the township of Merbein; the township of Kangaroo Flat, in the Shires of Marong and of Strathfieldsaye; the township of Spring Gully, in the Shire of Strathfieldsaye; such portion of the Shire of Broadmeadows as is south of Somerton-road; the Shire of Dandenong; the Dousta Galla Riding of the Shire of Keilor and such portion of the Maribyrnong Riding of the said Shire as is within three miles of the St. Albans Post Office; the Shire of Mulgrave; such portions of the Shire of South Barwon and of the Moorpanyal Riding of the Shire of Corio as are within a radius of 5 miles of the Geelong Post Office; such portions of the Shire of Werribee as are within a radius of 3 miles of the Altona Post Office; and such portions of the Shire of Mildura as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.

PART 1.

1.

	Improvers.*		Other Employees.		
	Mildura District.	Elsewhere.	Mildura District.	Elsewhere.	
	Wages per Week of 42 Hours.	Wages per Week of 42 Hours.	Wages per Week of 42 Hours.	Wages per Week of 42 Hours.	
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
14 and under 21 years of age ..	114 6	120 9	Stable Workers	136 0	144 0
			All Others	156 0	156 0

PROPORTION—Wherever this Section applies.
(In any place.)

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

* The Board has determined that no person shall be taken on as an apprentice.

TIMES OF BEGINNING AND ENDING WORK.

2. That the times of beginning and ending work for all persons (other than stable workers) shall be:—

Time of beginning.	Time of ending.
6 a.m. .. 6 p.m. on ordinary days, provided that the carting and/or delivering of bread before 8 a.m. is prohibited.	
5 a.m. .. 7 p.m. on days during which bread for more than one day's consumption is delivered.	

NOTE.—Section 32, Act 4275, provides that within the Metropolitan District:—

Every person—

- (a) who before six o'clock in the morning or after six o'clock in the evening on any day carts or delivers bread on sale whether in a retail or wholesale way, and whether the same has been paid for or is to be paid for on or after delivery; or
 - (b) who causes any bread to be so carted or delivered—
- shall be guilty of an offence. Penalty: Minimum one pound, maximum five pounds.

DELIVERY OF BREAD.

3. Except in weeks when bread is permitted to be baked on Saturdays, the delivery of bread shall be confined to the days Monday to Friday inclusive of such weeks.

OVERTIME.

- 4. (a) For stable workers—
In excess of 42 hours in any week 1s. per hour in addition to ordinary rates.
- (b) For any other person—
Within the hours fixed, in excess of the number of hours fixed as the week's work 1s. per hour in addition to ordinary rates.

ALLOWANCE.

5. Any employee who is required to wear clean washable outer garments shall be paid 2s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

6. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Show Day (in such localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* as are within the area to which this Section applies), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

MEAL TIME.

7. Not more than one hour per day shall be deducted for meals.

TIME RATE.

8. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 21 hours, at the ordinary rate with an addition of 33 per centum.

For the time worked beyond the 21 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Section for an ordinary week's work, together with any overtime rate which is applicable.

SICK LEAVE.

9. (a) Any employee not attending for duty, who has had not less than twelve months' service with the same employer shall not lose his or her pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence, evidence satisfactory to the employer that his or her 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 grounds of personal ill-health or accident for more than six days in each year.

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

For the purposes of this sub-clause service prior to the 23rd January, 1948, shall be disregarded.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

10. Thursday, at 5.30 p.m., shall be the day and the latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

11. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

ANNUAL HOLIDAY.

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

UNION REPRESENTATIVE.

13. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Section to inspect the entries in the time-book required to be kept under the provisions of the *Factories and Shops Acts*.

DEFINITION.

14. The expression "Mildura District," wherever occurring herein, shall be deemed to mean—

- (a) the City of Mildura, and
- (b) the Township of Merbein in the Shire of Mildura and such portions of the said Shire as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.

PART 2.

This Part applies to:—

- (a) The town of Hamilton, the boroughs of Colac, Echuca and Wonthaggi,
- (b) The Shires or portions of the Shires (if any) set forth below in the column opposite the name of the Shire:—

Name of Shire.	Shire or portion of the Shire within which Determination shall be operative.
Colac	Such portions as are within a radius of 2 miles of the Colac Post Office
Frankston and Hastings	The Seaford Riding and the Township of Frankston
Hampden	Such portions as are within a radius of 2 miles of the Camperdown Post Office

1.

Improvers.*	Other Employees.				
	WAGES.	—	WAGES.	WEEKLY HOURS.	
<i>s. d.</i>				During a Week in which Carters' Holiday is Observed.	During any Other Week.
14 and under 21 years of age	Per week. <i>s. d.</i> 120 9		<i>s. d.</i> 144 0	42	46
		Stable Workers	156 0	42	46
		All Others			

PROPORTION—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving not less than the minimum wage.
Improvers shall be subject to the hours per week fixed for their respective sections.

* The Board has determined that no person shall be taken on as an apprentice.

TIMES OF BEGINNING AND ENDING WORK.

2. The times of beginning and ending work for all persons (other than stable workers) shall be—

Time of Beginning.	Time of Ending.
5 a.m.	6 p.m. on ordinary days.
5 a.m.	7 p.m. on days during which bread for more than one day's consumption is delivered.

BREAD CARTERS' HOLIDAY.

3. Every baker shall permit every person employed by him in delivering bread to have and take a holiday for the whole of:—
(a) each public holiday, other than Easter Tuesday and the day after Good Friday; and
(b) every Wednesday in each month, other than any such Wednesday which occurs in any week in which any public holiday occurs on some other day or days.

OVERTIME.

4. (a) For stable workers—
In excess of the number of hours fixed for a week's work 1s. per hour in addition to ordinary rates.
(b) For any other person—
Within the hours fixed, in excess of the number of hours fixed as the week's work 1s. per hour in addition to ordinary rates.

ALLOWANCE.

5. Any employee who is required to wear clean washable outer garments shall be paid 2s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

6. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Show Day (in such localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* as are within the area to which this Section applies), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

MEAL TIME.

7. Not more than one hour per day shall be deducted for meals.

TIME RATE.

8. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to one-half the number of hours fixed for an ordinary week's work, at the ordinary rate with an addition of 33 per centum.
For the time worked beyond the one-half hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Section for an ordinary week's work, together with any overtime rate which is applicable.

SICK LEAVE.

9. (a) Any employee not attending for duty, who has had not less than twelve months' service with the same employer, shall not lose his or her pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence, evidence satisfactory to the employer that his or her 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 grounds of personal ill-health or accident for more than six days in each year.
(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to the 23rd January, 1948, shall be disregarded.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

10. Thursday, at 5.30 p.m., shall be the day and the latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

11. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

ANNUAL HOLIDAY.

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

UNION REPRESENTATIVE.

13. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Section to inspect the entries in the time-book required to be kept under the provisions of the *Factories and Shops Acts*.

PART 3.

This Part applies to the towns of Ararat, Horsham, and Sale, the boroughs of Castlemaine, Clunes, Daylesford, Inglewood, Korolt, Maryborough, Port Fairy, Portland, Queenscliff, Shepparton, St. Arnaud, Stawell, Swan Hill, and Wangaratta.

1.

* Improvers.		Other Employees.		
		Wages.	Weekly Hours.	
			During a Week in which Carters' Holiday is Observed.	During any Other Week.
	Wages.			
	s. d.			
Under 16 years of age	57 0			
16 years and under 17 years of age	69 9			
17 years and under 18 years of age	85 9			
18 years and under 19 years of age	99 6			
19 years and under 20 years of age	113 3			
20 years and under 21 years of age	126 6			
Proportion.—Wherever this section applies:—				
One Improver to every four or fraction of four workers receiving not less than the minimum wage.		Stable workers	s. d. 128 6	42
Improvers shall be subject to the hours per week as provided for other employees.		All others	138 6	46
* The Board has determined that no apprentice shall be taken to this Section.				

TIMES OF BEGINNING AND ENDING WORK.

2. The times of beginning and ending work for all persons (other than stable workers) shall be—

Time of Beginning.	Time of Ending.
5 a.m.	7 p.m.

BREAD CARTERS' HOLIDAY.

3. Every baker shall permit every person employed by him in delivering bread to have and take a holiday for the whole of:—
 (a) each public holiday, other than Easter Tuesday and the day after Good Friday; and
 (b) every Wednesday in each month, other than any such Wednesday which occurs in any week in which any public holiday occurs on some other day or days.

OVERTIME.

4. (a) For stable workers—
 In excess of the number of hours fixed for an ordinary week's work 1s. per hour in addition to ordinary rates.
 (b) For any other person—
 Within the hours fixed, in excess of the number of hours fixed as the week's work 1s. per hour in addition to ordinary rates.

ALLOWANCE.

5. Any employee who is required to wear clean washable outer garments shall be paid 2s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

6. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Show Day, (in such localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* as are within the area to which this Section applies), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

MEAL TIME.

7. Not more than one hour per day shall be deducted for meals.

SICK LEAVE.

8. (a) Any employee not attending for duty, who has not less than twelve months' service with the same employer, shall not lose his or her pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence, evidence satisfactory to the employer that his or her 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 grounds of personal ill-health or accident for more than six days in each year.
 (b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.
 For the purposes of this sub-clause service prior to the 23rd January, 1948, shall be disregarded.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

9. Thursday, at 5.30 p.m., shall be the day and latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

10. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

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.

UNION REPRESENTATIVE.

12. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Determination to inspect the entries in the time-book required to be kept under the provisions of the *Factories and Shops Acts*.

PART 4.

This Part applies to all other parts of the State not covered by Parts 1, 2, or 3.

1.

* Improvers.		Other Employees.	
	Wages		Wages per Week of 44 Hours.
	s. d.		
Under 16 years of age	57 0		
16 years and under 17 years of age	69 9		
17 years and under 18 years of age	85 9		
18 years and under 19 years of age	99 6		
19 years and under 20 years of age	113 3		
20 years and under 21 years of age	126 6		
Proportion.—Wherever this section applies :—			
One Improver to every four or fraction of four workers receiving not less than the minimum wage		Stable workers	s. d. 128 6
Improvers shall be subject to the hours per week as provided for other employees		All others	138 6
* The Board has determined that no apprentice shall be taken to this Section.			

TIMES OF BEGINNING AND ENDING WORK.

2. The times of beginning and ending work for all persons (other than stable workers) shall be—

Time of Beginning.	Time of Ending
5 a.m.	7 p.m.

OVERTIME.

3. (a) For stable workers—
 In excess of 44 hours in any week 1s. per hour in addition to ordinary rates.
- (b) For any other person—
 Within the hours fixed, in excess of the number of hours fixed as the week's work 1s. per hour in addition to ordinary rates.

ALLOWANCE.

4. Any employee who is required to wear clean washable outer garments shall be paid 2s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

5. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Show Day (in such localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* as are within the area to which this Section applies), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

MEAL TIME.

6. Not more than one hour per day shall be deducted for meals.

SICK LEAVE.

7. (a) Any employee not attending for duty, who has had not less than twelve months' service with the same employer, shall not lose his or her pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence, evidence satisfactory to the employer that his or her 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 grounds of personal ill-health or accident for more than six days in each year.

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

For the purposes of this sub-clause service prior to the 23rd January, 1948, shall be disregarded.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

8. Thursday, at 5.30 p.m., shall be the day and latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

9. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

ANNUAL HOLIDAY.

10. 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.

WEEKLY HOLIDAY.

11. The employer shall grant to each carter coming under this Part a half-holiday each week. The day of such half-holiday is not to be changed by the employer unless he gives to his carters one month's previous notice of such change.

UNION REPRESENTATIVE.

12. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Determination to inspect the entries in the time-book required to be kept under the provisions of the *Factories and Shops Acts*.

PART 5.

All Persons to whom this Determination Applies.

PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates for adults set out in clause 1 of Parts 1, 2, 3, and 4 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 2 of this Part. Provided that the wages of improvers, set out in clause 1 of Parts 1, 2, 3, and 4, 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	Five towns, Victoria

ADJUSTMENT OF BASIC WAGE.

2. (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 1 of this Part.

(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.

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

J. V. WILLOX, Secretary.

Melbourne, 13th January, 1949.



VICTORIA
GOVERNMENT GAZETTE.

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WEDNESDAY, FEBRUARY 9.

[1949

Land Act 1928.

AREAS OF LANDS COMPRISED IN CERTAIN CLASSES DIMINISHED OR INCREASED.

PROCLAMATION

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

WHEREAS by the *Land Act 1928* it is amongst other things enacted that the Governor in Council may, by Proclamation to be published in the *Government Gazette*, at any time diminish or increase the area of land comprised in any of the classes mentioned in Part I, Division 1, section 5, of the said *Land Act 1928*, but that the area of lands which may be sold by auction (Class 6) shall not be increased except as in certain cases in the said Act provided: Now therefore I, the Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, and in accordance with the provisions of sections 94 and 117 of the *Land Act 1928* aforesaid, do hereby diminish or increase (as the case may be) the areas of Crown lands comprised in Classes 2 and 6 of the classes mentioned in section 5 of the *Land Act 1928* aforesaid to the extent set forth in the subjoined Schedule (that is to say) :—

Schedule referred to.

CLASSES DIMINISHED OR INCREASED.

County.	Parish.	Allotment.	Section.	Area.	Diminished.	Increased.	Description.
					Class.	Class.	
Mornington ..	Lang Lang East ..	101B	..	A. R. P. 44 0 0	2	6	In north-west of parish (2753/35)

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this first 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,
Commissioner of Crown Lands and Survey.

GOD SAVE THE KING!

Country Fire Authority Acts.

CREATION OF NEW URBAN FIRE DISTRICTS IN THE FOURTEENTH AND TWENTY-FIRST FIRE CONTROL REGIONS.

PROCLAMATION

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

WHEREAS by a Proclamation of the Governor in Council issued on the twentieth day of February, 1945, and published in the *Government Gazette* of the twenty-first day of February, 1945, for the purposes of the *Country Fire Authority Act 1944*, certain parts of the country area of Victoria were proclaimed as fire control regions; and certain parts of such fire control regions were proclaimed to be urban fire districts; and the remainder (if any) of each such fire control region (being the area not included in any urban fire district) was proclaimed to be a rural fire district:

And whereas by section sixteen of the *Country Fire Authority Act 1944* it is (amongst other things) enacted that the Governor in Council may from time to time, after consideration of a report submitted by the Country Fire Authority, by proclamation published in the *Government Gazette*, create any new urban fire district and amend or alter the boundaries of any rural fire district within any fire control region:

And whereas the Governor in Council has from time to time by Proclamations published in the *Government Gazette* made certain variations in respect of rural and urban fire districts:

And whereas the Country Fire Authority has submitted reports recommending that a certain part of the Fourteenth Fire Control Region and a certain part of the Twenty-first Fire Control Region should each be created a new urban fire district, and such parts are set forth and described in the Schedule hereto:

Now therefore I, the Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, after consideration of the said reports of the Country Fire Authority, and in pursuance of the powers conferred by the Country Fire Authority Acts, do by this my Proclamation—

- (a) create as a new urban fire district that part of the Fourteenth Fire Control Region which is set forth and described in the Schedule hereto;
- (b) alter the boundaries of the rural fire district within the said Fourteenth Fire Control Region by the excision of the part of such region which is set forth and described as aforesaid;
- (c) create as a new urban fire district that part of the Twenty-first Fire Control Region which is set forth and described in the Schedule hereto; and
- (d) alter the boundaries of the rural fire district within the said Twenty-first Fire Control Region by the excision of the part of such region which is set forth and described as aforesaid.

SCHEDULE.

Part of Fourteenth Fire Control Region referred to.

That part of the Fourteenth Fire Control Region, being the portion of the municipal district of the Shire of Whittlesea lying within the boundaries described hereunder, that is to say:—

Parish of Toorourrong, Counties of Bourke and Evelyn: Commencing at the south-eastern angle of the Township of Whittlesea, as proclaimed in the *Government Gazette* of the 25th February, 1861, at page 409; thence westerly by the southern boundary of the said township to the Melbourne-Whittlesea railway line; thence southerly by the centre of the railway reserve to a point in line with the southern boundary of Crown allotment A1, section 3; thence westerly by a line and the boundary last mentioned to a point 10 chains west from the western boundary of the Wallan-road; thence generally in a northerly and north-westerly direction by a line conforming with and distant 10 chains from the road last mentioned, through allotment A1 and section 6 to a point on a westerly projection of the northern boundary of the township first mentioned; thence easterly by a line and the northern boundary of the afore-mentioned township to the north-eastern angle thereof; thence southerly by the eastern boundary of the township to the point of commencement.

Part of the Twenty-first Fire Control Region referred to.

That part of the Twenty-first Fire Control Region, being the portion of the municipal district of the Shire of Metcalfe lying within the boundaries described hereunder, that is to say:—

Parishes of Chewton and Castlemaine, County of Talbot: Commencing on the northern boundary of the Parish of Chewton at the north-east angle of allotment 46, section E1, Parish of Chewton; thence south-easterly by the eastern boundaries of that allotment and allotment 45, easterly by the northern boundary of allotment 44, and generally southerly by the western boundary of allotment 53 to the south-west angle of that allotment; thence further southerly by a road to the south-west angle of allotment 49A; thence south-easterly by a direct line to the north-east angle of allotment 11A; thence southerly by the eastern boundaries of that allotment, allotments 8A, 7A, and 6A, to the south-east angle of the last-mentioned allotment, further southerly by a direct line to the north-east angle of allotment 2A, again southerly by the eastern boundaries of allotment 2A and the Roman Catholic Church reserve to the south-east angle thereof; thence southerly by a direct line to the north-west angle of the cemetery; thence southerly by the western boundary of the cemetery and a line to the north-west angle of allotment 9, section D; thence easterly by a road to the north-east angle of allotment 33; thence southerly and westerly by the east and south boundaries of that allotment to the north-west angle of allotment 34; thence southerly by the western boundary of that allotment to its south-west angle; thence south-westerly by a direct line to the northern angle of allotment 32, section F2; thence south-westerly by the north-west boundary of that allotment and north-westerly by a road to the north-west angle of allotment 92B, section F1; thence south-westerly by a direct line to the south-east angle of allotment 63, section H; thence south-westerly by the southern boundary of that allotment to its south-west angle; thence westerly by a direct line to the north-east angle of allotment 12; thence southerly by the eastern boundaries of allotments 12, 13, 14, 22, 23, 24, 25, 26, 27, 15, 16, 17, 18, 19, 20, and 21, to the south-east angle of the last-mentioned allotment; thence westerly by the south boundary of allotment 21 and a line in continuation thereof, to the west boundary of the Parish of Chewton; and thence northerly by that parish boundary to Henry-street; thence westerly by a direct line to the north-east angle of allotment 52A, section B1, Parish of Castlemaine, further westerly by the north boundary of that allotment and a direct line to the south-east angle of the municipal district of the Borough of Castlemaine; thence northerly by the eastern boundary of the Borough of Forest Creek; thence generally easterly by Forest Creek to the western boundary of the Parish of Chewton; thence northerly by that boundary to a point in line with the north boundary of allotment 31, section A1; thence easterly by a line, that boundary, and the north boundary of allotment 30 to North-street; thence northerly by the western boundary of North-street to a point in line with the north boundary of allotment 2, section M; thence easterly by a line and that boundary to the north-east angle of allotment 2; thence north-easterly by a direct line to the south-west angle of allotment 38A, section E1; thence north-easterly by the western boundary of that allotment to its north-west angle; thence north-westerly by a direct line to the south-west angle of allotment 48; thence northerly by the western boundaries of allotments 43 and 35B, and easterly by the northern boundary of the latter allotment to the west boundary of allotment 35A; thence northerly by the last-named boundary to the north boundary of the Parish of Chewton; and thence easterly by that parish boundary to the point of commencement.

Given under my Hand and the Seal of the State of Victoria, at Melbourne, this eighth 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,

W. WATT LEGGATT,
Chief Secretary.

GOD SAVE THE KING!

LOCAL GOVERNMENT ACT 1946 (No. 5203).

PROCLAMATION

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

WHEREAS by section 793 of the *Local Government Act 1946* (No. 5203) it is enacted that Part XLIII. (Scaffolding Inspection and Building Cranes) of the above Act shall have effect in any city or town to which the Governor in Council, by Proclamation in the *Government Gazette*, declares that it is applicable, but shall not apply to any mine within the meaning of the Mines Act, or to any engineering works or structures: Now, therefore, I, the Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, do by this Proclamation declare that the said Part shall be applicable to and have effect in the Town of Colac within the meaning of the said Act.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this first 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,

J. A. KENNEDY,
Commissioner of Public Works.
GOD SAVE THE KING!

BANK HOLIDAYS.

PROCLAMATION

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

IN pursuance of the provisions contained in Part III. of the *Banks and Currency Act 1928*, I, the Governor of the State of Victoria, in the Commonwealth of Australia, do by this my Proclamation appoint the days and dates named hereunder special days to be observed as Bank Holidays or Bank Half-Holidays (as the case may be) at the places respectively mentioned, that is to say:—

Bank Holidays:—

SATURDAY, THE 19TH DAY OF FEBRUARY, 1949, at Mirboo North.
WEDNESDAY, THE 23RD DAY OF FEBRUARY, 1949, throughout the municipal district of the Shire of South Gippsland.
SATURDAY, THE 5TH DAY OF MARCH, 1949, at Warragul.
WEDNESDAY, THE 16TH DAY OF MARCH, 1949, at Corryong.
SATURDAY, THE 26TH DAY OF MARCH, 1949, at Wodonga.

Bank Half-Holidays from the Hour of Twelve o'clock noon:—

THURSDAY, THE 24TH DAY OF FEBRUARY, 1949, at Mornington.
WEDNESDAY, THE 2ND DAY OF MARCH, 1949, at Ballarat.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this eighth 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,

W. WATT LEGGATT,
Chief Secretary.
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 1st day of February, 1949, been pleased to make the under-mentioned appointments, viz.:—

DEPARTMENT OF LANDS AND SURVEY.

Bailiff of Crown Lands.

RICHARD JAMES STEPHEN YATES
to be a Bailiff of Crown Lands, without salary.
(This appointment is in lieu of that of James Richard Yates, published in the *Government Gazette* of 11th August, 1948, page 5180, which is hereby revoked.)

Managers of Common.

THOMAS H. GRIGG,
JAMES WILLIAMS,
WALTER SWEETING,
ERIC JAMES BARTELS,
OLIVER RALPH,
LEWIS THOMAS, and
JOSEPH TRELOAR

to be Managers of the Maldon Shire Common for the period ending 31st December, 1951.

Member of Committee of Management.

GEORGE FURNER LANGLEY
to be a Member of the Committee of Management of the land temporarily reserved on 24th August, 1909, as a site for the Recreation, Convenience, and Amusement of the people and for a Children's Playground in the City of Melbourne, and known as "Olympic Pool," in the place of Allan Hollick Ramsay.

Inspector, Vermin and Noxious Weeds Act.

RICHARD JAMES STEPHEN YATES, Inspector of Land Settlement,
to be an Inspector under the provisions of section 7 of the *Vermin and Noxious Weeds Act 1928*, without additional salary.

(This appointment is in lieu of the appointment of James Richard Yates, appearing in the *Victoria Government Gazette* of the 11th August, 1948, page 5180.)

DEPARTMENT OF LAW.

Acting Prices Decontrol Commissioner.

MICHAEL MAURICE GLOSTER, an officer of the Prices Control Branch of the Department of Law,
to be Acting Prices Decontrol Commissioner during the absence from Victoria from 1st February, 1949, to 5th February, 1949 (both dates inclusive), of John Francis Waldron, the Prices Decontrol Commissioner, pursuant to the provisions of the Prices Regulation Acts.

Bailiffs of County Court, &c.

ALEXANDER KEITH WHYTE, Senior Constable of Police, Tatura,
to be also a Bailiff of the County Court at Shepparton, in the place of J. C. Mann, resigned, with fees;
ROBERT CHARLES LIVINGSTONE WITHAM, First Constable of Police, Kaniva,
to be also a Bailiff of the County Court at Horsham, in the place of A. W. Drewry, resigned, with fees;
STEWART DUNCAN MCNAIR, First Constable of Police, Ultima,
to be also a Bailiff of the County Court at Kerang, in the place of W. Duncombe, resigned, with fees;
ALFRED HENRY CHRISTOPHER ALLEN, First Constable of Police, Penshurst,
to be also a Bailiff of the County Court at Hamilton, in the place of G. M. Willis, resigned; and
JAMES BOLTON, First Constable of Police, Hamilton,
to be also a Sheriff's Bailiff and a Bailiff of the County Court at Hamilton, in the place of W. H. Wright, resigned.

Clerk of Children's Court, &c.

DOUGLAS MCLEOD STANISTREET
to be also Clerk of the Children's Court at Warrnambool, Koroit, and Port Fairy, during the absence on sick leave of R. L. Paige, and as Deputy Clerk of the Peace and Registrar of the County Court at Warrnambool, 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 during the absence on sick leave of R. L. Paige.

Commissioners for Taking Declarations, &c.

GEORGE DONALD PRYDE,
JOHN LEO RYAN,
SYDNEY ARTHUR EWING ROWE, and
JOHN COLIN McLELLAN,
Officers of the Legal Section, War Service Homes Division, Victorian Branch, Department of Works and Housing, 37-41 Queen-street, Melbourne,
ALEXANDER GEORGE HAIGH, Security Officer for Victoria,
MURRAY STEWART, Officer in Charge, Melbourne Office Security Department, and
ALAN HENRY PRAETZ, Officer in Charge, Branch Security Department,
Officers of the Bank of New South Wales, Melbourne,

ALBERT TOYNE, Senior Meat Inspector of the Shire of Dandenong, Department of Agriculture, Melbourne, and
 ARTHUR BENNETT MCPHERSON, and
 WILLIAM ROSS,
 Inspectors of Stock, Department of Agriculture, Melbourne,
 to be Commissioners for taking Declarations and Affidavits, pursuant to the provisions of Division 8 of Part IV. of the *Evidence Act 1928*, to refrain from charging fees, and to resign upon ceasing to occupy their present positions.

Judge's Associate.

PETER MCGAVIN
 to be Associate to His Honor Mr. Justice Russell Martin, in the place of F. Farrar, resigned.

Magistrates.

JOHN ERNEST LISTON, The Block, Collins-street, Melbourne, and
 EDWARD JOHN DUAR RICHARDS, Commonwealth Investigation Service, Melbourne,
 to Keep the Peace in the Central Bailiwick of the State of Victoria; and
 WILLIAM JOSEPH WOOD, Kyabram,
 to Keep the Peace in the Midland Bailiwick of the State of Victoria.

Officers Authorized to Attest Instruments, &c.

JOHN ROBERT MCCARTHY and LAUNCELOT HOWARD JOHNWOOD, officers of the Legal Section, War Service Homes Division, Victorian Branch, Department of Works and Housing, 37-41 Queen-street, Melbourne,
 to attest instruments and powers of attorney under the said Act, signed by any person within the limits of Victoria, pursuant to the provisions of section 191 of the *Transfer of Land Act 1928*.

Probation Officers.

SAMUEL TAYLOR, Alexandra, and
 JOHN WILLIAM HENRY, Hamilton,
 to be Probation Officers, pursuant to the provisions of section 8 of the *Children's Court Act 1928*, for the Children's Courts at Alexandra and Hamilton respectively.

Sworn Valuators.

LESLIE MCPHERSON FRANCOME, 21 Talbot-crescent, Kooyong,
 to be a Sworn Valuator, pursuant to the provisions of section 14 of the *Transfer of Land Act 1928*, for the County of Bourke;
 LINDSAY HAROLD WILLIAM ROSE, Station-street, Seymour,
 to be a Sworn Valuator, pursuant to the provisions of section 14 of the *Transfer of Land Act 1928*, for the Counties of Anglesey and Dalhousie; and
 PETER BERNARD O'KEEFE, Lands Department, Shepparton,
 to be a Sworn Valuator, pursuant to the provisions of section 14 of the *Transfer of Land Act 1928*, for the Counties of Bendigo, Bogong, Borung, Bourke, Gladstone, Grant, Gunbower, Kara Kara, Karkaroc, Millewa, Moira, Ripon, Talbot, and Tatchera.

DEPARTMENT OF TREASURER.

Receiver of Revenue (Acting).

KEVIN ALOYSIUS McDONALD
 to act temporarily as Receiver of Revenue, Castlemaine, during the absence on leave of A. E. Scott.

DEPARTMENT OF WATER SUPPLY.

Member of Sewerage Authority.

ERNEST JOHN PITCHER
 to be a Member of the Springvale and Noble Park Sewerage Authority, and to hold office as such for a period of four years from the date hereof, subject to the provisions of the Sewerage Districts Acts.

A. MAHLSTEDT,

Acting Clerk of the Executive Council.

At the Executive Council Chamber,
 Melbourne, 1st February, 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 1st day of February, 1949, accepted the resignations of the persons named hereunder of the offices mentioned, viz.:—

DEPARTMENT OF LAW.

FRANK FARRAR, as Associate to His Honor Mr. Justice Martin, to take effect as from and inclusive of the 20th January, 1949.
 WILLIAM DUNCOMBE, as a Bailiff of the County Court at Kerang.
 ARCHIE WALTER DREWRY, as a Bailiff of the County Court at Horsham.
 JOHN CLIFTON MANN, as a Bailiff of the County Court at Shepparton.
 GEORGE MICHAEL WILLIS, as a Bailiff of the County Court at Hamilton.
 WILLIAM HENRY WRIGHT, as a Sheriff's Bailiff and a Bailiff of the County Court at Hamilton.
 NORMAN WILLIAM PAUL, as a Probation Officer, pursuant to the provisions of the *Children's Court Act 1928*, for the Children's Court at Alexandra.
 RALPH GEORGE PARRY, as a Commissioner for taking Declarations and Affidavits, pursuant to the provisions of the *Evidence Act 1928*.
 WILLIAM GARNET PITY, late of Donald, from the Commission of the Peace for the Western Bailiwick of Victoria.
 GEORGE DONALD PRYDE, JOHN LEO RYAN, and SYDNEY ARTHUR EWING ROWE, as persons authorized, pursuant to the provisions of section 191 of the *Transfer of Land Act 1928*, to attest instruments and powers of attorney under the said Act, signed by any person within the limits of Victoria.

A. MAHLSTEDT,

Acting Clerk of the Executive Council.

At the Executive Council Chamber,
 Melbourne, 1st February, 1949.

For Public Service Notices see Contents.

DEPARTMENT OF EDUCATION.

MAINTENANCE GRANTS TO TECHNICAL SCHOOLS.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has, by Order made on the 1st day of February, 1949, under the provisions of Regulation XLI.—Technical Schools, approved that the maintenance grants to the under-mentioned schools for the financial year 1948-49 shall be as shown below, in lieu of those approved in the Order made on the 13th December, 1948, viz.:—

	£
Ballarat	26,441
Bendigo	18,750
Castlemaine	8,633
Echuca	8,513
Geelong	39,442
Melbourne	111,467
Prahran	8,840
Swinburne	41,329

A. MAHLSTEDT,

Acting Clerk of the Executive Council.

At the Executive Council Chamber,
 Melbourne, 1st February, 1949.

Weights and Measures Act 1928.—Section 35.

FIRST MEETING OF MANAGERS FOR WEIGHTS AND MEASURES UNION.

PURSUANT to the provisions of section 35 of the *Weights and Measures Act 1928*, I hereby fix the time of the First Meeting of the Managers for the Weights and Measures Union of the Borough of Sebastopol, and the Shires of Ballan, Ballarat, Bungaree, Buninyong, Creswick, and Grenville, as Two o'clock in the afternoon of Friday, the 18th day of February, 1949, and do fix the Town Hall, situate in Sturt-street, in the City of Ballarat, as the place of such meeting.

W. WATT LEGGATT,

Chief Secretary.

Chief Secretary's Office,
 Melbourne, 4th February, 1949.

*Prices Regulation Act 1948.*ORDER EXEMPTING CERTAIN LAND FROM THE OPERATION
OF THE PROVISIONS OF PART III. OF THE ACT.

I, TREVOR DONALD OLDHAM, His Majesty's Attorney-General in and for the State of Victoria and the responsible Minister of the Crown for the time being administering the *Prices Regulation Act 1948*, in pursuance of the powers conferred by section 40 thereof, do hereby unconditionally exempt from the application of the whole of the provisions of Part III. of the said Act, all those pieces of land described in the Schedule hereto.

SCHEDULE.

1. Crown allotments 5, 6, 7, and 8, and Crown portions 9, 10, and 11, all at Cowies Creek, Parish of Moranghurk, County of Grant.
2. Lots 13 to 22, both inclusive, on plan of subdivision No. 12708 lodged in the Office of Titles, being part of Crown portion 83, Parish of Moranghurk, County of Grant, and being part of the land described in certificate of title, volume 7008, folio 1401406.
3. Lots 133 to 136, both inclusive, and 142 to 144, both inclusive, on plan of subdivision No. 12707, lodged in the Office of Titles, being part of Crown portion 82 at Cowies Creek, Parish of Moranghurk, County of Grant, and being the whole of the land described in certificate of title, volume 5701, folio 1140089.
4. Lots 76 and 77 on plan of subdivision No. 12214 lodged in the Office of Titles, being part of Crown allotment 23 at Cowies Creek, Parish of Moorpanyal, County of Grant, and being the whole of the land described in certificate of title, volume 5310, folio 1061875.

Given under my hand at Melbourne, in the State of Victoria, the seventh day of February, 1949.

T. D. OLDHAM,
Attorney-General.

Crown Law Offices,
459 Lonsdale-street, Melbourne.

*Prices Regulation Act 1948.*REVOCATION OF ORDER DECLARING LAND SUITABLE FOR
WAR SERVICE LAND SETTLEMENT.

I, TREVOR DONALD OLDHAM, His Majesty's Attorney-General in and for the State of Victoria, and the responsible Minister of the Crown for the time being administering the *Prices Regulation Act 1948*, do hereby declare that the Order, made under the provisions of section 41 of the Act and published in the *Government Gazette* of the 15th December, 1948, whereby the land described in the Schedule hereto was declared to be land suitable for settlement by former members of the Defence Force, shall no longer remain in force.

SCHEDULE.

All those pieces of land comprising 623 acres 2 roods 12 perches, being allotments 59A, 61B, 61C, and 73, Parish of Kialla, County of Moira.

Given under my hand at Melbourne, this second day of February, 1949.

T. D. OLDHAM,
Attorney-General.

Crown Law Offices,
459 Lonsdale-street, Melbourne.

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.

O'BALLANTYNE, J., corner of Crowley and Newgrove roads, Healesville; 1 commercial goods vehicle (5 cwt.) for the carriage of drapery on behalf of Rockman's Showrooms Pty. Ltd., such goods to be supplied to householders throughout the State of Victoria.

BASSED, A. H. & C. D., care of Post Office, Garfield; 1 commercial goods vehicle (164 cwt.) for the carriage of—(a) general goods within a 20 miles radius of Garfield, (b) sand, being the property of the applicant, within a 50 miles radius of Garfield.

CRONIN, N. E., 85 Barnett-street, Kensington; 1 commercial goods vehicle (80 cwt.) for the carriage of—(a) general goods within a 25 miles radius of Melbourne, (b) marine stores in the course of business as "marine dealer" throughout the State of Victoria.

DUNLOP RUBBER AUSTRALIA LTD., Normanby-road, Montague; 1 commercial goods vehicle (76 cwt.) for the carriage of—(a) own goods within a 50 miles radius of Melbourne, (b) raw material and manufactured goods from the applicant's factory situate at Melbourne to the applicant's decentralized factory situate at Kangaroo Flat, returning to Melbourne with manufactured goods.

HAMPSON, J. A., Spencer-street, Sebastopol; 1 commercial goods vehicle (90 cwt.) for the carriage of—(a) general goods within a 25 miles radius of Ballarat, (b) firewood within a 50 miles radius of Ballarat.

KING, R., Scott's Creek, via Camperdown; 1 commercial goods vehicle (30 cwt.) for the carriage of—(a) general goods within a 20 miles radius of Scott's Creek, (b) furniture within a 50 miles radius of Scott's Creek.

MCDUGALL & QUARF, Strezlecki, via Korumburra; 1 commercial goods vehicle (100 cwt.) for the carriage of—(a) general goods within a 20 miles radius of Strezlecki, (b) live stock from and to places situate within the area as defined in paragraph (a) to and from Dandenong.

SABA, A., 82 Vine-street, Moonee Ponds; 1 commercial goods vehicle (6 cwt.) for the carriage of drapery in the course of business as "hawker" throughout the State of Victoria.

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.

REYNOLDS, A. A., Station-street, Cressy; (a) general goods within a radius of 20 miles of Cressy, (b) second-hand furniture within a radius of 50 miles of Cressy, (c) live stock from Colac to Ballarat and Geelong, (d) petroleum products, on behalf of the Vacuum Oil Company, from Geelong to Cressy; D.3000; 1st December, 1947.

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.

DELANEY, C. T., 559 Hargreaves-street, Bendigo; 1 commercial passenger vehicle, to be purchased, with approximate seating capacity for 27 persons, to operate as an additional vehicle to licence No. A.2301, allowing operations between Bendigo and Swan Hill.

DELANEY, C. T., 559 Hargreaves-street, Bendigo; application for variation of licence No. A.2301, to delete the following conditions of licence relating to the carriage of passengers:—(a) Not more than 11 passengers shall be carried at any one time on that section of the route from Bendigo to Echuca of whom not more than 4 shall be adults and the remainder school children travelling to Echuca, (b) not more than 11 passengers shall be carried at any one time on that section of the route from Echuca to Swan Hill, (c) not more than 7 passengers shall be carried at any one time on that section of the route from Swan Hill to Kerang, (d) not more than 11 passengers shall be carried on that section of the route commencing from a point 5 miles south of Kerang to Bendigo.

DELANEY, C. T., 559 Hargreaves-street, Bendigo; application for variation of licence No. A.2301, to include the ability to operate under charter conditions within a 25 miles radius of Bendigo, and to Maryborough, Rochester, Dingle, Vaughan Springs, Daylesford, Elmore, Inglewood, Bridgewater, Seymour, Nagambie, Mt. Macedon, Echuca, and Kerang.

DELANEY, C. T., 559 Hargreaves-street, Bendigo; application for variation of licence No. A.2301, to include the ability to carry parcels, in addition to the carriage of newspapers, on licensed route.

EDWARDS, S. C., care of Papps Garage, 222 Waverley-road, East Malvern; 4 commercial passenger vehicles, to operate between the corner of Murrumbena and Dalny roads and Mentone Pier, via North-road, East Boundary-road, South-road, Chesterville-road, to Cheltenham Railway Station, thence via Station-street, Point Nepean-road, Swanston-street, Balcombe-road, Mentone-parade, and Beach-road to the pier, returning via Naples-street, and thence returning via same route.

FRASER, A. J., 71 Coppin-street, East Malvern; 4 commercial passenger vehicles, with seating capacity for 21, 25, 27, and 42 persons, respectively, to operate in the same terms and conditions as vehicles licence Nos. A.138, A.2526, A.1553, and A.137 (subject to the cancellation of the said "A" licences, in the name of R. W. Scott, of Castlemaine).

FRASER, M. H., Edwards-street, Wangaratta; 1 commercial passenger vehicle, with seating capacity for 5 persons, to operate as follows:—(a) At separate and distinct fares within a 5 miles radius of Wangaratta Post Office, (b) private hire within a 50 miles radius of Wangaratta Post Office (subject to the cancellation of rights recently granted to J. O'Loughlin, Wangaratta).

JEWELL, H. A., Main-road, Belgrave; application for variation of licence No. A.2540, to include the ability to extend from present terminus along Glenfern-road, via Mahoney-street.

KOLLOSCH, C. F., "Alencon," Glenfern-road, Tecoma; 1 commercial passenger vehicle, to be purchased, with approximate seating capacity for 18 to 25 persons, to operate a daily service along the following route:—Commencing at the corner of Glenfern-avenue and Glenfern-road, Upwey, to Ferntree Gully Railway Station, via Mahoney-street, McLaren-street, Bay View-avenue, Morris-road, and Old Belgrave-road.

LEWIS, H. E., Mentone; application for variation of all "A" licences, to include the ability to extend the existing Mentone-Black Rock service from the corner of Balcombe and Beach roads to Sandringham Railway Station, via Beach-road, for the carriage of school children attending Mentone Girls' Grammar School, Mentone Boys' Grammar School, and Kilibreda College on the following time-table:—Leave Black Rock 8.8 a.m., 8.25 a.m., 3.50 p.m., 4.5 p.m., leave Sandringham 8.15 a.m., 8.30 a.m., 4 p.m., 4.15 p.m.

LITTLEHALES, J. R., Hepburn Springs; 1 commercial passenger vehicle, with seating capacity for 7 persons, to be purchased, and 1 commercial passenger vehicle, with seating capacity for 18 persons, to be purchased, to operate between Hepburn Springs and Melbourne, via Daylesford, Ballan, and Bacchus Marsh (subject to the condition that all passengers so desiring shall be picked up and set down at any required point in the metropolitan area of the City of Melbourne).

LITTLEHALES, J. R., Hepburn Springs; 1 commercial passenger vehicle, with seating capacity for 32 persons, to be purchased, 1 commercial passenger vehicle, with seating capacity for 32 persons, and 1 commercial passenger vehicle, with seating capacity for 7 persons, to operate between Hepburn Springs and Melbourne, via Daylesford, Ballan, and Bacchus Marsh.

LITTLEHALES, R. M., 340 Humffray-street, Ballarat; 1 commercial passenger vehicle, with seating capacity for 21 persons, to operate for the carriage of passengers, mails, and goods between Ballarat and McIllonghip, via Clark's Hill and Dean, returning via Glen Park and Wattle Flat—leave Ballarat 8.45 a.m.

- PURCHASE, H. W.**, Murrabit Post Office, Victoria; 1 commercial passenger vehicle, with seating capacity for 15 persons, to operate for the carriage of school children under contract to the Education Department on a 6-mile route from "Edgar's Mail Box" to the Murrabit State School, and under charter conditions within a 20 miles radius of Murrabit.
- SANDLANT, H. I.**, Landsborough; 1 commercial passenger vehicle, with seating capacity for 31 persons, to operate for the carriage of school children between Navarre and Stawell.
- READ, D. J., & F. T. N. BRACK** (trading as Read & Brack), 2 Nunn-street, Benalla; 1 commercial passenger vehicle, to be purchased, to operate as follows:—
(a) As an additional vehicle on town bus route, as licensed on vehicle No. A.1931, (b) under charter conditions within a 20 miles radius of Benalla, and to Mansfield, Euroa, Shepparton, and Myrtleford (subject to the cancellation of present charter conditions under licence No. A.587), (c) interchangeability to vehicles licensed as follows:—Nos. A.587, A.1931, and A.2512, at present in the name of the applicant.
- SOUTER, E. W., J. V., & R. J.** (trading as Souter Bros.), 46 Neerim-road, Caulfield; 1 commercial passenger vehicle, with seating capacity for 7 persons, to be purchased, and 1 commercial passenger vehicle, with seating capacity for 18 persons, to be purchased, to operate between Melbourne and Hepburn Springs, via Ballan, Bacchus Marsh, and Daylesford (subject to the condition that all passengers so desiring shall be picked up and set down at any required point in the metropolitan area of the City of Melbourne).
- SOUTER, E. W., J. V., & R. J.** (trading as Souter Bros.), 46 Neerim-road, Caulfield; 1 commercial passenger vehicle, with seating capacity for 32 persons, to be purchased, 1 commercial passenger vehicle, with seating capacity for 35 persons, and 1 commercial passenger vehicle, with seating capacity for 5 persons, to operate between Melbourne and Hepburn Springs, via Ballan, Bacchus Marsh, and Daylesford.
- STODDART, J. W.**, Clegg-road, Mt. Evelyn; 1 commercial passenger vehicle, with seating capacity for 17 persons, to operate as follows:—(a) On a round route commencing at Bayswater Railway Station, thence via Bayswater-road and Canterbury-road to corner of Canterbury and Liverpool roads, thence back along Canterbury-road, Colchester-road, Mountain-highway, and Bayswater-road to the Bayswater Railway Station, (b) Bayswater Railway Station to a point half a mile south of corner of Scoresby and Boronia roads, via Scoresby-road, (c) Bayswater Railway Station to Salvation Army Home, The Basin, via Bayswater-road and Mountain-highway, (d) Bayswater Railway Station to St. John's Catholic School, Ferntree Gully, via Scoresby-road, Boronia-road, Ringwood-road, and Burwood-road (subject to the cancellation of licence No. A.2542, at present held by P. A. Hardy, Mordialloc).
- STODDART, J. W.**, Clegg-road, Mt. Evelyn; 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 Bayswater Railway Station, (b) under private hire conditions within a 50 miles radius of Bayswater Railway Station (subject to the cancellation of licence No. A.2541, at present held by P. A. Hardy, Mordialloc).
- STODDART, J. W.**, Clegg-road, Mt. Evelyn; 1 commercial passenger vehicle, with seating capacity for 7 persons, to operate as a substitute vehicle on routes as set out above (subject to the cancellation of licence No. A.2543, at present held by P. A. Hardy, Mordialloc).
- STODDART, J. W.**, Clegg-road, Mt. Evelyn; 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 Bayswater Railway Station, (b) private hire within a 50 miles radius of Bayswater Railway Station (subject to the cancellation of licence to be issued to P. A. Hardy, Mordialloc).
- TOMASETTI, M. C., & E. M. HALL** (trading as Warragul Bus Lines), Kars-street, Frankston; application for variation of licence No. A.1841, to amend the time-table on the Warragul-Melbourne week-end service at present leaving Warragul at 12.15 p.m. to, instead, leave Warragul at 9 a.m. on Saturdays only.
- CULLEN, H.**, Pt. Nepean-road, Cheltenham; 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 Cheltenham Railway Station, (b) private hire within a 50 miles radius of Cheltenham Railway Station.
(This is, in effect, an application for restoration of pre-war rights.)

APPLICATIONS 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:—

- CUMISKEY, B. J.**, Parkdale.
GUY, R. E., Mt. Eliza.
MARSHALL, (Mrs.) M. I., Research—to operate from Dimboola (subject to the cancellation of licence No. PH.90, at present held by C. J. Wood, Dimboola).
PITTAM, A. H., Oakleigh.
MOORE, W. C., Blackburn.
SHAW, (Mrs.) M. W., Caulfield.
SHOPPIE, W. H. C., Ormond.
STOCKDALE, J., Traralgon.

Notices of any objection should be forwarded to reach the Secretary to the Board not later than Wednesday, 23rd February, 1949.

E. V. FIELD,
Secretary.

Exhibition Buildings, Rathdown-street, Carlton, N.3, 8th February, 1949.

4 GEORGE VI. No. 4755, SECTION 6.

I HEREBY give notice that on the 2nd February, 1949, I filed elections to administer the following deceased persons' estates, in accordance with section 6 of the *Public Trustee Act 1940*:—

***DE VANT, ELAINE LYLE**, late of "Shawmutt" Flats, Hawsleigh-avenue, East St. Kilda, postal employee, died 31st October, 1948.

KELLEHER, JAMES, late of 26 Milton-street, West Melbourne, no occupation, died 8th November, 1948, intestate.

KELLEHER, MARY, otherwise known as Minnie Kelleher, late of 26 Milton-street, West Melbourne, spinster, died 10th October, 1948, intestate.

***MITCHELL, JEANETTE LESLIE**, late of 58 Shower-street, Preston, widow, died 26th July, 1948.

MOYLE, THOMAS ALFRED, late of 9 Mary-street, St. Kilda, clerk, died 26th June, 1948, intestate.

RITCHIE, THOMAS, late of 102 Ascot-street, Ballarat, miner, died 15th November, 1948, intestate.

***TYE, LOUISA LUCY**, formerly of 14 Winifred-street, Northcote, but late of Mount Royal, widow, died 31st August, 1948.

* According to the provisions of the will.

I HEREBY give notice that on the 27th January, 1949, I filed elections to administer the following deceased persons' estates, in accordance with section 6 of the *Public Trustee Act 1940*:—

CRAMP, ROBERT, formerly of 12 Somerville-street, Maribyrnong, but late of Repatriation General Hospital, Heidelberg, pensioner, died 11th September, 1948, intestate.

GARRICK, JOHN WILLIAM, also known as William Garrick, late of 20 Albert-road, South Melbourne, hold officer, died 21st December, 1948, intestate.

***GORDON, MARION ELIZABETH**, also known as Marian Elizabeth Gordon, late of 16 Fernhurst-grove, Kew, pensioner, died 21st December, 1948.

ILES, WILLIAM, late of Bundoora, gentleman, died 19th July, 1948, intestate.

O'CAIN, JAMES, late of Gordon House, Little Bourke-street, Melbourne, pensioner, died 30th September, 1948, intestate.

***SCHWARZ, HENRY CHARLES**, late of 6 Stott-street, Croxton, table hand, died 26th November, 1948.

* According to the provisions of the will.

C. J. GARDNER,
Public Trustee.

412 Collins-street, Melbourne, C.1, 2nd February, 1949.

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 11th April, 1949, or they will be excluded from the distribution of the estate when the assets are being distributed:—

CRAMP, ROBERT, formerly of 12 Somerville-street, Maribyrnong, but late of Repatriation General Hospital, Heidelberg, pensioner, died 11th September, 1948, intestate.

***DE VANT, ELAINE LYLE**, late of "Shawmutt" Flats, Hawsleigh-avenue, East St. Kilda, postal employee, died 31st October, 1948.

†EWING, HUGH CAMPBELL, late of 7 Morgan-street, Glenhantly, marine engineer, died 8th May, 1947.

†FERGUSON, JESSIE MAY, late of 1 Rochester-street, Kew, spinster, died 24th November, 1948.

GARRICK, JOHN WILLIAM, also known as William Garrick, late of 20 Albert-road, South Melbourne, hold officer, died 21st December, 1948, intestate.

*GORDON, MARION ELIZABETH, also known as Marian Elizabeth Gordon, late of 16 Fernhurst-grove, Kew, pensioner, died 21st December, 1948.

†HODGSON, JOHN MORLEY, late of 3 Ritchie-street, Leon-gatha, public servant, died 14th October, 1948.

ILES, WILLIAM, late of Bundoora, gentleman, died 19th July, 1948, intestate.

KELLEHER, JAMES, late of 26 Milton-street, West Mel-bourne, no occupation, died 8th November, 1948, intestate.

KELLEHER, MARY, otherwise known as Minnie Kelleher, late of 26 Milton-street, West Melbourne, spinster, died 10th October, 1948, intestate.

*MITCHELL, JEANETTE LESLIE, late of 58 Shower-street, Preston, widow, died 26th July, 1948.

MOYLE, THOMAS ALFRED, late of 9 Mary-street, St. Kilda, clerk, died 26th June, 1948, intestate.

MCCOSKER, ROBERT, late of Illowa, farmer, died 12th March, 1948, intestate.

O'CAIN, JAMES, late of Gordon House, Little Bourke-street, Melbourne, pensioner, died 30th September, 1948, intestate.

RITCHIE, THOMAS, late of 102 Ascot-street, Ballarat, miner, died 15th November, 1948, intestate.

*SCHWARZ, HENRY CHARLES, late of 6 Stott-street, Crox-ton, table hand, died 26th November, 1948.

*TYE, LOUISA LUCY, formerly of 14 Winifred-street, Northcote, but late of Mount Royal, widow, died 31st August, 1948.

* According to the provisions of the will.
† With the will annexed.

C. J. GARDNER,
Public Trustee.

Melbourne, 2nd February, 1949.

DEPARTMENT OF LAW—SOLICITOR-GENERAL.
COURTS OF PETTY SESSIONS.

DAYS AND HOURS ALTERED.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, by Order made on the 1st day of February, 1949, pursuant to the provisions of section 61 of the *Justices Act 1928*, doth hereby direct that the days and hours heretofore appointed for the holding of Courts of Petty Sessions at the places named in the first column of the Schedule below be altered to the days and hours set forth in the second column of such Schedule.

SCHEDULE.

Place.	Days and Hours.
Robinvale ..	Every alternate Friday at 10 o'clock a.m., as from and inclusive of the 11th February, 1949, and every eighth Tuesday at 10 o'clock a.m., as from and inclusive of the 15th February, 1949
Bruthen ..	Every alternate Wednesday at 10 o'clock a.m., as from and inclusive of the 2nd February, 1949
Lakes Entrance	Every alternate Friday at 10 o'clock a.m., as from and inclusive of the 11th February, 1949
Orbost ..	Every alternate Tuesday at 9.30 o'clock a.m., as from and inclusive of the 8th February, 1949

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

At the Executive, Council Chamber,
Melbourne, 1st February, 1949.

INDUSTRIAL AND PROVIDENT SOCIETIES ACT 1928.

NOTICE is hereby given that a society called "The Y.C.W. Co-operative Trading Society Limited" is registered under the provisions of the above Act.

Given under my hand this eighteenth day of November, 1948.

A. E. RASMUSSEN,
Registrar of Friendly Societies.

Pounds Act.
BOROUGH OF BENALLA.

BENALLA POUND.

TABLE of Rates to be charged for the trespass of cattle and their sustenance while impounded in the Pound at Benalla, fixed by the Council of the Borough of Benalla.

Description of Cattle Trespassing.	Upon Land other than Tillage Land Enclosed by a Substantial Fence.	Upon Tillage Land Enclosed by a Substantial Fence.	Amount to be Charged Daily for Sustenance while Impounded.
	s. d.	s. d.	s. d.
For every sheep ..	0 1	1 0	0 3
For every goat ..	0 3	10 0	2 6
For every pig ..	0 3	10 0	5 0
For every head of other cattle	5 0	10 0	2 6

By order of the Council,
S. C. BATES,
Acting Town Clerk.

Approved by the Governor in Council,
1st February, 1949.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

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 allotment 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 Karkaroc.

HENRY E. BOLTE,
Minister of Water Supply.

19th January, 1949.

RUTHERGLEN WATERWORKS TRUST.

AUTHORITY TO OBTAIN A BANK OVERDRAFT.

HIS Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, by Order made on the 1st day of February, 1949, doth hereby authorize the Rutherglen Waterworks Trust to obtain, in pursuance of the provisions of section 271 of the *Water Act 1928* (No. 3801), an advance or advances during the year 1949, from the Bank of Australasia, Rutherglen, by overdraft of the Trust's current account thereat, such overdraft not to exceed at any one time the sum of Five hundred pounds (£500).

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, the 1st February, 1949.

DROUIN WATERWORKS TRUST.

RATING BY-LAW, 1949.

THE Drouin Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes of One shilling and four pence in the pound on the annual municipal valuation of lands and tenements to be rated within the Drouin Urban District.

Provided that in no case shall the amount of rate in respect of any tenement (other than land on which there is no building) be less than Twenty-six shillings and eight pence, and in respect of any land on which there is no building, less than Ten shillings.

Such rates are made and shall be levied on the occupiers or owners of the said lands and tenements for the year commencing the 1st day of January, 1949, and ending the last day of December, 1949, and shall be payable on the 1st day of March, 1949, at the office of the said Trust.

The maximum quantity of water to be supplied in any one year without further charge to any property rated by the Trust is hereby fixed at the quantity which, at a charge of One shilling per 1,000 gallons, would produce an amount equal to the amount of the rate levied on such property for the said year.

The charge for water supplied by measure to any property rated by the Trust in excess of such maximum quantity, computed as in the last preceding clause, is hereby fixed at One shilling per 1,000 gallons.

The charge for water supplied by measure shall be payable, on demand, at the office of the Trust.

Passed this 20th day of January, 1949.

(SEAL) C. S. PETERSEN, Chairman.
E. G. PORTER, Commissioner.
W. YOUNG, Secretary.

LEONGATHA WATERWORKS TRUST.

RATING BY-LAW FOR THE YEAR 1949 (No. 49).

THE Leongatha Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes of Eleven pence in the pound on the net annual valuation of lands and tenements liable to be rated within the Leongatha Urban District.

Provided that in no case shall the amount of the rate payable per annum in respect of any tenement (other than land on which there is no building) be less than Fifteen shillings, and in respect of any land where there is no building, less than Ten shillings.

Such rates are made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing on the 1st day of January, 1949, and shall be due and payable on the 1st day of March, 1949, at the office of the Trust.

The maximum quantity of water to be supplied in any one year without further charge to any property rated by the Trust is hereby fixed at the quantity which, at a charge of Two shillings per 1,000 gallons, would produce an amount equal to the amount of rate levied on such property for the said year.

The charge for water supplied by measure to any property rated by the Trust in excess of such minimum quantity, computed as in the last preceding clause, is hereby fixed at Two shillings per 1,000 gallons.

The charge for water supplied by measure shall be payable on demand at the office of the Trust.

Dated this 20th day of January, 1949.

(SEAL) C. A. S. BOND, Chairman.
R. J. HAGAN, Commissioner.
JOHN W. POUNDER, Commissioner.
C. H. LYON, Secretary.

SUNBURY WATERWORKS TRUST.

RATING BY-LAW FOR THE YEAR 1949.

THE Sunbury Waterworks Trust, in pursuance and exercise of powers conferred by the Water Acts, doth hereby make the following rates for the supply of water for domestic purposes on lands and tenements liable to be rated in the Sunbury Urban District.

On lands and tenements a rate of One shilling and sixpence in the pound of the annual municipal valuation not exceeding Twenty pounds, and One shilling and three pence in the pound of the annual valuation exceeding Twenty pounds.

Provided that in no case shall the amount of rate payable per annum in respect of any tenement (other than land on which there is no building) be less than Thirty shillings, and in respect of any land on which there is no building, less than Ten shillings.

Such rates are made and shall be levied on the occupiers or owners of such lands and tenements for the year commencing on the 1st day of January, 1949, and shall be payable on the 1st day of March, 1949, at the office of the said Trust.

The charges for water supplied by measure in any year to any property rated by the Trust are hereby fixed as follows:—

- (a) Up to and including 24,000 gallons, One shilling and three pence per 1,000 gallons.
- (b) Up to and including 200,000 gallons the same charge up to and including 24,000 gallons, and One shilling per 1,000 gallons for any quantity over 24,000 gallons.
- (c) Exceeding 200,000 gallons, the same charges as fixed above up to and including 200,000 gallons, and Six pence per 1,000 gallons for any quantity exceeding that figure.

The maximum quantity of water to be supplied in any one year without further charge to any property rated by the Trust is hereby fixed at the quantity, which on the scale of charges hereinbefore mentioned, would produce an amount equal to the amount of rate levied on such property for the said year.

Passed by the Trust this 29th day of December, 1948.

(SEAL) W. S. DAVIES, Chairman.
J. F. MOUNSEY, Secretary.

MELBOURNE AND METROPOLITAN BOARD OF WORKS.

NOTICE TO THE OWNERS OF TENEMENTS IN THE UNDER-MENTIONED STREETS, AND THE PRIVATE STREETS, LANES, COURTS, AND ALLEYS OPENING THERETO.

THE main pipe in the said streets being laid down, the owners of all tenements situated as under are hereby required, on or before the 14th March, 1949, to cause a proper pipe and stop cocks to be laid, so as to supply water within such tenements from the main pipe.

CHAS. J. W. BRIGGS,
Secretary.

1st February, 1949.

STREET AND POSITION.

Box Hill.

Spence-street, from Ireland-street eastwards 4½ chains.
Eley-road, from 35 chains west of Middleborough-road westwards 16½ chains.
Cianbrae-avenue, from Eley-road southwards 17½ chains.
Belgravia-street, from 17 chains north of Friend-street to Certain-street.
Friend-street, from Winfield-road to Certain-street.
Certain-street, from Friend-street northwards and north-eastwards 30½ chains.
Winfield-road, from Belmore-road northwards 21½ chains.
Farleigh-avenue, from Station-street eastwards 14½ chains.

Camberwell.

Kalonga-road, from 5 chains north-west of Belmore-road to Yeneda-street.
Yeneda-street, from Kalonga-road westwards 1½ chain.
Yeneda-street, from Kalonga-road to Belmore-road.
Landen-avenue, from Winfield-road to Clifton-street.
Winfield-road, from Belmore-road northwards 21½ chains.
Moule-avenue, from Winfield-road westwards 6½ chains.
Cumberland-avenue, from Winfield-road westwards 5½ chains.

Coburg.

Parkstone-avenue, from Winifred-street to Warren-street.
Warren-street, from Parkstone-avenue southwards 1½ chain.
Kathleen-street, from 4 chains south of Purches-avenue to Woodlands-avenue.
Woodlands-avenue, from Kathleen-street to Winifred-street.
Winifred-street, from Woodlands-avenue to Parkstone-avenue.
Stonnis-street, from Gaffney-street northwards 10½ chains.
Hardwick-street, from Barrow-street westwards 2 chains.
Hackett-terrace, from Bell-street to Shamrock-lane.
Heliopolis-street, from Peronne-street to Fontaine-street.
Fontaine-street, from Heliopolis-street eastwards 10 chains.
Lothair-street, from Moreland-road north-westwards and westwards 15½ chains.
Langtree-avenue, from Lothair-street northwards 7½ chains.

Beresford-street, from Lothair-street westwards 3½ chains.
 Johnson-street, from Moreland-road northwards 12½ chains.
 Wills-street, from Westgate-street southwards 1½ chain.
 Archibald-street, from Gaffney-street to Prospect-street.

Essendon.

Schofield-street, from Fuller-street to Salmon-avenue.
 Batman-street, from 13 chains west of Fawkner-street westwards 6½ chains.

Derry-street, from Nida-street eastwards 4 chains.
 Right-of-way (2½ chains east of Margaret-street), from Taylor-street southwards 4 chains.

Price-street, from Forrester-street northwards 7 chains.
 Mary-street, from Bradshaw-street to Ogilvie-street.
 Ogilvie-street, from Mary-street southwards 3½ chains.
 Valencia-street, from Tilba-street to Derry-street.
 Deakin-street, from Forrester-street northwards 7½ chains.
 Hedderwick-street, from Buckley-street northwards 5½ chains.

Price-street, from Forrester-street southwards 5½ chains.

Footscray.

Kororoit-street, from Somerville-road southwards 4½ chains.

Heidelberg.

Waioara-road, from Darvall-street southwards 12½ chains.

Keilor.

Elstone-avenue, from Keilor-road northwards 22½ chains.

Melbourne.

Holmewood-place, from Cardigan-street westwards 2½ chains.

Moorabbin.

Swindon-avenue, from 11½ chains east of Pt. Nepean-road eastwards 9 chains.

Mulgrave.

Grandview-road, from Bayview-road westwards 15 chains.
 Beatrice-street, from Grandview-road northwards 3½ chains.
 Maude-street, from Grandview-road northwards 4 chains.

Nunawading.

Mahoneys-road, from Burwood-road northwards 11½ chains.
 Peacedale-road, from Whitehorse-road northwards 5½ chains.

Oakleigh.

Bossington-street, from Warrigal-road eastwards 5 chains.
 Bossington-street, from Taunton-avenue to Golf-road.
 Piccadilly-street, from Warrigal-road eastwards 13½ chains.
 Piccadilly-street, from Taunton-avenue to Golf-road.
 Summerset-avenue, from Piccadilly-street southwards 5½ chains.
 Selworthy-avenue, from Piccadilly-street southwards 2½ chains.

Preston.

Boldrewood-parade, from 13½ chains north of Plenty-road northwards 7½ chains.

Purinnan-road, from Fyfe-street to Cheddar-road west.
 Hubert-street, from 3½ chains south of Wood-street to Walter-street.

Walter-street, from Hubert-street eastwards 6½ chains.
 Barton-street, from 14 chains west of Whitby-street westwards 7½ chains.

Plenty-road, from Barwon-avenue to Erskine-avenue.
 Barwon-avenue, from Plenty-road north-westwards 9 chains.

Erskine-avenue, from Plenty-road north-westwards 11½ chains.

Leamington-street, from Sydney-grove to Griffith-street.
 Griffith-street, from Leamington-street southwards 4½ chains.

Purinnan-road, from Cheddar-road east eastwards 13½ chains.

Marjorie-street, from 2 chains south of Murray-road southwards 5 chains.

Marjorie-street, from Gower-street northwards 6½ chains.
 Fulham-grove, from Crispe-street eastwards 8½ chains.
 Foley-street, from 4 chains east of Adams-street to Albert-street.

Albert-street, from Foley-street northwards 2 chains.

Werribee.

Webb-street, from 2½ chains north of Railway-street to Nellie-street.
 Nellie-street, from Webb-street westwards 3½ chains.

DEPARTMENT OF MINES.

SUBJECT to any necessary excisions, &c., it is proposed to grant the following leases:—

8225, Beechworth; Gerald Sheehan; 12a. 0r. 38p., in the Parish of Hotham.

11245, Bendigo; John McQualter; 23a. 1r. 19p., in the Parish of Neilborough.

9053, Castlemaine; Bruce Phillip Webb; 70a. 1r. 28p., in the Parish of Maldon.

APPLICATIONS FOR MINING LEASES DECLARED ABANDONED.

11200, Bendigo; Eric Raymond Grellis; 40 acres, at Bendigo.
 11201, Bendigo; Eric Raymond Grellis; 37 acres, at Bendigo.
 7032, Maryborough; Eric Llewellyn Robertson; 115a. 1r. 10p., in the Parish of Redbank.

MINING LEASE EXPIRED.

8859, Castlemaine; Maxwell Consolidated No Liability; 74a. 1r. 6p., in the Parish of Wombat.

MINING LEASES GRANTED.

9090, Ballarat; Ballarat South Goldfields No Liability; 99a. 2r. 38p., in the Parishes of Yarwoee and Bunlonyong.

9097, Ballarat; Joseph Patrick Toohey and James Francis Toohey; 33a. 3r. 30p., in the Parish of Moorarbool West.

8154, Beechworth; Clarence George Henry Poole and Peter Clarke Poole; 15a. 2r. 36p., in the Parish of Kevington.

9831, Castlemaine; Central Victoria Dredging Company No Liability; 116a. 2r. 16p., in the Parishes of Strangways and Guildford.

5524, Gippsland; Frederick Charles Schreiber, George Bernard Sommer, Roger Blackmore, and Joseph Alenzo Attridge; 128a. 0r. 22p., in the Parish of Hotham.

7062, Mineral; James Daniel Browne; 103a. 3r. 14p., in the Parish of Costerfield.

7076, Mineral; Colin Emery Went; 44a. 2r. 18p., in the Parish of Allambee East.

7101, Mineral; Percy Kendall; 9a. 3r. 4p., in the Parish of Tinamba.

7112, Mineral; Melba Ada Mavis Illingworth; 13a. 3r. 6p., in the Parish of Bungal.

TAILINGS LICENCES GRANTED.

2089, Tailings Licence; Benjamin James Percival Day; 6a. 3r. 7p., in the Parish of Ballarat.

2091, Tailings Licence; Herbert Leslie Archbold; 9a. 3r. 23p., in the Parish of Eaglehawk.

2092, Tailings Licence; Gold Residues No Liability; 13a. 3r. 34p., in the Parish of Ballarat.

2094, Tailings Licence; J. F. McKay.

PETROLEUM PROSPECTING LICENCE GRANTED.

152, Petroleum Prospecting Licence; Western Petroleum No Liability; 198 square miles, in the Parishes of Palpara, Wanwin, Kinkella, Tarragal, Glenelg, Warrain, Kentbruck, Mouzie, and Cobboboonee.

WATER RIGHT LICENCE GRANTED.

1199, Water Right Licence; Harold Jackson; 25a. 2r., in the Parishes of Ballarat and Bungaree.

TAILINGS LICENCES EXPIRED.

1897, Tailings Licence; Benjamin James Percival Day; 6a. 3r. 7p., in the Parish of Ballarat.

1765, Tailings Licence; Herbert Leslie Archbold; 9a. 3r. 23p., in the Parish of Sandhurst.

1804, Tailings Licence; Gold Residues No Liability; 13a. 3r. 34p., in the Parish of Ballarat.

2040, Tailings Licence; J. F. McKay.

H. E. BOLTE,
 Minister of Mines.

MINING LEASES DECLARED VOID.

- 9065, Ballarat; Clifford John Freeman and Robert Henry Kingston; 61a. Or. 4p., in the Parishes of Clarkesdale and Lynchfield.
- 8098, Beechworth; Max Lawrence; 52a. 2r. 39p., in the Parish of Hotham.
- 8666, Castlemaine; Raymond James Kilgariff; 21a. 2r. 16p., in the Parish of Castlemaine.
- 8841, Castlemaine; Henry George Talbot; 14a. Or. 9p., in the Parishes of Elphinstone and Metcalfe.
- 8984, Castlemaine; Parker John Moloney; 76a. 1r. 17p., in the Parishes of Fryers and Castlemaine.
- 5495, Gippsland; Roscoe Grant Kinsmore; 50a. 3r. 20p., in the Parish of Hotham.

GEO. BROWN,
Secretary for Mines.

ORDERS IN COUNCIL—(Series 1948-49.)

DEPARTMENT OF EDUCATION.

2001. One only line boring machine and one only exhaust gas analyzer for Bendigo School of Mines, £130 11s. 11d.—Replacement Parts Ltd., Melbourne.
2002. One only electric pastry oven for Emily McPherson College of Domestic Economy, £112 12s.—Warburton Frankl Pty. Ltd., Melbourne.
2003. One only electric kiln "Birlac," 16 in. x 14 in. x 16 in., for Caulfield Technical School, £115.—Birlac Ltd., Melbourne.
2004. One only pneumatic jolt squeeze straight draw moulding machine for Melbourne Technical College, £390 9s. 2d.—C. Ebeling and Sons Pty. Ltd. (agents for British Moulding Machine Co.).
2005. One only automatic Pirn winder, type MS4, of three spindles, single-sided, for Gordon Institute of Technology, Geelong, £170.—Swiss Textile Machines Industries, Melbourne.
2006. One only dust receiving apparatus with accessories for Shirley analyzer and one only case totally enclosed motor for Shirley analyzer for Gordon Institute of Technology, Geelong, £189 17s. 6d.—Noel P. Hunt and Co. Pty. Ltd., Melbourne.
2007. One only Suter-Webb duplex cotton fibre sorter and one only Suter yarn evenness controller, one only S.500 arc tube for ultra-violet analytical lamp and one only centrifuge electric Baird and Tatlock, for Gordon Institute of Technology, Geelong, £261 8s. 2d.—Watson, Victor Ltd., Melbourne.
- Approved by the Governor in Council, 1st February, 1949.
—A. MAHLSTEDT, Acting Clerk of the Executive Council.

STATE ELECTRICITY COMMISSION.

2008. The supply of 1,160 tons (approx.) reinforcing steel, to Quotation No. 2244.—Briscoe and Co. Ltd.
2009. The supply of 150 tons (approx.) reinforcing steel, to Quotation No. 2244.—Gollin and Co. Pty. Ltd.
- Approved by the Governor in Council, 25th January, 1949.
—A. MAHLSTEDT, Acting Clerk of the Executive Council.

2010. The supply of 500 gallons of paint, Kiewa Hydro-Electric Scheme, to Quotation No. 2947.—British Australian Lead Manufacturing Pty. Ltd.

2011. The supply of spare parts for bucket wheel dredger, Yallourn Open Cut, to Quotation No. 3573.—Lübecker Maschinenbau-Gesellschaft, through the Joint Export/Import Agency (U.K./U.S.A.).

2012. The supply of spare parts for scrapers, Yallourn, to Quotation No. 2410.—Tutt, Bryant (Vic.) Pty. Ltd.

2013. The supply of one used Hyster winch for caterpillar tractor, Yallourn, to Quotation No. 3550.—Department of Works and Housing.

2014. The supply of one trench excavating machine, to Quotation No. 3201.—Ruston and Hornsby (Aust.) Pty. Ltd.

2015. The supply of spare parts for fuel pump on Mack trucks, to Quotation No. 2373.—Pyrox Ltd.

2016. The supply of attachments for caterpillar tractors, Yallourn, to Quotation No. 2375.—Tutt, Bryant (Vic.) Pty. Ltd.

2017. The supply of attachments for caterpillar tractors, Yallourn, to Quotation No. 2375.—William Adams and Co. Ltd.

2018. The supply of 144 valves, Yallourn Power Station, to Quotation No. 2578.—M. B. John Ltd.

2019. The supply of tubular steel scaffolding and fittings, Yallourn Power Station, to Quotation No. 3272.—Overseas Corporation (Australia) Ltd.

2020. The supply of 6,278 tons (approx.) black coal, ex s.s. *Ocean Volunteer*.—Victorian Railways Commissioners.

2021. The supply of car and truck batteries, for a period of twelve months, to Specification No. 48-49/92.—Century Storage Battery Co. Pty. Ltd.

2022. The supply of truck and tractor type batteries, for a period of twelve months, to Specification No. 48-49/92.—Triumph Battery Co.

2023. The supply of 1,740 yards of uniform materials for Geelong, Ballarat, and Bendigo tramway uniforms, to Quotation No. 2155.—Geelong R. S. and S. Woollen and Worsted Co-operative Manufacturing Co. Ltd.

2024. The supply of electric heat treatment plant, Yallourn, to Quotation No. 4798.—National Heating Industries Pty. Ltd.

Approved by the Governor in Council, 1st February, 1949.
—A. MAHLSTEDT, Acting Clerk of the Executive Council.

LANDLORD AND TENANT ACT 1948.

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

PRESENT:

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

IN pursuance of the powers conferred upon him by the *Landlord and Tenant Act 1948*, His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby make the following Regulations, that is to say:—

Citation.

1. These Regulations may be cited as the *Landlord and Tenant Regulations No. 1*.

Receipts for Rent of Prescribed Premises to be Given.

2. The person receiving any payment of rent of prescribed premises, or of any prescribed premises together with goods, shall, at the time of receiving the payment, give or cause to be given to the person making the payment a receipt for the payment, specifying the date of the payment and showing the amount paid, the period in respect of which the payment is made and the premises in respect of which the payment is made, and, where such payment is partly in respect of premises and partly in respect of goods, showing separately the amount paid in respect of the goods.

Penalty.

3. Any person who fails to do anything required to be done by these Regulations shall be guilty of a breach of these Regulations, and shall be liable to a penalty of not more than Ten pounds.

And the Honorable Trevor Donald Oldham, His Majesty's Attorney-General in and for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

THE CONSTITUTION ACT AMENDMENT 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.

APPOINTMENTS OF POLLING PLACES FOR THE DOUTTA GALLA PROVINCE.

IN pursuance of the provisions of 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—

BUCKLEY PARK and NICHOLSON

to be polling places within and for the Essendon and Brunswick South-East Divisions of the Doutta Galla Province respectively.

And the Honorable William Watt Leggatt, 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.

PUBLIC SERVICE ACT 1946.

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

PRESENT:

His Excellency the Governor of Victoria.

Colonel Kent Hughes | Brigadier Tovell.

REGULATIONS.

IN pursuance of the powers conferred by the *Public Service Act 1946*, His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby amend the Public Service (Governor in Council) Regulations in the manner following, that is to say:—

PART IV.—LEAVE OF ABSENCE.

After Regulation 50 the following Regulation shall be added:—

Leave for Defence Training Purposes.

50A. (1) The Minister may grant special leave of absence not exceeding three weeks in any one year, to any officer or employee who is a member of the Defence Forces for the purpose of attending Defence Training.

(2) Leave of absence granted under this Regulation may, at the option of the officer or employee, be deducted from recreation leave due.

Where such leave of absence is not so deducted, it shall be granted without pay: Provided that where the amount of pay which the officer or employee would have received if he had remained on duty exceeds the amount of pay received as a member of the Defence Forces he shall be entitled to receive pay equal to the difference.

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

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

PRICES REGULATION ACT 1948.

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

PRESENT:

His Excellency the Governor of Victoria.

Colonel Kent Hughes | Brigadier Tovell.

NOTICE OF REVOCATION OF DECLARATION OF CERTAIN SERVICES AS DECLARED SERVICES FOR THE PURPOSES OF PART II. OF THE PRICES REGULATION ACT 1948.

IN pursuance of the powers conferred upon him by the *Prices Regulation Act 1948*, His Excellency the Governor of Victoria, by and with the advice of the Executive Council thereof, doth hereby revoke the declaration heretofore made under the said Act, of the following services as declared services for the purpose of Part II. of the said Act, that is to say:—

Services carried on by other than public bodies for the supply of electricity.

And the Honorable Trevor Donald Oldham, His Majesty's Attorney-General for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

THE CONSTITUTION ACT AMENDMENT 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.

REVOCATION OF APPOINTMENTS OF POLLING PLACES FOR THE DOUTTA GALLA PROVINCE.

IN pursuance of the provisions of 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 revoke the appointments of—

BRUNSWICK EAST and MILLER

as polling places for the Brunswick South-East Division of the Dousta Galla Province.

And the Honorable William Watt Leggatt, 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.

THE CONSTITUTION ACT AMENDMENT 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.

APPOINTMENT OF A POLLING PLACE FOR THE DOUTTA GALLA PROVINCE.

IN pursuance of the provisions of 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—

BRUNSWICK, which is a polling place within and for the Brunswick North-West Division, to be also a polling place for the Brunswick North-East Division of the Dousta Galla Province.

And the Honorable William Watt Leggatt, 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.

STATE ELECTRICITY COMMISSION ACT 1928.

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

PRESENT:

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

ACQUISITION OF LAND IN THE MORWELL AREA.

IN pursuance of the provisions of section 15 of the *State Electricity Commission Act 1928* (No. 3776), His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby direct that the State Electricity Commission may, for the purposes of the State Electricity Commission Acts, acquire and take for the Crown (by agreement or compulsorily) an estate, in fee-simple, or any lesser estate, whichever the said Commission may deem fit, comprising all that piece of land situate within the Township of Morwell, or within a radius of 20 miles therefrom, being that part of Crown allotment 69 in the Parish of Maryvale, which is bounded by Hopetoun-avenue, June-street, McDonald-street, and Prince's Highway, respectively, at Morwell aforesaid.

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 directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

STATE ELECTRICITY COMMISSION ACT 1928.

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

PRESENT:

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

ACQUISITION OF LAND IN THE MORWELL AREA.

IN pursuance of the provisions of section 15 of the *State Electricity Commission Act 1928* (No. 3776), His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby direct that the State Electricity Commission of Victoria may, for the purposes of the State Electricity Commission Acts, acquire and take for the Crown (by agreement or compulsorily) an estate, in fee-simple, in the land described in the Schedule hereunder, and being land in the Township of Morwell or within a radius of 20 miles therefrom.

SCHEDULE ABOVE REFERRED TO.

All that piece of land commencing at a point on the eastern boundary of lot 9, block 4, on plan of subdivision No. 1027 lodged in the Office of Titles, being distant 272 7/10 links from the south-eastern corner of the aforesaid lot 9; thence bearing north 80 deg. 11 min. west 75½ links; thence bearing north 9 deg. 49 min. east 227 3/10 links to the northern boundary of the said lot 9; thence bearing south 80 deg. 11 min. east along the northern boundary of the said lot 9 75½ links to the eastern boundary of the said lot 9; thence bearing south 9 deg. 49 min. west along the said eastern boundary 227 3/10 links to the point of commencement, being part of lot 9, block 4, on plan of subdivision No. 1027 lodged in the Office of Titles, and being part of Crown allotment 69, Parish of Maryvale, County of Buln Buln, and being part of the land comprised in the certificate of title, volume 6082, folio 1216252.

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 directions herein accordingly.

A. MAHLSTEDT,
Acting Clerk of the Executive Council.

EXPLOSIVES ACT 1928.

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

PRESENT:

His Excellency the Governor of Victoria.
Mr. Oldham | Lieut.-Col. Leggatt
Brigadier Tovell | Mr. Guthrie.

CLASSIFICATION OF EXPLOSIVES.

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 53 of the *Explosives Act 1928*, doth by this Order classify the under-mentioned explosives as follows:—

CLASS 3.—NITRO-COMPOUND.

Division 1.

Ardeer Ballistite.
Ardeer Cordite.
Cordite A.
Cordite A.N.
Cordite A.S.N.
Cordite C.D.
Cordite H.W.
Cordite W.
Cordite W.M.
Mechanite.
Viscorim.

CLASS 6.—AMMUNITION.

Division 1.

M.O.C. Cartridges (Type 4).

Division 2.

Igniters for M.O.C. Cartridges.

And the Honorable William Watt Leggatt, 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.

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
Melbourne.—Wednesday, 16th February, 1949	36
Wycheproof.—Wednesday, 2nd March, 1949 ..	79

SALE OF RIGHT TO LEASE.

Melbourne.—Wednesday, 16th February, 1949 36

CLOSER SETTLEMENT ACT 1938.

WYCHEPROOF.—A sale of the under-mentioned land in fee-simple, by auction, will be held at the office of the Inspector of Land Settlement, SHIRE OFFICES, WYCHEPROOF, on WEDNESDAY, the 2nd MARCH, 1949, at TWO o'clock p.m. To be conducted by R. E. LAWES, Land Officer, St. Arnaud.

PARISH OF TOWANINNY, COUNTY OF TATHERA.
In the South of the Parish.

Area 739a. 2r. 30p., allotment 5 of section 1, and allotment 10 of section 3. Formerly held by F. Barraclough. Improvements consist of house (in poor condition), sheds, dams, and fencing.

TERMS AND CONDITIONS.

Deposit to be paid at sale, £400. Balance payable by 40 equal half-yearly instalments with interest computed at the rate of 4½ per cent. per annum on the unpaid balance. The Board of Land and Works may allow a transfer of the purchaser's interests to an approved person at any time before the final payment is made (fee, £1). The registration of the transfer may be subject to payment of such further sum as the Board may require in reduction of the outstanding balance. Purchaser may pay balance and fees at any time prior to the due date. Crown grant will be prepared and issued as soon as practicable after payment of purchase money in full. Improvements to be maintained and insured with the Board of Land and Works. Crown grant fee (£2), and contribution to assurance fund (½d. for each pound of purchase price), must be paid with the balance of purchase money.

R. C. GUTHRIE,
Commissioner of Crown Lands and Survey.
Melbourne, 7th February, 1949.

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).

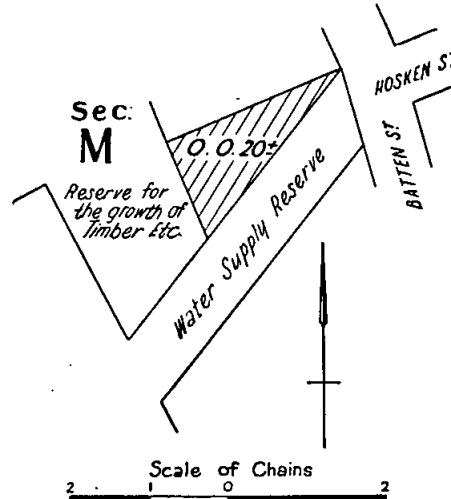
MURRONGOWAR.—The temporary reservation by Order in Council of the 18th March, 1912, of 1 acre 2 roods of land in the Parish of Murrungowar, as a site for a State School, is about to be revoked.—(M.539(5) (C.73800).

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).

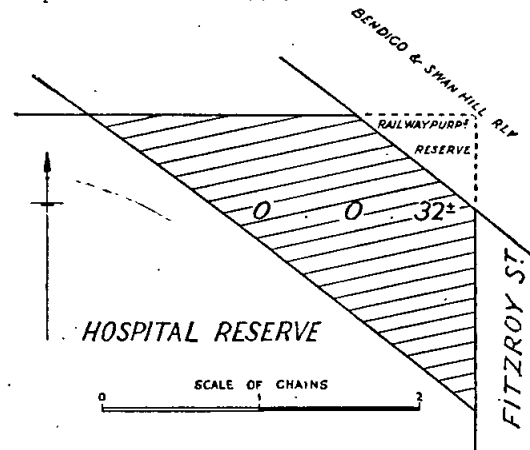
SARSFIELD.—The temporary reservation, by Order in Council of the 30th January, 1894 (see Government Gazette of the 2nd February, 1894, page 629), of 52 acres 2 roods of land in the Township of Sarsfield as a site for Camping and Watering purposes, is about to be revoked.—(S.245(1) (88/129).

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(4), 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(2) (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⁽¹⁾) (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⁽²⁾) (Rs.1910).

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

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 9th February, 1949, pursuant to Orders of the 1st February, 1949.

ECHUCA.—The temporary reservation by Order in Council of the 30th September, 1941, of 3 acres 3 roods of land in the Town of Echuca as a site for Public Park and Recreation Ground is about to be revoked.—(E.3⁽⁴⁾) (Rs.1456).

ECHUCA.—The temporary reservation by Order in Council of the 25th September, 1909, of 63 acres of land in the Town of Echuca, as a site for Public Park and Recreation Ground is about to be revoked.—(E.3⁽⁴⁾) (Rs.1456).

KOTUPNA.—The temporary reservation as a site for Public purposes (State School), and the withholding from sale, leasing, and licensing, by Order in Council of the 11th August, 1884, of 1 acre of land in the Parish of Kotupna, is about to be revoked.—(K.155⁽²⁾) (C.90638).

ECHUCA.—The temporary reservation by Order in Council of the 30th January, 1865 (see *Government Gazette* 1865, page 391), of 2 acres, more or less, of land in the Parish of Echuca (now Town of Echuca), as a site for Public purposes is about to be revoked.—(E.3⁽⁴⁾) (C.91569).

ECHUCA.—The temporary reservation by Order in Council of the 21st August, 1865, of 215 acres of land in the Town of Echuca, as a site for Public Park and Recreation Ground, revoked as to part by various Orders, is about to be further revoked as regards the balance thereof, containing 202 acres, more or less.—(E.3⁽⁴⁾) (Rs.1456).

PROPOSED REVOCATION OF ORDER IN COUNCIL WITHHOLDING CERTAIN LAND FROM SALE, LEASING, AND LICENSING.

WARRAQUIL.—The withholding from sale, leasing, and licensing by Order in Council of the 25th June, 1877, and the temporary reservation by Order in Council of the 23rd April, 1894, as a site for Water Supply purposes, of 30 acres of land in the Parish of Warraquil, are about to be revoked.—(W.318⁽⁴⁾) (2887/121).

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

NOTICE OF INTENTION TO PERMANENTLY RESERVE CERTAIN LANDS AND TO REVOKE PORTION OF ORDER PERMANENTLY RESERVING CERTAIN LANDS IN THE PARISH OF HARRIETVILLE.

IN pursuance of section 15 of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to permanently reserve for Public purposes, and to except from occupation for mining purposes under any miner's right, the Crown lands forming the new bed of the Ovens River, where the course of the said river has become altered since the 23rd May, 1881, together with the Crown lands within a distance of one chain from each bank of the same, as defined by technical description herewith, and to revoke the Order in Council of 23rd May, 1881, by which the beds of certain lakes, rivers, and creeks,

as specified therein, and certain Crown lands on each side thereof were permanently reserved for Public purposes, so far only as it relates to that portion of the Ovens River aforesaid to which it is no longer applicable in consequence of the course of the river having become altered after the date of the said Order (Rs.5422).

The following Notice was published 1° on the 9th February, 1949, pursuant to Order of the 1st February, 1949.

HARRIETVILLE.—Land to be permanently reserved for Public purposes, also excepted from occupation for mining purposes under any miner's right, Parish of Harrietville, Counties of Bogong and Delatite: Crown Lands forming the new bed of the Ovens River from a point in line with the northern boundary of allotment 3A, section 8, downstream to the Harrietville-Bright main road where the course of the said river has become altered since the 23rd May, 1881, and all Crown lands within a distance of one chain from each bank of same.

ORDER IN COUNCIL TO BE REVOKED AS TO PART.

The Order in Council of the 23rd May, 1881 (see *Government Gazette* 1881, page 1389), by which the beds of certain lakes, rivers, and creeks specified therein, and certain Crown lands on each side thereof were permanently reserved for Public purposes, is about to be revoked so far only as it relates to the portion of the Ovens River aforesaid to which it is no longer applicable in consequence of the course of the river having become altered after the date of the said Order.—(H.125⁽⁴⁾) (Rs.5422).

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

HEARING OF REASONS AGAINST THE FORFEITURE OF CERTAIN LICENCES AND LEASES BY PERSONS APPOINTED UNDER 34TH SECTION OF THE LAND ACT 1928.

NOTICE is hereby given that reasons against the forfeiture of the licences and leases in the Schedule hereto, which are deemed liable to forfeiture under the provisions of the Land Acts, will be publicly heard by the persons appointed by me, the responsible Minister of the Crown administering the said Acts, to hear the same and report thereon in writing to me, when the persons in the said Schedule mentioned as holders of such licences and leases will be allowed to show cause against the same at the places and on the dates mentioned in the Schedule hereto.

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

Department of Lands and Survey,
Melbourne, 9th February, 1949.

SCHEDULE.

BALLARAT LAND OFFICE, Tuesday, 1st March, at Ten o'clock a.m., H. H. Dodd, Land Officer—
695/44, Eric Leslie Bedgood, 19a. 3r. 37p., Yarrowee.
554/44, William Edmund Burke, 29a. 0r. 36p., Buninyong.
BRIGHT, Thursday, 3rd March, 1949, C. A. Gourlay, Land Officer—
658/44, A. I. R. Blair, 199a. 3r., Bright.

PUBLIC HEARING BY A PERSON APPOINTED UNDER THE 34TH SECTION OF THE LAND ACT 1928.

NOTICE is hereby given that at a time and place 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 person whose name is set opposite such place in such Schedule, being a person 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, 9th February, 1949.

SCHEDULE.

COURT HOUSE, BRIGHT, Thursday, 3rd March, 1949, at Nine a.m.—C. A. Gourlay, Land Officer.

LIST OF CROWN LANDS AVAILABLE.

THE under-mentioned areas are available for application as provided by various sections of the Land Act 1928, and all applications received on or before Wednesday, 9th March, 1949, will be deemed to have been simultaneously made, but any application lodged after such date may be considered if received in time for inclusion in the advertisement of the cases to be heard at the Local Land Board.

Applications on proper form, accompanied by 5s. duty stamp uncancelled (registration fee), may be delivered or forwarded by post to the Local Land Officer or to any Crown Lands Office in Victoria. Applicants may obtain from Local Land Officers, or the Enquiry Office, Lands Department, Melbourne, a certificate authorizing the issue by the Railway Department of a return ticket at concession fares to enable them to inspect available areas or to attend Local Land Boards. When an applicant is granted an allotment he may, if travelling by rail, obtain reduced fares for his family and also freight concessions in regard to some of his effects.

Subject to the approval of the Secretary for Lands, when the survey fee exceeds £25 but does not exceed £50, a deposit of £25 may be paid, and when the fee exceeds £50 a deposit of 50 per cent. of the fee, the balance in either case being payable over six years in half-yearly instalments.

Marked plans of any particular area, application forms, and any further information may be obtained from the Enquiry Office, Lands Department, Melbourne, and Land Officers, Alexandra, Ballarat, and Bendigo.

Department of Crown Lands and Survey,
Melbourne, 9th February, 1949.

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

* Improvements may be subject to re-valuation after land has been granted to an applicant.

Local Land Office.	County.	Parish.	Allotment.	Section.	Area.	How available.		Survey Fee.	Valuation of Improvements (if any).	Location of Land, &c.	Nearest Railway Station, and Distance in miles therefrom.	How accessible.	Water Supply.	General Description of Land—Soil, Timber, Suitability (Grazing, &c.)	
						Classification.	Value per Acre.								
						A.	B.	C.							
AGRICULTURAL AND GRAZING LANDS—SELECTION PURCHASE ALLOTMENTS.															
DIVISION 4, PART I, LAND ACT 1928.															
Melbourne..	Bulu Bulu	N e e r i m East	33	A1	92 2 23	2nd	1 5	0 15	10 0	£25 (tim. bet)	In south-east of parish ..	Trafalgar R.S., 14 miles	By bush track only	To be conserved	Hilly country, fair to good soil; stringybark, messmate, and pepper- mint timber; suitable for grazing (10126/42-44)
Melbourne (a, b)	Mornington	Corinella ..	213b	..	198 1 36	3rd	0 10	0 19	17 6	Nil ..	In north-east of parish ..	Glen Forbes R.S., 3 miles	By road ..	To be conserved	Undulating country; poor soil; heath and ti-tree timber; suitable for grazing (1763/44)
Melbourne (a, b, c)	Mornington	Corinella ..	213r	..	254 0 0	3rd	1 0	0 22	2 6	Nil ..	In north-east of parish ..	Glen Forbes R.S., 3 miles	By road ..	To be conserved	Undulating country; poor soil; heath and ti-tree timber; suitable for grazing (1763/44)
Bendigo (c)	Bendigo ..	Marong ..	65A	..	40 0 0	1st	1 0	0 8	10 0	To be valued.	In north of parish ..	Marong R.S., 2½ miles	By road ..	Conservation	Undulating stony soil covered with box espings; suitable for grazing (51/44-81)
AVAILABLE UNDER SECTION 129, LAND ACT 1928.															
Alexandra (c)	Anglesey ..	Alexandra	30M	..	1 0 0	Residence	Annual rental to be fixed	4 3 4	To be valued	Fronting Grant-street ..	South of Town of Alexandra	By road ..	To be conserved	Suitable for a residence (46/129)	
Alexandra (c)	Anglesey ..	Alexandra	30X	..	1 0 0	Residence	Annual rental to be fixed	4 3 4	To be valued	Fronting Grant-street ..	South of Town of Alexandra	By road ..	To be conserved	Suitable for a residence (46/129)	
Alexandra (c)	Anglesey ..	Alexandra	30Y	..	1 0 0	Residence	Annual rental to be fixed	4 3 4	To be valued	Fronting Grant-street ..	South of Town of Alexandra	By road ..	To be conserved	Suitable for a residence (46/129)	

List of Crown Lands Available—continued.

* Improvements may be subject to re-valuation after land has been granted to an applicant.

Local Land Office.	County.	Parish.	Allotment.	Section.	Area.	How available.		Survey Fee.	Valuation of improvements (if any).	Location of Land, &c.	Nearest Railway Station or Township and Distance in miles therefrom.	How accessible.	Water Supply.	General Description of Land—Soil, Timber, Suitability (Grazing, &c.).		
						Value per Acre.	Classification.									
						A.	R.	P.								
						f.	s.	d.	f.	s.	d.					
AVAILABLE UNDER SECTION 129, LAND ACT 1928—continued.																
Ballarat ..	Ripon ..	Town of Beaufort ..	22	31A	0 1 0	Annual rental to be fixed	Residence	5 10 0	One month allowed to remove road fencing	In south-west of town ..	In Beaufort ..	By road ..	By conservation	Suitable for a residence (J20837)		

(a) Subject to mining condition.—(b) Subject to timber condition.—(c) Subject to survey.

Land Act 1928.

LICENCE UNDER THE LAND ACTS 1915 AND 1928 DECLARED VOID.

NOTICE is hereby given that the Licence in the Schedule hereunder has been declared void for the reason specified.

District.	Corr. No.	Name of Licensee.	Section of Land Act under which Licensed.	Parish.	Allotment.	Section.	Area.	Annual Rental.	Reasons for Voiding.
Beechworth	74/129	Edwin Walter Stephens	129	Bright	S. 30B		A. R. P. 1 0 22	£ s. d. 0 10 0	Non-compliance with conditions

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

Department of Lands and Survey,
Melbourne, 9th February, 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.

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-g geared 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.—Supply and installation of hydro extractors and tumbler drier, Mental Hospital. P.D., £15. 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, black-board, 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.

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

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.—(a) Removal and re-erection of Lecture Hall, and (b) 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.

Ballarat.—Supply and installation of electrical services, Infectious Diseases and Tuberculosis Block, Ballarat and District Base Hospital. (W.O., Ballarat, Geelong; Ballarat and District Base Hospital, Ballarat; and W. E. Bassett and Associates, 499 Little Collins-street, Melbourne.) P.D., £25. F.D., 2 per cent.

Ballarat.—Supply and installation of heating, hot-water, ventilation, and sterile water services, Infectious Diseases and Tuberculosis Block, Ballarat and District Base Hospital. (W.O., Ballarat, Geelong; Ballarat and District Base Hospital, Ballarat; and W. E. Bassett and Associates, 499 Little Collins-street, Melbourne.) P.D., £50. F.D., 2 per cent.

Ballarat.—Supply and installation of two lifts, Infectious Diseases and Tuberculosis Block, Ballarat and District Base Hospital. (W. E. Bassett and Associates, 499 Little Collins-street, Melbourne.) P.D., £25. 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.

Beechworth.—Alterations to fuel hot-water service, Mental Hospital. (W.O., Wangaratta; P.S., Beechworth.) Deposit, £2.

Burnley.—Supply, delivery, and installation of sixteen (16) millimetre projection and sound equipment, School of Primary Agriculture, Horticulture Gardens. P.D., £4. 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.

Cobram.—Repairs, painting, and internal renovations, P.S. (W.O., Shepparton; P.S., Cobram, Numurkah, Tatura.) P.D., £3. F.D., 2 per cent.

Hawksburn.—Erection of new lavatories, S.S. No. 1457. P.D., £15. F.D., 2 per cent.

Horsham.—Supply and installation of a fuel hot-water service, kitchen and laundry, H.S. (W.O., Horsham.) P.D., £2. F.D., 2 per cent.

Marnoo.—Repairs, &c., and renovations, P.S. (W.O., Ararat, Horsham; P.S., Marnoo, Stawell.) P.D., £10. F.D., 2 per cent.

Melbourne.—Installation of improved lighting, Crown Law Offices, Lonsdale-street. P.D., £10. F.D., 2 per cent.

Melbourne.—Alterations to dining room, Parliament House. P.D., £15. F.D., 2 per cent.

Melbourne.—Supply and installation of cold cathode fluorescent lighting equipment, Government Statist, Queen-street. P.D., £5. F.D., 2 per cent.

Melbourne.—Electrical installation, Government Statist, Queen-street. P.D., £15. F.D., 2 per cent.

Melbourne.—Installation of outside lighting, MacRobertson Girls' High School. P.D., £4. F.D., 2 per cent.

Mildura West.—Repairs and painting, S.S. No. 3983. (W.O., Mildura; P.S., Ouyen, Speed.) P.D., £15. F.D., 2 per cent.

Mont Park.—Electrical installation, two new Nurses' Homes, Gresswell Sanatorium. P.D., £15. F.D., 2 per cent.

Preston.—Improvements to electrical installation in Main Block, T.S. P.D., £15. F.D., 2 per cent.

Quarry Hill.—Fencing, S.S. No. 1165. (W.O., Bendigo; P.S., Castlemaine, Goornong, Inglewood S.S., Quarry Hill.) Deposit, £3.

Sandringham.—Repairs and painting, S.S. No. 267. (S.S., Sandringham.) Deposit, £4.

Stawell West.—Repairs, &c., and painting, P.S. (W.O., Ararat, Horsham; P.S., Stawell West.) P.D., £5. F.D., 2 per cent.

1st March, 1949.

Ascot Vale.—Erection of brick building, P.S. P.D., £25. F.D., 2 per cent.

Bena.—Repairs and painting, and new bath, residence, S.S. No. 3062. (W.O., Korumburra; P.S., Nyora; S.S., Bena.) Deposit, £3.

Bendigo.—Erection of office, mess room, lavatories, &c., Country Roads Board. (W.O., Bendigo.) P.D., £20. F.D., 2 per cent.

Bolinda.—Removal of school building from S.S. No. 277, Edgecombe, and re-erection, repairs, &c., S.S. No. 1070. (W.O., Bendigo, Kyneton; P.S., Castlemaine; S.S., Bolinda.) P.D., £10. F.D., 2 per cent.

Broadford.—Repairs and painting, S.S. No. 1125. (P.S., Kilmore, Seymour; S.S., Broadford.) P.D., £5. F.D., 2 per cent.

Brown Hill.—External painting and repairs to out-offices, S.S. No. 35. (W.O., Ballarat; S.S., Brown Hill.) P.D., £10. F.D., 2 per cent.

Caulfield.—Repairs and painting, S.S. No. 773. (S.S., Caulfield.) P.D., £15. F.D., 2 per cent.

Colac.—Adaptation of hut into classroom, H.S. (W.O., Ararat, Geelong, Horsham; H.S., Colac.) P.D., £15. F.D., 2 per cent.

Glenmaggie.—Erection of new fences and external painting, residence, S.S. No. 1576. (W.O., Bairnsdale; P.S., Sale, Traralgon; S.S., Glenmaggie.) Deposit, £5.

Healesville.—Repairs and painting, residence, S.S. No. 849. (P.S., Lilydale; S.S., Healesville.) Deposit, £3.

Horsham.—Adaptation of Army hut into classrooms, H.S. (W.O., Ararat, Horsham; P.S., Nhill; H.S., Horsham.) P.D., £5. F.D., 2 per cent.

Kalkallo.—Repairs, painting, and fencing, S.S. No. 195. (P.S., Broadford, Kilmore, Seymour; S.S., Kalkallo.) P.D., £4. F.D., 2 per cent.

Kew.—Supply and installation of hot-water and central heating at the new Nurses' Home, Mental Hospital. P.D., £10. F.D., 2 per cent.

Kirkstall.—External painting and repairs, two (2) tank stands, and alterations to existing tie rods, S.S. No. 344. (W.O., Warrnambool; P.S., Portland; S.S., Kirkstall.) Deposit, £4.

Lardner.—Improved lighting to classroom, repairs and painting to school and residence, S.S. No. 1711 (W.O., Bairnsdale, Korumburra; P.S., Warragul; S.S., Lardner.) P.D., £10. F.D., 2 per cent.

Malvern.—Internal painting and repairs, S.S. No. 1604. P.D., £10. F.D., 2 per cent.

Maryborough.—Renovations, repairs, and painting to Men's Home, Ladies' Benevolent Home. (W.O., Maryborough; P.S., Avoca, Dunolly, Maldon, St. Arnaud.) P.D., £5. F.D., 2 per cent.

Melton.—Internal and external painting and general repairs to school, teacher's residence, shelter shed, out-offices, &c., S.S. No. 430. (W.O., Ballarat; P.S., Bacchus Marsh; S.S., Melton.) P.D., £5; F.D., 2 per cent.

Mentone.—Repairs and painting, P.S. (P.S., Mentone.) P.D., £10. F.D., 2 per cent.

Mont Park.—Extensions to central heating and hot-water services, new Hospital Block, Mental Hospital. P.D., £5. F.D., 2 per cent.

Mont Park.—Provision of stainless steel sinks and drains, Mental Hospital. P.D., £10. F.D., 2 per cent.

Moreland.—Provision of wash basins, S.S. No. 2837. (S.S., Moreland.) Deposit, £4.

Munro.—Repairs and painting, S.S. No. 3814. (W.O., Bairnsdale; P.S., Sale, Stratford; S.S., Munro.) Deposit, £5.

Orbost.—Conversion of shelter shed into classrooms, H.S. (W.O., Bairnsdale; H.S., Orbost.) P.D., £10. F.D., 2 per cent.

Prahran.—Repairs to eaves, gutters, T.S. (T.S., Prahran.) Deposit, £4.

Richmond.—Renovations, S.S. No. 1396. P.D., £10. F.D., 2 per cent.

Roseberry.—Repairs and renovations, S.S. No. 3190 (W.O., Horsham; P.S., Hopetoun, Warracknabeal; S.S., Roseberry.) Deposit, £3.

Rushworth.—Provision of new blackboards to classrooms with cupboards under, alterations to fireplaces, &c., S.S. No. 1057. (W.O., Shepparton; P.S., Murchison, Nagambie, Tatura; S.S., Rushworth.) P.D., £5. F.D., 2 per cent.

Sagasser's-road.—Repairs and painting, S.S. No. 4511. (W.O., Korumburra; P.S., Moe, Mirboo North; S.S., Sagasser's-road.) Deposit, £4.

Sale.—Renovations, repairs, and painting to P.S. (W.O., Bairnsdale; P.S., Maffra, Sale.) P.D., £15. F.D., 2 per cent.

Seymour.—Conversion of Army hut into two (2) classrooms, and a staff room, H.S. (P.S., Broadford, Kilmore, Seymour.) P.D., £15. F.D., 2 per cent.

Sunbury.—Erection of electrical sub-station, Mental Hospital. P.D., £10. F.D., 2 per cent.

Tawonga.—Additional classroom, repairs and painting, S.S. No. 2282. (W.O., Wangaratta; P.S., Bright, Yackandandah.) P.D., £15. F.D., 2 per cent.

Willaura.—Internal and external repairs and painting, P.S. (W.O., Ararat; P.S., Willaura.) Deposit, £4.

Williamstown.—External and internal renovations, H.S. P.D., £15. F.D., 2 per cent. (Amended specification.)

Wodonga.—Fencing, repairs, and provision of new blackboard, S.S. No. 37. (W.O., Wangaratta; P.S., Tallangatta, Yackandandah, S.S., Wodonga.) P.D., £4. F.D., 2 per cent.

Yallourn.—Additional staff room accommodation, H.S. (W.O., Bairnsdale; P.S., Sale, Warragul; H.S., Yallourn.) 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, 8th February, 1949.

PUBLIC SERVICE NOTICES.

PUBLIC SERVICE OF VICTORIA.—VACANCIES.

APPPLICATIONS will be received by the Public Service Board up to Wednesday, the 23rd 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 "C2" (Accountant, Holmesglen Concrete House Factory), Office of the Housing Commission, Department of Treasurer.

Yearly Salary.—£592, minimum; £644, maximum.

Duties.—To take charge of Holmesglen Housing Factory accounts, costing sections, and the general office; to be responsible for the costing of construction work of concrete houses; and to carry out the duties of industrial and personnel officer.

Qualifications.—To be a qualified accountant with experience in cost accounting; and to be familiar with the application of building trades awards.

PROFESSIONAL DIVISION.

District Health Officer, Grade I, Class "A1," or District Health Officer, Grade II, Class "A1," General Health Branch, Department of Health.

Yearly Salary.—Grade I.—£1,150, minimum; £1,250, maximum. Grade II.—£1,050, minimum; £1,150, maximum.

Duties.—To carry out such duties as are imposed by or conferred under the Health Acts, including inspection as to the public health and sanitary circumstances of the district; investigating and reporting on outbreaks of infectious diseases and any other matters affecting public health; and any other duties required by the Chief Health Officer or the Commission of Public Health.

A District Health Officer may be required to reside at the headquarters of his district, and is subject to transfer from one district to another.

Qualifications.—To be a medical practitioner registered in Victoria; to hold a Degree in or Diploma of Public Health, or to have had approved experience in public health duties in Commonwealth or State services.

Designing Engineer, Class "B," Investigations and Designs Branch, Department of Water Supply.

Yearly Salary.—£670, minimum; £722, maximum.

Duties.—Under direction, to analyse and correlate hydrologic data for the preparation of reports on proposed water supply projects.

Qualifications.—To possess a University Degree in Engineering or equivalent qualification, to have had not less than three years' experience in engineering investigations, preferably in connexion with water conservation projects.

Senior Biologist, Class "C2," Fisheries and Game Branch, Department of Chief Secretary.

Yearly Salary.—£592, minimum; £644, maximum; commencing salary according to experience.

Duties.—Under direction of the Chief Inspector of Fisheries and Game, to control the Snob's Creek Fish Hatchery; to supervise the general operations of the hatchery and to initiate and carry out research into fisheries problems.

Qualifications.—To possess the Degree of Master of Science, with chemistry, zoology, and other biological subjects, as major subjects; to have post-graduate research experience in biological subjects.

Draughtsman, Class "C2," Department of Lands and Survey.

Yearly Salary.—£592, minimum; £644, maximum.

Duties.—To compile maps and plans for reproduction, draw plans from surveyors' field notes, perform general survey draughting work, and assist in the supervision and training of junior draughtsmen.

Qualifications.—To be a competent survey draughtsman with a good knowledge of the computations necessary for the compilation of maps and plans and of Departmental procedure and requirements in connexion therewith.

Clerk of Courts, Grade III, Class "C" (Relieving), Courts, Department of Law.

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

Duties.—To perform the duties of a relieving Clerk of Courts.

Qualifications.—As prescribed by Regulation 42A of the Public Service (Public Service Board) Regulations.

Assistant (Male), Class "D," Public Library Branch, Department of Chief Secretary.

Yearly Salary.—£364, minimum; £436, maximum, commencing salary in accordance with qualifications and experience.

Duties.—To classify and index the official and private documentary material in the Library; to inspect and select Government documents in other Departments; to have sub-charge of the Victorian Historical Collection, and to undertake researches into matters pertaining to local history.

Qualifications.—To possess a University Degree in Arts; to have a detailed knowledge of Australian history, and some experience in handling Government publications and archival material.

TECHNICAL AND GENERAL DIVISION.

Inspector of Lifts, Lift Inspection Branch, Department of Labour.

Yearly Salary.—£494, minimum; £520, maximum.

Duties.—To inspect and test lifts under the provisions of the *Lift Act 1928* and Regulations thereunder, and other types of lifting gear.

Qualifications.—To have had practical experience in connexion with the erection and maintenance of lifts, cranes, hoists, and other lifting devices and equipment, and to possess a thorough knowledge of the various types of such appliances; to have had technical training in electrical, structural, and mechanical engineering, and be able to make technical calculations and sketches; to be proficient in locating defects in the construction, workmanship, and operation of such appliances; to be capable of making comprehensive and technical reports upon lift practices, and to have an intimate knowledge of the Regulations relating to lifts.

Senior Warder, Penal and Gaols Branch, Department of Chief Secretary. (Five vacancies.)

Yearly Salary.—£396, minimum; £422, maximum.

Qualifications.—To have passed the prescribed examination for promotion; to have had a satisfactory record of service; to possess the qualities of leadership required of a senior officer in the management of staff and prisoners; to have had sufficient experience to enable him readily to assume responsibility, including store-keeping, when required.

Forest Overseer, Grade II, Department of State Forests.

Yearly Salary.—£332, minimum; £384, maximum.

Duties.—To supervise operations of forest employees and licensees, and to carry out general and fire patrol duties.

Qualifications.—To possess a knowledge of the Victorian Forests Act and Regulations and of office procedure, and to have practical experience of field methods and operations in the State Forests Department.

Warder, Penal and Gaols Branch, Department of Chief Secretary. (Fifty-nine vacancies.)

Yearly Salary.—£305, minimum; £370, maximum.

Duties.—To control and supervise male prisoners, and perform other duties as required.

Qualifications.—As required by Regulation 29 of the Public Service (Public Service Board) Regulations.

Assistant (Male), Grade II, Taxation (Land Tax) Office, Department of Treasurer. (Two vacancies.)

Yearly Salary.—Junior, according to age; adult, £299, minimum; £364, maximum.

Duties.—To have charge of a filing section of the Records Branch, and to be responsible for the correct arrangement, movement, and recording of files and correspondence, &c., relating thereto.

Qualifications.—To be active and industrious, and to possess a practical knowledge of procedure in relation to filing methods, together with a capacity for accuracy, neatness, and expedition in the performance of the duties. Possession of Intermediate Certificate is desirable.

Nurse, Grade I, Special School, Stawell, Mental Hygiene Branch, Department of Health.

Salary.—£310 a year.

Duties.—To take charge or sub-charge of a ward in Special School, Stawell.

Qualifications.—To possess a Mental Deficiency Certificate, and to have had experience as a Nurse in Grade II, in a Mental Hospital, or Mental Defectives Institution.

Assistant (Female), Grade IV., Motor Registration Branch, Office of the Chief Commissioner of Police, Department of Chief Secretary.

Yearly Salary.—£247, minimum; £260, maximum.

Duties.—To assess, list, and type memorandums for return of irregular mail insurance payments, and to type correspondence for transfers on re-registration.

Qualifications.—To be a competent typist, and to possess a good knowledge of the Motor Car Acts and Motor Car (Third-Party Insurance) Act.

Photographer's Assistant (Male) (Junior), Central Plan Office, Photographic Laboratory, Department of Lands and Survey.

Yearly Salary.—At sixteen years of age, £104; at seventeen years, £117; at eighteen years, £143; at nineteen years, £169; at twenty years, £195.

Duties.—To assist in photographic work under the direction of the Officer in charge of the Branch.

Qualifications.—To possess a Junior Technical Certificate or an Intermediate Certificate.

NOTE.—In addition to the salary rates quoted, a cost of living adjustment (£90 a year for adult males, £60 a year for adult females, and £45 a year for minors), 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, 7th February, 1949.

PUBLIC SERVICE OF VICTORIA.—VACANCIES.

TEMPORARY APPOINTMENT.

APPPLICATIONS will be received by the Public Service Board up to Wednesday, the 23rd February, 1949, from persons who are qualified, for appointment to the under-mentioned positions:—

Plumbing Inspector, Plumbers and Gasfitters Board, General Health Branch, Department of Health.

Salary.—£460 a year.

Duties.—Under the direction of the Chairman of the Plumbers and Gasfitters Board, to visit works in progress for the purpose of ascertaining whether the provisions of the Health Act relating to plumbers and gasfitters are being complied with; to submit reports where non-compliance is observed; and to investigate and report upon complaints concerning non-compliance with the Act. To carry out such other duties as may be directed.

Qualifications.—Applicants must be registered Class I. plumbers, and should preferably have had previous experience in inspection work and in the writing of reports.

Inspector, Grade I., Birchip Centre, Department of Water Supply.

Yearly Salary.—£344, minimum; £370, maximum.

Duties.—To supervise and control the maintenance of works, the construction of new works, and the distribution of water in the Birchip Centre; to direct the work of Inspectors (Sand Drift), Overseers, Rangers, and repair gangs, and keep all necessary records in connexion with the work. To supervise urban reticulation supplies.

Qualifications.—To be capable of supervising and directing the work of overseers and rangers, repair gangs, teams, and mechanical plant engaged on maintenance, sand drift prevention, and sand removal, and construction of new channels and structures. To have ability to control the distribution and regulation of water through the district, the measurement of sand in channels.

Overseer (Nyahwest Centre), Department of Water Supply.

Salary.—£331 a year.

Duties.—To supervise the distribution of domestic and stock water supplies, the maintenance of channels and structures in the Long Lake Waterworks District, and the carrying out of new works in the area under the general control of the Nyahwest Centre.

Qualifications.—To possess experience in the distribution of water for domestic and stock purposes, and ability to handle men with horse teams engaged on sand clearing, and to supervise gangs engaged on channel maintenance and structure repairs; to take levels and set out work, to measure up piece work, and to perform clerical work in connexion with time-books, reports, &c. To have a knowledge of sand drift prevention.

The person appointed will be required to reside in the Commission's residence at Goschen.

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, 7th February, 1949.

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

THE Permanent Heads of the Departments shown have recommended the officers named hereunder for appointment to the under-mentioned vacancies.

Office and Classification.	Duties.	Qualifications.	Officer Recommended for Appointment.		
			Name.	Classification.	Date of Classification.

ADMINISTRATIVE DIVISION.

DEPARTMENT OF PUBLIC INSTRUCTION.

Clerk, Class "C2" ..	To have charge of the salaries section; to be responsible for the checking and preparation of salary cards for the machining of pay rolls; to supervise the notation of all salary adjustments; and to deal with correspondence relating to salaries and allowances	To have a good knowledge of the Public Service, Teaching Service, and Education Acts, and the Regulations thereunder; to be familiar with departmental organization and procedure; to be capable of directing and controlling staff; and to possess the necessary initiative and ability to organize new work	Boyce, J. H.	Clerk, 3rd Subdivision, Class "C1"	31.8.48
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PUBLIC SERVICE (PUBLIC SERVICE BOARD) REGULATION 36A—VACANCIES—*continued.*

Office and Classification.	Duties.	Qualifications.	Officer Recommended for Appointment.		
			Name.	Classification.	Date of Classification.

ADMINISTRATIVE DIVISION—*continued.*

DEPARTMENT OF HEALTH.

Mental Hygiene Branch.

Clerk, Class "B1" (Secretary, Mental Hospital, Mont Park)	To be responsible for the secretarial side of the administration, and to carry out the duties of clerk of a mental hospital as prescribed by the Mental Hygiene Acts	To have had experience in the management and organization of a mental hospital, including control of stores, clothing, provisions, and artisan activities; an intimate knowledge of the Mental Hygiene Acts and Regulations thereunder, and ability to control a large staff, including artisans	Allehin, C. H.	Clerk, 3rd Subdivision, Class "B" (Secretary Mental Hospital, Sunbury)	9.9.48
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PROFESSIONAL DIVISION.

DEPARTMENT OF WATER SUPPLY.

Chief Irrigation Officer, Classes "A" and "A1" (£900-£1,050)	To be responsible for the direction and supervision of the activities of the Irrigation Branch of the State Rivers and Water Supply Commission, the main purpose of which is to advise and instruct irrigators in irrigation practice and in the economical use of water	To possess a degree in Agricultural Science, Science, or Civil Engineering; to have a detailed knowledge of irrigated agriculture—experience in the supervision of the development of irrigated farms is essential; to have organising ability, and be competent to compile hand-books and give public lectures on irrigation development for the guidance of irrigators	Harding, H. E.	Senior Designing Engineer, Grade I., Class "A" (£900-£1,000)	1.2.47
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Appeals against such recommendations should be lodged with the Secretary to the Public Service Board not later than Saturday, the 19th February, 1949.

Office of the Public Service Board,
Melbourne, 8th February, 1949.

By order,
E. F. FITZGIBBON,
Secretary.

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

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.

ADMINISTRATIVE DIVISION.

DEPARTMENT OF PREMIER.

Audit Office.

Senior Auditor, Class "B1" (8 positions)	Senior Auditor, Class "A" (£850-£900) (8 positions)	To act as Inspecting Officers in accordance with the provisions of section 50 of the <i>Audit Act</i> 1928.	To be qualified accountants; to have a thorough knowledge of the <i>Audit Act</i> and the Regulations thereunder, and of the various activities which are subject to audit by the Auditor-General	Burke, C. W. Cameron, D. K. Ackers, G. W. Whelan, J. J.	Senior Auditor, 3rd Subdivision, Class "B1"	30.6.48
		To act as Auditor of Railways Accounts	To be a qualified accountant; to have a thorough knowledge of the <i>Audit Act</i> and the Regulations thereunder and of the Railways system of accounts	Caldwell, H. J.	Senior Auditor, 3rd Subdivision, Class "B1"	30.6.48

PUBLIC SERVICE (PUBLIC SERVICE BOARD) REGULATION 36A—RECLASSIFICATIONS—*continued.*

Office and Present Classification.	Revised Classification.	Duties.	Qualifications.	Officer Recommended for Appointment.		
				Name.	Classification.	Date of Classification.

ADMINISTRATIVE DIVISION—*continued.*DEPARTMENT OF PREMIER—*continued.**Audit Office—continued.*

Senior Auditor, Class "B1" (8 positions) — <i>continued</i>	Senior Auditor, Class "A" (£850-£900) (8 positions) — <i>continued</i>	To act as Auditor of the accounts of the State Electricity Commission	To be a qualified accountant; to have a thorough knowledge of the Audit Act and the Regulations thereunder, and of the system of accounts in operation at the State Electricity Commission	Corben, H. L.	Senior Auditor, 3rd Sub-division, Class "B1"	30.8.48
		To have charge of special accounts, &c.; to record the warrants issued in accordance with the provisions of the Audit Act, and to prepare and analyze statements in connexion with the annual reports to Parliament	To have a thorough knowledge of the Audit Act and the Regulations thereunder, and to have experience in the compilation of statistical statements and in the preparation of the Auditor-General's reports to Parliament	Bird, W. M.	Senior Auditor, 3rd Sub-division, Class "B1"	30.6.48
		To act as Inspector of Officers in Charge of Stores and Material	To be a qualified accountant; to have a thorough knowledge of the Audit Act and the Regulations thereunder, and of Part V. of the Regulations under the <i>Public Service Act 1946</i>	Davis, W. L.	Senior Auditor, 3rd Sub-division, Class "B1"	5.10.48
Auditor, Grade II., Class "C2"	Auditor, Grade I., Class "B"	To audit the accounts of the Victorian Inland Meat Authority and the Potato Marketing Board, and to conduct other audits and investigations, as directed by the Auditor-General	To be a qualified accountant; to have a thorough knowledge of the Audit Act and the Regulations thereunder, and of the various activities which are subject to audit by the Auditor-General	Duncan, W. J.	Auditor, Grade II., 3rd Sub-division, Class "C2"	29.1.48

Office of the Public Service Board.

Public Service Inspector, Class "B" (2 positions)	Class "B1" (2 positions)	As prescribed by section 44 (2) of the <i>Public Service Act 1946</i>	To possess a Diploma in Public Administration or other appropriate qualification; to have a good knowledge of the Public Service Act and the Regulations thereunder and of the general organization and working of departments; to have had experience in investigation work and in the compilation of reports; to be competent to carry out investigations in all phases of departmental organization and procedure, including staffing and classification, and office efficiency	Sandall, W. A.	Public Service Inspector, 3rd Sub-division, Class "B"	1.2.49
				Gillard, R. W.	Public Service Inspector, 2nd Sub-division, Class "B"	15.9.48

DEPARTMENT OF LANDS AND SURVEY.

Clerk and Draughtsman, Class "C" (four positions)	Class "C1" (four positions)	To report on applications for Crown land and to record on locality plans all dealings in connexion therewith	To have passed the Clerk and Draughtsman's examination, and to have a general knowledge of the Acts and Regulations administered in the Department	Harpin, G. E., Harris, W. R., Buck, E. W. L.	Clerk and Draughtsman, 3rd Sub-division, Class "C"	1.2.48
				Wintle, J. G.	Clerk and Draughtsman, 3rd Sub-division, Class "C"	9.6.48

DEPARTMENT OF WATER SUPPLY.

Clerk, Class "C" (Revenue Officer, Birchip)	Class "C1"	To supervise the collection of revenue; to keep Water Rate Books, Meter Ledgers, Water Sales Ledgers, Cash Books, and office records; to issue Rate Assessment Notices and receive revenue; to supervise the preparation of wages sheets, returns and statements, the payment of wages and district costing work; to have charge of all clerical work connected with a District Office	To possess a good knowledge of the Water Acts and of the incidence of rating and experience in rate collecting; to have ability to conduct negotiations and correspondence, and to represent the Commission in proceedings for the recovery of rates and charges. A working knowledge of the Land and Local Government Acts is desirable	Watson, E. P.	Clerk, 3rd Sub-division, Class "C"	1.2.48
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PUBLIC SERVICE (PUBLIC SERVICE BOARD) REGULATION 36A—RECLASSIFICATION—*continued.*

Office and Present Classification.	Revised Classification.	Duties.	Qualifications.	Officer Recommended for Appointment.		
				Name.	Classification.	Date of Classification.
ADMINISTRATIVE DIVISION—<i>continued.</i>						
DEPARTMENT OF WATER SUPPLY—<i>continued.</i>						
Clerk, Class "C" (Revenue Officer, Chelsea)	Class "C1"	To supervise the collection of revenue; to keep Water Rate Books, Meter Ledgers, Water Sales Ledgers, Cash Books, and Office records; to issue Rate Assessment Notices and receive revenue; to supervise the preparation of wages sheets, returns and statements, the payment of wages, and district costing work; to have charge of all clerical work connected with a District Office	To possess a good knowledge of the Water Acts, a knowledge of the incidence of rating, and experience in rate collecting; ability to conduct negotiations and correspondence, and to represent the Commission in proceedings for recovery of rates and charges; a working knowledge of the Land and Government Acts is desirable.	Roberts, T. A.	Clerk, 3rd Sub-division, Class "C"	1.2.48

Appeals against such recommendations should be lodged with the Secretary to the Public Service Board not later than Saturday the 19th February, 1949.

By order,

Office of the Public Service Board,
Melbourne, 8th February, 1949.

E. F. FITZGIBBON,
Secretary.

No. 437.

Public Service Act 1946, Section 39.

REGULATIONS—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

FIRST SCHEDULE.

PROFESSIONAL DIVISION.

Offices and Rates of Salaries.

Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
	£	£
DEPARTMENT OF AGRICULTURE.		
CLASS "C2."		
<i>Delete—</i> Senior Chemist (Cereal)	592	644
CLASS "B."		
<i>Add—</i> Senior Chemist (Cereal)	670	722

This Regulation shall have effect as on and from the 1st January, 1949.

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 10th January, 1949.

No. 439.

Public Service Act 1946, Section 50.

REGULATIONS—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

SIXTH SCHEDULE.

TEMPORARY EMPLOYEES.

Designations of Positions and Rates of Salaries.

Department and Designation of Position.	Yearly Rate of Salary.		Increments (Annual).
	Minimum.	Maximum.	
	£	£	
DEPARTMENT OF HEALTH.			
MENTAL HYGIENE.			
<i>Delete—</i> Social Worker (Female)	286	312	1 of £26
Social Worker (Female), Assistant	234	273	..
<i>Add—</i> Social Worker (Female)	364	416	2 of £26
Social Worker (Female), Assistant	299	338	..

This Regulation shall have effect as on and from the 1st February, 1949.

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 10th January, 1949.

No. 438.

Public Service Act 1946, Section 39.

REGULATIONS—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the Public Service Act 1946, hereby amends its Regulations as shown below :—

FIRST SCHEDULE.

PROFESSIONAL DIVISION.

Offices and Rates of Salaries.

Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
	£	£
DEPARTMENT OF CHIEF SECRETARY.		
CLASS "D."		
<i>Delete—</i>		
Assistant (Female), National Museum ..	312	364
Assistant (Female), Public Library ..	364	436
Assistant (Female), Public Library ..	312	364
Keeper of the Prints (Female), National Gallery ..	364	436
Social Worker (Female), Children's Welfare ..	312	338
Teacher (Female), Children's Welfare ..	312	338
CLASS "E."		
<i>Delete—</i>		
Assistant (Female), National Museum ..	143	286
Assistant (Female), Public Library ..	143	286
<i>Add after Class "C"—</i>		
CLASS "D1" (FEMALE).		
Assistant, National Museum ..	364	436
Assistant, Public Library ..	364	436
Keeper of the Prints, National Gallery ..	364	436
Social Worker, Children's Welfare ..	364	436
<i>Add after Class "D"—</i>		
CLASS "D" (FEMALE).		
Assistant, National Museum ..	260	351
Assistant, Public Library ..	260	351
Teacher, Children's Welfare ..	260	351
<i>Add after Class "E"—</i>		
CLASS "E" (FEMALE).		
Assistant, National Museum ..	130	247
Assistant, Public Library ..	130	247
DEPARTMENT OF LAW.		
CLASS "D."		
<i>Delete—</i>		
Probation Officer (Female), Children's Courts ..	312	364
Professional Assistant (Female), Crown Law Offices ..	312	325
<i>Add after Class "D"—</i>		
CLASS "D" (FEMALE).		
Probation Officer, Children's Courts ..	260	351
Professional Assistant, Crown Law Offices ..	260	351

FIRST SCHEDULE—continued.

Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
	£	£
DEPARTMENT OF PUBLIC WORKS.		
CLASS "D."		
<i>Delete—</i>		
Draughtswoman	312	364
<i>Add after Class "C"—</i>		
CLASS "D1" (FEMALE).		
Draughtswoman	364	436
<i>Add after Class "D"—</i>		
CLASS "D" (FEMALE).		
Draughtswoman	260	351
DEPARTMENT OF HEALTH.		
MATERNAL AND CHILD HYGIENE BRANCH.		
<i>Delete—</i>		
CLASS "D."		
Social Worker (Female)	312	338
<i>Add after Class "C"—</i>		
CLASS "D1" (FEMALE).		
Social Worker	364	436
MENTAL HYGIENE BRANCH.		
CLASS "D."		
<i>Delete—</i>		
Dietitian (Female)	325	390
Senior Dietitian (Female)	416	436
Social Worker (Female)	312	338
<i>Add after Class "C1"—</i>		
CLASS "D1" (FEMALE).		
Senior Dietitian	364	436
Social Worker	364	436
<i>Add after Class "D"—</i>		
CLASS "D" (FEMALE).		
Dietitian	260	351
DEPARTMENT OF AGRICULTURE.		
CLASS "D."		
<i>Delete—</i>		
Assistant Fruit Preserving Expert (Female) ..	312	351
Assistant Seeds Analyst (Female) ..	364	436
Fruit Preserving Expert (Female) ..	364	436
Live Stock Research Officer (Female) ..	364	436
<i>Add after Class "C"—</i>		
CLASS "D1" (FEMALE).		
Assistant Seeds Analyst	364	436
Fruit Preserving Expert	364	436
Live Stock Research Officer	364	436
<i>Add after Class "D"—</i>		
CLASS "D" (FEMALE).		
Assistant Fruit Preserving Expert ..	312	351

This Regulation shall have effect as on and from the 1st February, 1949.

D. D. PAINE, Chairman.

E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 10th January, 1949.

No. 440. *Public Service Act 1946, Section 50.*

REGULATIONS—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

SECOND SCHEDULE.

TECHNICAL AND GENERAL DIVISION.

Offices and Rates of Salaries.

Department and Office.	Yearly Rate of Salary.		Increments (Annual).
	Minimum.	Maximum.	
DEPARTMENT OF CHIEF SECRETARY.	£	£	
PENAL AND GAOLS.			
<i>Add—</i> Farm Manager, Langi Kal Kal	527	579	2 of £26

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 17th January, 1949.

No. 443. *Public Service Act 1946, Section 39.*

REGULATIONS—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

FIRST SCHEDULE.

PROFESSIONAL DIVISION.

Offices and Rates of Salaries.

Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
DEPARTMENT OF LAW.	£	£
CLASS "B."		
<i>Add—</i> Professional Assistant, Office of the Public Trustee	670	722

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 10th January, 1949.

No. 448. *Public Service Act 1946, Section 39.*

REGULATIONS—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

FIRST SCHEDULE.

PROFESSIONAL DIVISION.

Offices and Rates and Salaries.

Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
DEPARTMENT OF WATER SUPPLY.	£	£
CLASS "B."		
<i>Add—</i> Superintending Draughtsman	670	722

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

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

No. 441.

Public Service Act 1946, Section 39.

REGULATIONS—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

FIRST SCHEDULE.

PROFESSIONAL DIVISION.

Offices and Rates of Salaries.

Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
DEPARTMENT OF AGRICULTURE.	£	£
CLASS "B."		
<i>Delete—</i> Field Superintendent, Dookie Agricultural College	670	722
<i>Add—</i> Field Superintendent, Dookie Agricultural College	670	722*
Veterinary Officer	670	722

* Subject to a charge of 10 per cent. of total emolument payable by way of salary for rent, fuel, light, power and water, or of £32 a year for board and lodging as the case may be.

This Regulation shall have effect as on and from the 28th November, 1948.

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 25th January, 1949.

No. 442. *Public Service Act 1946, Section 39.*

REGULATIONS—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

FIRST SCHEDULE.

PROFESSIONAL DIVISION.

Offices and Rates of Salaries.

Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
DEPARTMENT OF LANDS AND SURVEY.	£	£
CLASS "C1."		
<i>Delete—</i> Staff Surveyor	527	579
CLASS "C2."		
<i>Add—</i> Staff Surveyor	592	644

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 10th January, 1949.

No. 445.

Public Service Act 1946, Section 39.

REGULATIONS.—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

FIRST SCHEDULE.
PROFESSIONAL DIVISION.
Offices and Rates of Salaries.

Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
	£	£
DEPARTMENT OF MINES.		
CLASS "B1."		
<i>Add—</i> Superintending Draughtsman	748	800
CLASS "B."		
<i>Delete—</i> Superintending Draughtsman	670	722
<i>Add—</i> Senior Draughtsman	670	722
CLASS "C2."		
<i>Delete—</i> Senior Draughtsman (Lithographic) ..	592	644

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 10th January, 1949.

No. 447.

Public Service Act 1946, Section 50.

REGULATIONS.—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

SIXTH SCHEDULE.
TEMPORARY EMPLOYEES.
Designations of Positions and Rates of Salaries.

Department and Designation of Position.	Yearly Rate of Salary.		Increments (Annual).
	Minimum.	Maximum.	
	£	£	
DEPARTMENT OF AGRICULTURE.			
DOOKIE AGRICULTURAL COLLEGE.			
<i>Delete—</i> Piggery Assistant	260	273*	..
<i>Add—</i> Assistant Piggery Instructor ..	319	410*	3 of £13 and 2 of £26

* Subject to a charge of 10 per cent. of total emolument payable by way of salary for rent, fuel, light, power, and water, or £52 a year for board and lodging, as the case may be.

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 20th January, 1949.

No. 444.

Public Service Act 1946, Section 50.

REGULATIONS.—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

SIXTH SCHEDULE.
TEMPORARY EMPLOYEES.
Designations of Positions and Rates of Salaries.

Department and Designation of Position.	Yearly Rate of Salary.		Increments (Annual).
	Minimum.	Maximum.	
	£	£	
GENERAL.			
<i>Delete—</i> Draughtsman, Grade IV. ..	312	351	1 of £26 and 1 of £13
<i>Add—</i> Draughtsman, Grade IV. ..	312	351	3 of £13

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 10th January, 1949.

No. 453.

Public Service Act 1946, Section 50.

REGULATIONS.—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

SEVENTH SCHEDULE.
TECHNICAL AND GENERAL DIVISION.
DEPARTMENT OF HEALTH.
MENTAL HYGIENE.
Offices and Rates of Salaries.

Office.	Yearly Rate of Salary.		Increments (Annual).
	Minimum.	Maximum.	
	£	£	
<i>Delete—</i> Storeman, Grade I.	354	393	1 of £26 and 1 of £13
Storeman, Grade II.	341	367	..
Stores Assistant	315	328	..
<i>Add—</i> Storeman, Grade I.	364	403	1 of £26 and 1 of £13
Storeman, Grade II.	351	377	1 of £26
Stores Assistant	325	338	..

This Regulation shall have effect as on and from the 6th February, 1949.

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

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

No. 446. *Public Service Act 1946, Section 50.*

REGULATIONS.—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

SECOND SCHEDULE.

TECHNICAL AND GENERAL DIVISION.

Offices and Rates of Salaries.

Department and Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
DEPARTMENT OF TREASURER.	£	£
GOVERNMENT PRINTING OFFICE.		
<i>Delete—</i>		
Book Folder and Sewer, Forewoman	279	
Binding Forewoman (Quarter)	250	
<i>Add—</i>		
Binding Forewoman	279	

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 10th January, 1949.

No. 451. *Public Service Act 1946, Section 39.*

REGULATIONS.—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

FIRST SCHEDULE.

PROFESSIONAL DIVISION.

Offices and Rates of Salaries.

Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
DEPARTMENT OF CHIEF SECRETARY.	£	£
CLASS "C2."		
<i>Delete—</i>		
Chief Inspector of Fisheries and Game ..	592	644
CLASS "B."		
<i>Add—</i>		
Director of Fisheries and Game ..	670	722

This Regulation shall have effect as on and from the 6th February, 1949.

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

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

No. 452. *Public Service Act 1946, Section 39.*

REGULATIONS.—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

FIRST SCHEDULE.

PROFESSIONAL DIVISION.

Offices and Rates of Salaries.

Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
DEPARTMENT OF CHIEF SECRETARY.	£	£
CLASS "B."		
<i>Delete—</i>		
Director, Museum of Applied Science ..	670	722
CLASS "B1."		
<i>Add—</i>		
Director, Museum of Applied Science ..	748	800
DEPARTMENT OF HEALTH.		
MENTAL HYGIENE BRANCH.		
<i>Add—</i>		
CLASS "B."		
Psychologist	670	722

D. D. PAINE, Chairman,
E. F. FITZGIBBON, Secretary.

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

No. 449. *Public Service Act 1946, Section 39.*

REGULATIONS.—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below :—

FIRST SCHEDULE.

PROFESSIONAL DIVISION.

Offices and Rates of Salaries.

Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
DEPARTMENT OF LAW.	£	£
CLASS "C."		
<i>Delete—</i>		
Professional Assistant, Office of the Public Trustee	449	501
CLASS "C1."		
<i>Add—</i>		
Professional Assistant, Office of the Public Trustee	527	579

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

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

No. 450.

Public Service Act 1946, Section 50.
REGULATIONS—PART III.—SALARIES, INCREMENTS,
AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below:—

SECOND SCHEDULE.
TECHNICAL AND GENERAL DIVISION.
Offices and Rates of Salaries.

Department and Office.	Yearly Rate of Salary.
DEPARTMENT OF TREASURER.	£
GOVERNMENT PRINTING OFFICE.	
<i>Delete—</i>	
Overseer (Night) and Head Reader	493
<i>Add—</i>	
Overseer (Night)	493
Reader, Foreman	487

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

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

PRIVATE ADVERTISEMENTS.

I, GLADYS MYRTLE DUCKETT, of 47 Lansell-crescent, Camberwell, in the State of Victoria, the wife of George Stanley Duckett, heretofore called and known by the name of Gladys Myrtle Duck, hereby give public notice that by a deed poll dated the 1st day of February, 1949, duly executed and attested and deposited with the Registrar-General of the said State on the 3rd day of February, 1949, I formally and absolutely renounced and abandoned the said surname of Duck, and declared that I had assumed and adopted and intended thenceforth upon all occasions whatsoever to use and subscribe the surname of Duckett instead of the said surname of Duck, and so to be at all times thereafter called, known, and described by the said surname of Duckett.

Dated the 3rd day of February, 1949.

G. M. DUCKETT.

Witness—ROBERT S. WILSON, clerk to J. M. Smith and Emmerton, solicitors, Melbourne. 7557

I, GEORGE STANLEY DUCKETT, of 47 Lansell-crescent, Camberwell, in the State of Victoria, licensed pilot for the Port of Melbourne, heretofore called and known by the name of George Stanley Duck, hereby give public notice that by a deed poll dated the 1st day of February, 1949, duly executed and attested and deposited with the Registrar-General of the said State on the 3rd day of February, 1949, I formally and absolutely renounced and abandoned the said surname of Duck, and declared that I had assumed and adopted and intended thenceforth upon all occasions whatsoever to use and subscribe the surname of Duckett instead of the said surname of Duck, and so to be at all times thereafter called, known, and described by the said surname of Duckett.

Dated the 3rd day of February, 1949.

G. S. DUCKETT.

Witness—ROBERT S. WILSON, clerk to J. M. Smith and Emmerton, solicitors, Melbourne. 7558

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 BOX HILL.

NOTICE is hereby given that the Council of the City of Box Hill has made and passed a By-law, made under the Local Government Acts and the Uniform Building Regulations Victoria, and entitled "By-law No. 84 of the City of Box Hill."

The By-law is for determining, applying, dispensing with, or regulating such matters or things as are left to be determined, applied, dispensed with, or regulated by the Council of the City of Box Hill under the Uniform Building Regulations Victoria, and for other purposes.

A summary of the provisions of the By-law is as follows:—

The By-law—

1. Repeals By-laws numbered 78, 79, and 81, and clauses 243 to 243 (u) inclusive of By-law No. 43, and clause 22 of By-law No. 68 of the City of Box Hill respectively.
2. Prescribes a schedule of brick areas.
3. Prescribes areas in which certain buildings shall not be constructed to contain more than three storeys.
4. Prescribes areas in which certain buildings shall not be constructed to contain more than two storeys.
5. Adopts column 3 of Table 803 of the Uniform Building Regulations Victoria as the minimum area, depth, and width of frontage of land on which a building shall be constructed.
6. Prescribes the minimum distance from the street alignment of the outer walls of any building.
7. Gives the Council power to permit a variation of the specifications of column 3 in Table 803 of the Uniform Building Regulations Victoria, and provides for the erection of buildings on land lesser in area than that prescribed where such land existed as a separate allotment prior to the commencement of the Regulations.
8. Prescribes areas in which buildings other than dwellings of two or more storeys shall be built of brick or brick veneer.
9. Prescribes minimum floor areas of various classes of buildings.
10. Defines a "dwelling house" as being a building used or constructed or adapted to be wholly or principally for human habitation.
11. Prescribes the conditions upon which hoardings and signs may be erected in the municipality.

A copy of the By-law is available for inspection free of charge during office hours at the office of the Council, Town Hall, Box Hill.

Approval was given to the By-law by the Governor in Council on the 25th day of January, 1949.

A. BRUCE CURREY, Town Clerk.
Town Hall, Box Hill. 7501

CITY OF CHELSEA.

CITY SOLICITOR.

NOTICE is hereby given that the Council of the City of Chelsea has appointed Robert C. Taylor, of Frankston, as solicitor to this municipality, in lieu of Reginald Wadham, resigned.

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

7483

A. S. COLLINGS, Town Clerk.

CITY OF MELBOURNE.

BY-LAW No. 293.

A By-law of the City of Melbourne, made under Part VII. of the *Local Government Act 1946* and Part IV. of the *Health Act 1928*, and numbered 293, to amend or add to By-law No. 220, and for other purposes.

THE Council of the City of Melbourne doth hereby, in pursuance of the powers conferred by *The Local Government Act 1946* and the *Health Act 1928*, and by every other Act or power in that behalf, order as follows:—

1. This By-law shall, as from and after the date of the same coming into operation, be read and construed as one with By-law No. 220 intituled—

"A By-law of the City of Melbourne, made under Part VII. of the *Local Government Act 1928* (19 George V., No. 3720), and Part IV. of the *Health Act 1928* (19 George V., No. 3697), and numbered 220, to amend and consolidate the By-laws for regulating and restraining the erection and construction or alteration of buildings, erections, or hoardings, and for other purposes."

and any By-laws amending the same.

2. The definition of the word "builder" contained in Part I. of By-law No. 220 shall be amended by inserting therein between the words "building" and "or" wherever occurring therein the words "Skysign, illuminated sign, sign."

3. Part I. of By-law No. 220 shall be amended by inserting therein after the definition of "heights" therein contained the following:—

"Illuminated sign" means any exterior illumination, illuminated sign or lamp, illuminated gas tubing, gas letter sign, illuminated electric tubing, illuminated electric sign, flood light, or glass letter sign.

4. Clause 7 of Part II. of By-law No. 220 shall be amended—

(a) By deleting therefrom the words "exterior illumination" and the words "or lamp" and

(b) By inserting therein the word "or" between the word "mast" and the words "illuminated sign".

5. From and after the coming into operation of this By-law no builder shall in that part of the municipal district of the city more particularly described in the Schedule hereto, erect, construct, or use any illuminated sign, either as an addition or alteration to any building, external wall, or fence, or as an erection independent of any building external wall or fence.

Schedule Above Referred to.

All lands and buildings abutting on the east side of St. Kilda-road between Toorak-road on the north and High-street on the south.

Resolution for passing this By-law agreed to by the Council of the City of Melbourne, the 9th day of November, 1948, and confirmed the 6th day of January, 1949.

(SEAL) JAMES S. DISNEY, Lord Mayor.
H. S. WOOLTON, Town Clerk.

Confirmed by the Governor in Council, the 25th day of January, 1949.—A. MAHLSTEDT, Acting Clerk of the Executive Council. 7520

CITY OF MILDURA.

LOANS NOS. 21 AND 22.

Notice of Intention to Borrow the sums of £15,000 and £80,000 respectively for Permanent Works and Undertakings in the City of Mildura.

TAKE notice that the Council of the City of Mildura proposes to borrow, on the credit of the Mayor, Councillors, and Citizens of the said City, the sum of Ninety-five thousand pounds (£95,000) in the separate amounts set out above, such total sum to be raised by the issue of debentures in accordance with the respective provisions of the Local Government Acts.

The maximum rate of interest that may be paid is Three pounds five shillings (£3 5s.) per centum per annum. Such moneys shall be repayable by 40 half-yearly instalments of principal and interest by providing out of the municipal fund the said amounts on the 1st day of January and the 1st day of July in each respective year during the currency of the loans.

Such moneys shall be repayable, at Melbourne, at the Commercial Banking Company of Sydney Limited, or at the Council's bankers for the time being in Melbourne.

The purpose for which the loans are to be applied are—

Loan No. 21.—Construction of roads, foot-paths, and drainage	£15,000
Loan No. 22.—Electricity extensions in Mildura and district, including purchase and installation of generating plant	80,000
	95,000

The plans, specifications, and estimate of the cost of the works referred to above, and a statement showing the proposed expenditure of money to be borrowed, are open for inspection at the Town Hall, Mildura.

Dated this 5th day of February, 1949.

7482 T. J. NIHILL, Town Clerk.

CITY OF MORDIALLOC.

BY-LAW No. 98.

A By-law of the City of Mordialloc (hereinafter referred to as the Municipality), made under section 197 of the *Local Government Act 1946*, with the approval of the Governor in Council, and numbered 98, for the purpose of prescribing areas within the Municipality as residential areas, and prohibiting or regulating within the whole or any part of such residential areas the use of

any land or the erection (including adaptation for use) or the use of any building for the purpose of all classes of trade, industries, manufacturers, or public amusements.

IN pursuance of the powers conferred by the *Local Government Act 1946*, the Mayor, Councillors, and Citizens of the City of Mordialloc order as follows:—

1. This By-law shall come into operation on its approval by the Governor in Council and immediately after its publication in the *Government Gazette*.

2. By-law No. 94 is hereby amended by the addition of the following part:—

Part 2.

1. Any person who shall be guilty of an offence against this By-law, or shall fail to duly comply with any notice thereunder, shall be liable for every such offence to a penalty of Twenty pounds, and to a further penalty of Ten pounds for each day on which such offence is continued after the notice hereinafter referred to has been given to the offender of the commission of the offence, or after a conviction or order of any court, as the case may be.

2. If any building shall be erected, adapted for use, or used contrary to this By-law, the Council may, by notice in writing to be served upon the owner, require such owner to pull down or remove such building erected, adapted for use, or used contrary to this By-law within such time as is specified in the said notice.

3. In the event of failure to comply with any requirements contained in the notice referred to in the preceding clause, then notwithstanding the imposition or recovery of any penalty, it shall be lawful for the said Council, by its authorized officer, to enter upon any such building, or the site thereof, with a sufficient number of workmen, and for that purpose to break down any fence surrounding the land on which the building is situate, and to pull down or remove such building, and may sell the same or the materials thereof in such manner as it thinks fit.

4. The proceeds of any such sale shall be applied firstly in reimbursing the expenses of pulling down or removing the said building, and secondly in paying into the municipal fund any fees or penalties due by the owner thereof, the balance of the said proceeds (if any) shall then be paid to the owner or other person entitled thereto. Where the proceeds of the sale are insufficient to meet the costs of any expenses incurred and of any fees or penalties due, the balance may be recovered summarily from the owner.

A resolution for passing this By-law was agreed to by the Council on the 22nd day of November, 1948, and confirmed on the 10th day of January, 1949.

The common seal of the Mayor, Councillors, and citizens of the City of Mordialloc was hereunto affixed, by order of the Council, on the 10th day of January, 1949, in the presence of—

(SEAL) G. E. WHITE, Mayor.
C. G. WEIR, Councillor.
J. GRUT, Acting Town Clerk.

Approved by the Governor in Council on the 1st day of February, 1949.—A. MAHLSTEDT, Acting Clerk of the Executive Council. 7525

Local Government Act 1946.—Part XVIII, Division 4.
TOWN OF HORSHAM.

WHEREAS the Council of the Town of Horsham deems it expedient to execute a certain work or undertaking, that is to say, the erection of a Maternity and Child Welfare Centre and a Ladies' Rest Room, and for the purpose of executing such work or undertaking, the exercise of a compulsory power of taking land within its municipal district, pursuant to the *Local Government Act 1946*, will in the opinion of such Council be necessary and desirable: And whereas such Council has caused to be prepared such specifications, maps, plans, sections, and elevations as are necessary, showing the nature and extent of such work or undertaking, and the exact site and admeasurements thereof, the lands on which the same is proposed to be placed, and the names of the owners or reputed owners, lessees or reputed lessees, and the occupiers of such land as far as such names can be ascertained by such Council: And whereas the said specifications, maps, plans, sections, and elevations have been approved by such Council, notice is hereby given that the purport of the said work or undertaking and of the said specifications, maps, plans, sections, and elevations is a description of a Maternity and Child Welfare Centre and a Ladies' Rest Room to be built on all that piece of land known as No. 21 Roberts-avenue, Horsham, and being part of Crown section 8, Town and Parish of Horsham, County of Borung, and being the whole of the land more particularly described in certificate of title volume 4789, folio 957790.

And the said specifications, maps, plans, sections, and elevations are deposited for inspection at the office of the said Council, Town Hall, Horsham, and may be inspected at such office on such days and at such times as the said municipal office is appointed to be open.

And all persons affected by such proposed work or undertaking are hereby called upon to set forth, in writing, addressed to the Council of the Town of Horsham, or to the municipal clerk thereof, at the Town Hall, Horsham, within 40 clear days from the publication of this notice in the *Government Gazette*, all objections which they may have to such work or undertaking.

Dated the 2nd day of February, 1949.

By order of the said Council,
1502 A. J. WATTS, Town Clerk.

SHIRE OF ARARAT.

ESTABLISHMENT OF A POUND AT LAKE BOLAC.

NOTICE is hereby given, in accordance with section 4 of the *Pounds Act 1928*, that the Council of the Shire of Ararat has appointed as a Pound at Lake Bolac the land more particularly described and referred to in the Schedule hereto.

Schedule Above Referred to.

All that piece of land containing 1 acre, or thereabouts, being lots 1, 2, and 3 on plan of subdivision No. 15074 lodged in the Office of Titles, and being part of Crown allotments 18 and 19, Town of Parupa, Parish of Parupa, County of Ripon.

Commencing at the north-west corner of lot 1 of L.P. 15074, being the south-east corner of the intersection of the Glenelg Highway and a Government road; thence along the northern boundaries of lots 1, 2, and 3, bearing north 73 deg. 57 min. east for a distance of 416 2/10 links to the north-east corner of lot 3; thence along the eastern boundary of lot 3 bearing south for a distance of 250 links to the south-west corner of the said lot; thence along the southern boundaries of lots 1, 2, and 3 bearing south 73 deg. 57 min. west for a distance of 416 2/10 links to the south-west corner of lot 1; thence along the western boundary of lot 1 bearing north for a distance of 250 links to the point of commencement.

K. N. BISHOP, Shire Secretary.
Shire Hall, Ararat, 3rd February, 1949. 7505

SHIRE OF ARARAT.

ESTABLISHMENT OF A POUND AT WILLAURA.

NOTICE is hereby given, in accordance with section 4 of the *Pounds Act 1928*, that the Council of the Shire of Ararat has appointed as a Pound at Willaura the land more particularly described and referred to in the Schedule hereto.

Schedule Above Referred to.

All that piece of land containing 3 roods and 17 perches, or thereabouts, being part of lot 24 on plan of subdivision No. 4432 lodged in the Office of Titles, and being part of Crown allotment 41A, Parish of Willaura, County of Ripon.

Commencing at a point on the northern boundary of lot 24 of L.P. 4432, bearing south 87 deg. 25 min. west for a distance of 377 10/10 links from the north-east corner of the said lot; thence bearing south 16 deg. 10 min. west for a distance of 211 2/10 links; thence south 87 deg. 25 min. west along the southern boundary of the said lot for a distance of 394 4/10 links to the south-west corner of the said lot; thence along the western boundary of the said lot, bearing north 2 deg. 35 min. west for a distance of 200 links to the north-west corner of the said lot; thence along the northern boundary of the said lot, bearing north 87 deg. 25 min. east for a distance of 462 3/10 links to the point of commencement.

K. N. BISHOP, Shire Secretary.
Shire Hall, Ararat, 3rd February, 1949. 7506

SHIRE OF ARARAT.

LAKE BOLAC POUND.

NOTICE is hereby given that Frederick William Graham, of Lake Bolac, has been appointed Poundkeeper of the Lake Bolac Pound, with effect from 9th February, 1949.

7503 K. N. BISHOP, Shire Secretary.

SHIRE OF ARARAT.

WILLAURA POUND.

NOTICE is hereby given that Stanley Eric Hellyer, of Willaura, has been appointed Poundkeeper of the Willaura Pound, with effect from 9th February, 1949.

7504 K. N. BISHOP, Shire Secretary.

SHIRE OF GORDON.

NOTICE OF INTENTION TO BORROW MONEY FOR PERMANENT WORKS AND UNDERTAKINGS.

TAKE notice that the Council of the Shire of Gordon proposes to borrow, on the credit of the President, Councillors, and Ratepayers of the said Shire, the sum of Three thousand pounds, such sum to be raised by the issue of debentures in accordance with the provisions of Part XV. of the *Local Government Act 1946*.

It is further proposed that—

1. The rate of interest to be named in such debentures shall be £3 5s. per cent. per annum.
2. The interest thereon is to be payable in moieties half-yearly.
3. The moneys borrowed shall be repayable at the National Bank, Boort, half-yearly.
4. The purposes for which the loan is to be applied are for the purchase of additional machinery for the power-house at Pyramid Hill Electric Light undertaking.
5. The loan is to be liquidated by a provision out of the municipal fund in each year during the currency of the loan.
6. The loan is to be expended in the purchase of an engine, alternator, and ancillary gear for the Pyramid Hill Electric Light undertaking.
7. The plans and estimate of the cost of the proposed works referred to above, with a statement of the proposed expenditure of the money to be borrowed, are open for inspection at the Shire Office, Boort.

Dated this 2nd day of February, 1949.

7477 ROSS M. GRAHAM, Shire Secretary.

SHIRE OF WOORAYL.

BY-LAW No. 27.

A By-law of the Shire of Woorayl, made under the provisions of the *Local Government Act 1946* and every other power thereunto it enabling, and numbered 27, for—

1. Prohibiting or regulating the sale of goods from stalls, motor cars, carts, trucks, barrows, boxes, baskets, crates, bags, or other vehicles or receptacles standing or placed on any street, road, or public place within the area within the municipal district set forth in this By-law.
2. Regulating the use of streets, roads, and public places by street hawkers and itinerant traders dealing in goods.
3. Prohibiting any street hawkers and itinerant traders dealing in goods during particular hours from using any streets, roads, or public places within the area within the municipal district set forth in this By-law.

IN pursuance of the powers conferred by the *Local Government Act 1946*, and every other power thereunto it enabling, the President, Councillors, and Ratepayers of the Shire of Woorayl, with the approval of the Governor in Council, order as follows:—

1. This By-law, save as is otherwise expressed in any clause thereof, shall apply to and have operation throughout the whole of the Township of Leongatha.
2. No person shall sell any goods from any stall, motor car, cart, truck, barrow, box, basket, crate, bag, or other vehicle or receptacle standing or placed on any public highway, road, street, footway, footpath, court, alley, passage or thoroughfare, notwithstanding formed on private property within the township of Leongatha, but the prohibition herein contained shall not apply to fêtes, carnivals, or bazaars for charitable purposes or for assisting any church, Sunday school, religious organization, returned servicemen's or servicewomen's organization, Boy Scout, or Girl Guide organization, or for the purposes of any hospital auxiliary, or for the purposes of any other organization, body, or society approved by the Council.
3. No street hawker or itinerant trader dealing in goods shall, between the hours of 8 o'clock in the forenoon and 6 o'clock in the afternoon, use any street, road, or public place within that area of the Township of Leongatha which is bounded on the east by the Melbourne-Yarram railway line, on the south by Church-street, on the west by Bruce-street and Peart-street, and on the north by Smith-street, and during the same hours shall not use that part of Bair-street and the South Gippsland Highway extending from Church-street to the overhead bridge across the Melbourne-Yarram railway line.
4. No child (as defined by the *Factories and Shops Act 1928*) shall be employed as a street hawker or itinerant trader.

5. Clause 2 shall not prevent any person from delivering any goods to any place or residence in any street in the said Township of Leongatha, provided that such goods have been previously ordered to be delivered by the occupier of such place or residence.

6. Any person who is guilty of any act or default in contravention of the provisions of this By-law shall be liable, on conviction, in the case of a first offence, to a penalty of not less than £2 and not exceeding £20, and for every subsequent offence to a penalty not less than £5 and not exceeding £20.

7. This By-law shall come into operation upon publication in the *Government Gazette*.

The resolution for making and passing this By-law was agreed to by the Council at its meeting held on the 8th day of October, 1948, and confirmed on the 12th day of November, 1948.

The common seal of the President, Councillors, and Ratepayers of the Shire of Woorayl was hereto affixed, in the presence of—

(SEAL) A. C. ASHENDEN, President.
C. A. BOND, Councillor.
C. H. LYON, Shire Secretary.

Approved by the Governor in Council this 1st day of February, 1949.—A. MAHLSTEDT, Acting Clerk of the Executive Council. 7524

NOTICE is hereby given that the partnership heretofore subsisting between Charles James Dixon, Marjorie Rose Dixon, James Edward Cummings, and Doreen Mary Cummings, all of Seymour, shopkeepers, carrying on business at Seymour, under the style or firm of Dixon and Cummings, has been dissolved as from the 24th day of January, 1949, so far as concerns the said James Edward Cummings and Doreen Mary Cummings, who retire from the said firm.

Dated this 24th day of January, 1949.

J. E. CUMMINGS.
C. J. DIXON.
M. R. DIXON.
D. M. CUMMINGS.

W. J. Osborne, LL.B., solicitor, Seymour. 7470

NOTICE is hereby given that the partnership heretofore subsisting between William Joseph McCormack and Allan James McCormack, as executors of the will of James Daniel McCormack and William Joseph McCormack, carried on at Seymour and Northwood, was dissolved by mutual consent on the 21st day of January, 1949.

W. J. MCCORMACK.
ALLAN J. MCCORMACK.

W. J. Osborne, LL.B., solicitor, Seymour. 7469

NOTICE is hereby given that the partnership heretofore existing between John Michael Provis, of 37 Howard-street, East Brunswick, in Victoria, and Dudley Halley Brearley, of 72 Wilson-street, South Yarra, in Victoria, carrying on the business of fumigators and pest exterminators, under the style or firm name of J. M. Provis and Company, has been dissolved by mutual consent as from the 28th day of January, 1949. The business will be carried on by the said John Michael Provis, who will meet all partnership liabilities.

Dated the 29th day of January, 1949.

JOHN M. PROVIS.

Witness—WINNIE L. HORSNELL.

D. BREARLEY.

Witness—R. J. HAMER.

J. M. Smith and Emmerton, solicitors, 480 Bourke-street, Melbourne, C.1. 7529

THE TRAVELLING DRAPERY SERVICE.

NOTICE is hereby given that the partnership heretofore subsisting between the undersigned, Edward James O'Callaghan, of 134 Elgin-street, Carlton, and Harry Saks, of 205 Amess-street, North Carlton, carrying on business in Victoria under the name "The Travelling Drapery Service," has been dissolved by mutual consent as from the 29th day of October, 1948. All debts due to and owing by the late firm will be received and paid at 205 Amess-street, North Carlton, by the said Harry Saks, who is continuing to carry on the said business.

Dated the 2nd day of February, 1949.

E. J. O'CALLAGHAN.
H. SAKS.

Witness to above signatures—J. P. HENNESSY, solicitor, Carlton. 7516

NOTICE is hereby given that the partnership heretofore subsisting between the undersigned, Cyril Thomson and Florence Amy Thomson, carrying on business as guest house keepers, at Park-street, South Yarra, under the style or firm of "Delgetti," was dissolved by mutual consent on the 14th day of January, 1949. The business is being continued under the style or firm of "Delgetti" at the same address by Florence Amy Thomson, who will pay all debts due to and owing by the said late firm.

Dated this 29th day of January, 1949.

CYRIL THOMSON.
F. THOMSON.

7510

NOTICE is hereby given that the business heretofore carried on by John Edward Harvey, of 4 Shelley-street, Elwood, and John Queenscliff Hall, of 17 Avondale-avenue, Chelsea, under the style or firm of "Chelsea Taxi Service," has been dissolved as from the 30th day of September, 1948. The said John Queenscliff Hall will continue to carry on the business under the name of "Chelsea Taxi Service," and all amounts owing to and by the said firm shall be paid and notified to the said John Queenscliff Hall, at the above-mentioned address.

Dated this 28th day of January, 1949.

JOHN Q. HALL.
JOHN E. HARVEY.

Middleton, McEacharn, and Shaw, solicitors, 60 Market-street, Melbourne. 7509

NOTICE is hereby given that the partnership heretofore subsisting between the undersigned, George Meadows and William George Meadows, carrying on business as bakers, at Buangor, under the name of "George Meadows and William George Meadows," 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 the said William George Meadows, who will continue to carry on the business at the same place.

Dated at Ararat, the 4th day of February, 1949.

G. MEADOWS.
W. G. MEADOWS.

Witness—JOHN E. BRIGGS, solicitor, Ararat.

Briggs and O'Driscoll, solicitors, 112 Barkly-street, Ararat. 7493

NOTICE is hereby given that the partnership heretofore subsisting between the undersigned, John Julius Sinn and Henry Julius Sinn, carrying on business as real estate agents at 230 Hawthorn-road, Caulfield, under the name of "J. J. Sinn," has been dissolved by mutual consent as from the 31st day of January, 1949. All debts due to and owing by the said firm will be received and paid by the said Henry Julius Sinn, who will continue to carry on the business at the same place.

Dated this 1st day of February, 1949.

J. J. SINN.
H. J. SINN.

Molomy and Molomy, solicitors, 99 Queen-street, Melbourne. 7553

NOTICE is hereby given that the partnership hitherto subsisting between Frederick Percy Matthews and Gordon Lindsay Stevens, both of No. 1 Ariadne-avenue, Murrumbidgee (trading as "F. P. Matthews, builders"), has, as and from the 31st day of December, 1948, been dissolved by mutual consent. The said Gordon Lindsay Stevens retires from the said business, and the said Frederick Percy Matthews is now carrying on the same on his own account. All debts due to the late firm will be received by the said Frederick Percy Matthews, who will discharge all liabilities owing by it.

Dated this 31st day of January, 1949.

F. P. MATTHEWS.
G. L. STEVENS.

Witness to signatures—CHAS. E. COV, solicitor, Melbourne. 7544

PARTNERSHIP NOTICE.

NOTICE is hereby given that the partnership heretofore subsisting between Michael Noonan and Michael Collins, carrying on business at 409 Sydney-road, Brunswick, under the name of Astra Sales, has been dissolved by mutual consent as from the 27th January, 1949. Michael Noonan will carry on the said business.

MICHAEL COLLINS.
MICHAEL NOONAN.

7518

NOTICE is hereby given that Judah Honig retires from the firm known as Edna Hosiery and Gloves Manufacturing Company, carrying on business as manufacturers of hosiery and gloves at 421 Lygon-street, East Brunswick, from the 26th January, 1949, and Morrie Erlich and Abraham Bergman will carry on the business under the same firm name and at the same address, and will receive all moneys and pay all debts of the partnership.

M. ERLICH.
ABRAHAM BERGMAN.
J. HONIG.

7490

THE DUNKELD UNIVERSAL STORES PROPRIETARY LIMITED.

AT an Extraordinary General Meeting of the above-named company, duly convened and held at Dunkeld, on Thursday, the 3rd day of February, 1949, the following resolution was duly passed as a Special Resolution:—

“That the company be wound up voluntarily.”
And at such last-mentioned meeting Bernard William Fuller, of Hamilton, in the State of Victoria, accountant, was appointed liquidator for the purposes of the winding up.

Dated the 3rd day of February, 1949.
7495 C. C. RUST, Chairman.

Companies Act 1938.

COGHLAN BOASE PROPRIETARY LIMITED (IN 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 the offices of Messrs. Cuthbert, Morrow, Must, and Shaw, solicitors, Lydiard-street, Ballarat, on Monday, the 21st day of March, 1949, at half-past Two o'clock in the afternoon, 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 4th day of February, 1949.
F. V. VAWDREY, Liquidator.
Cuthbert, Morrow, Must, and Shaw, Ballarat, solicitors for Coghlan Boase Proprietary Limited (in Liquidation).

7499

In the matter of MANSFIELD THEATRE PROPRIETARY LIMITED.

AT an Extraordinary General Meeting of the above-named company, duly convened and held at the offices of Messrs. Lander, Rogers, and Glen, solicitors, of High-street, Mansfield, on the 1st day of February, 1949, the following Resolution was duly passed as a Special Resolution, viz:—

“That Mansfield Theatre Proprietary Limited be wound up voluntarily, and that Russell Womersley, of Mansfield, be appointed liquidator for the purpose of such winding up.”

Dated this 2nd day of February, 1949.
J. E. REVELL, Chairman.
Witness—W. H. GLEN. 7487

In the matter of MANSFIELD DISTRICT SOLDIERS HALL LIMITED.

AT a General Meeting of the above-named company, duly convened and held at the Soldiers Hall, Highett-street, Mansfield, on the 28th day of January, 1949, the following Resolution was duly passed as a Special Resolution, viz:—

“That the Mansfield District Soldiers Hall Company Limited be wound up voluntarily, and that Leslie Corrigan and Norman Harold Finlason, of Mansfield, be appointed liquidators for the purposes of such winding up.”

Dated this 28th day of January, 1949.
7480 L. T. CORRIGAN, Chairman.

Companies Act 1938.

NEWPORT BLOCK AND TILE COMPANY PROPRIETARY LIMITED.

NOTICE OF SPECIAL RESOLUTION TO WIND UP, PURSUANT TO SECTION 226 (1).

AT an Extraordinary General Meeting of the above-named company, duly convened and held at 13 Mason-street, Newport, on the 27th day of January, 1949, the following Resolution was duly passed as a special Resolution:—

“That the Newport Block and Tile Company Proprietary Limited be wound up voluntary, under section 224 (B).”

And at such last-mentioned meeting Allan Graeme Murray, of 360 Collins-street, Melbourne, was appointed liquidator for the purpose of the winding up.
Dated the 2nd day of February, 1949.
7475 A. G. MURRIE, Chairman.

The Companies Act 1938.

HOADLEY'S CHOCOLATES LIMITED.

REGISTER of Dividends and Money Unclaimed during the twelve months ended 31st December, 1948, and held by Hoadley's Chocolates Limited, Coventry-street, South Melbourne, as at 31st January, 1949.

Name of Owner on Books.	Last Known Address on Books.	Number of Shares.	Amount of Dividends Unclaimed.	Date Last Dividend Claimed.	Remarks.
Allbone, Hannah Isabel	39 Glebe-road, Glebe, New South Wales	10	£ s. d. 1 2 6	1923	Ordinary dividend
Ashworth, James	138 Ryrie-street, Geelong	20	2 5 0	..	..
Carroll, Mary	51 Ashworth-street, Middle Park	20	2 5 0	..	..
Davies, Oliver George	18 Church-street, Balmain, New South Wales	10	1 2 6	..	..
Hunn, Frank Edward	175 Burke-road, Canterbury, Victoria	20	2 5 0	..	..
Lynch, Rose Mary	89 High-street, Prahran	20	2 5 0	..	..
Miller, Elizabeth (Estate of)	c/o James Miller and Co., P.O. Box 1285K, Melbourne, Victoria	100	26 5 0	..	..
Miller, James (Estate of) .. .. .	.. .. .	100	13 15 0	..	..
McGillieuddy, Elizabeth	10 Cecil-street, Williamstown	5	0 11 3	..	..
O'Loughlin, Catherine (deceased)	240 Maribyrnong-road, Moonee Ponds	20	2 5 0	..	..
Ransley, Eva Annie	10 Jeffrey-street, Canterbury, New South Wales	10	1 2 6	..	..
Raven, Helen	31 Blair-street, Moreland	5	0 11 3	..	..
Rigby, Margaret	38 Bowen-street, Moonee Ponds	5	0 11 3	..	..
Syer, Edwin James	Aphrasia-street, Geelong	10	1 2 6	..	..
Thornton, Thomas F.	55 Glebe-road, Glebe, New South Wales	10	1 2 6	..	..
Warne, Alice Orpah	178 North-road, Brighton	20	2 5 0	..	..
Wight, Agnes	159 Cecil-street, South Melbourne	20	2 5 0	..	..
Woodlands, Frederick W.	40 Smith-street, Collingwood	5	0 11 3	..	..
Young, Emma C. D.	256 Lygon-street, Carlton	10	1 2 6	..	..
Reid, Catherine Francis	Main-street, Mordialloc	5	0 11 3	..	..
Bufton, Gertrude	28 Walker-street, North Geelong	10	0 14 0	..	Preference dividend
Harding, Hilda May	68 Kerferd-street, East Malvern	20	1 8 0	1946	..
			67 8 3		

7473

THE COMMONWEALTH LIFE (AMALGAMATED)
ASSURANCES LIMITED.

THE following are the Unclaimed Moneys which appear in our Register at this office:—

Ella Cox, 153 Dandenong-road, Windsor—M107816—£5 12s. maturity due 27th May, 1942.

Ruby Satchell Day, 3 Berry-street, Picton—B315632-3—£6 2s. 10d., maturity due 25th August, 1942.

James Edward Meggs, 27 Murray-street, Prahran—M102037—£1 14s. 6d., maturity due 20th November, 1942.

7472

SALE BRICK COMPANY LIMITED (IN VOLUNTARY
LIQUIDATION).

NOTICE is hereby given, in pursuance of section 245 of the Companies Act 1938, that a General Meeting of the members of the above-named company will be held at the office of E. P. Ronchi, 182 Raymond-street, Sale, on Wednesday, 9th March, 1949, at Ten a.m. 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 of hearing any explanation that may be given by the liquidator.

Dated this 4th day of February, 1949.

7523

E. P. RONCHI, Liquidator.

Companies Act 1938.

JINGELIC, WALWA, & DISTRICT DAIRY COMPANY
LIMITED.

AT an Extraordinary General Meeting of the above-named company, duly convened and held at Jingellic on the 2nd day of February, 1949, the following Resolution was passed as a Special Resolution:—

"That the Jingellic, Walwa, and District Dairy Company Limited be wound up voluntarily."

Dated this 3rd day of February, 1949.

7537

PETER HUTCHINSON, Chairman.

JOHN SWANSON COGHILL, formerly of Gobur, but late of Pleasant View Hospital, Wood-street, Preston, in the State of Victoria, retired farmer (who died on the 11th day of July, 1948).

CREDITORS, next of kin, and all other persons having claims against the deceased or his estate are required by the surviving executor of his will, Edward Burge, of Gobur, grazier, to send particulars to the care of the under-mentioned solicitors, on or before the 10th day of April, 1949, after which date the said executor will distribute the assets of the said estate, having regard only to the claims of which they then have notice.

GEORGE D. LECKIE & CO., solicitors, Grant-street, Alexandra. 7489

CHARLES McMENAMAN, late of Yarck, in the State of Victoria (who died on the 31st day of August, 1948).

CREDITORS, next of kin, and all other persons having claims against the deceased or his estate are required by the executors of his will, John Henry McMenaman, of 2 Bourke-street, East Brunswick, timber worker, and Joseph Maxwell Blakeney, of Bonnie Doon, farmer, to send particulars to the care of the under-mentioned solicitors, on or before the 10th day of April, 1949, after which date the said executors will distribute the assets of the said estate, having regard only to the claims of which they then have notice.

GEORGE D. LECKIE & CO., solicitors, Grant-street, Alexandra. 7488

RICHARD RAY, late of 42 Lansdowne-street, Sale, carpenter (who died 29th November, 1947).

CREDITORS, next of kin, and all other persons having claims against the estate of the deceased are required by the executor of the will, John Ryan Ray, of Raymond-street, Sale, town clerk, to send particulars to him, care of the undersigned, on or before 7th April, 1949, after which date he will distribute the assets, having regard only to the claims of which he then has notice.

R. M. ROLLAND, solicitor, 57c Raymond-street, Sale. 7485

EMILY SCHEUFFELE, late of Northern Highway, Epsom, near Bendigo, married woman, DECEASED.

CREDITORS, next of kin, and all other persons having claims against the estate of the deceased are required by Sandhurst and Northern District Trustees, Executors, and Agency Company Limited, of View-street, Bendigo, the executor of the will, to send particulars to it, care of the under-mentioned solicitors, on or before the 9th day of April, 1949, after which date the said company will distribute the assets, having regard only to the claims of which it shall then have notice.

Dated this 9th day of February, 1949.

T. M. WILLIAMS, WATSON, & JAMES, solicitors, 16 View-street, Bendigo. 7479

NOTICE is hereby given that all persons having claims against the estate of Myles William Whinfield, late of Lucerne Vale, Bamawm, in the State of Victoria, farmer and grazier, deceased (who died on the 1st day of April, 1948, and probate of whose will was granted by the Supreme Court of Victoria, on the 15th day of June, 1948, to Ann Ada Whinfield, widow, and Ada Elizabeth Catherine Piper, married woman, both of Bamawm aforesaid), are hereby required to send particulars, in writing, of such claims to the said executrices, in care of the under-mentioned solicitors, on or before the 7th day of April, 1949, after which date the executrices will proceed to convey or distribute the said estate, or any part thereof, to or among the persons entitled thereto, having regard only to the claims, whether formal or not, of which they shall then have had notice. And notice is further given that they will not be liable to any person of whose claim they shall not have had such notice as aforesaid.

H. W. RALEIGH & ROBERTS, solicitors, Rochester. 7471

CREDITORS, next of kin, and others having claims against the estate of Annie Price, late of 650 Station-street, North Carlton, widow, deceased (who died on the 21st day of October, 1948, probate of whose will was granted to the executors, Frederick Dainty, of 19 Orient-grove, West Preston, retired tramway employee, and Hugh Graco, of 14 Thompson-street, Essendon, grocer), are hereby required to send particulars, in writing, of such claims to the said executors, in care of the undersigned, on or before the 19th day of April, 1949, after which date the executors will convey to or distribute the assets of the deceased amongst the persons entitled thereto, having regard only to the claims of which they shall then have had notice.

A. LESLIE ANDERSON, 405 Collins-street, Melbourne, solicitor for the executors. 7519

WILLIAM JOHN ANDREWS, late of 78 Wellington-street, St. Kilda, in the State of Victoria, and The China Coast Navigating and Engineer Officers Guild, Hong Kong, master mariner (who died 12th March, 1948).

CREDITORS and all other persons having claims against the estate of the deceased are required by the administratrix, Charlotte Kavanagh Andrews, of 78 Wellington-street, St. Kilda aforesaid, widow, to send particulars of such claims, in writing, to the undersigned, on or before 11th 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 administratrix. 7528

CREDITORS, next of kin, and others having claims in respect of the estate of Alice Smith, late of Wellington, New Zealand, widow, deceased (who died on the 30th August, 1948), are to send the particulars of their claims to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, by the 20th day of April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

RUSSELL, KENNEDY, & COOK, solicitors, 401 Collins-street, Melbourne. 7555

CREDITORS, next of kin, and others having claims in respect of the estate of Alexander Macleod, late of Christchurch, in the Dominion of New Zealand, retired mercer, deceased (who died on 18th March, 1948), are to send particulars of their claims to The Trustees, Executors, and Agency Company Limited, of 401-403 Collins-street, Melbourne, by the 16th day of April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

WEIGALL & CROWTHER, solicitors, 459 Chancery-lane, Melbourne. 7556

FLORENCE MOUNTAIN SMITH, formerly of No. 8 Derby-street, Camberwell, but late of 2 Ballater-street, Essendon, in the State of Victoria, widow (who died 23rd November, 1948).

CREDITORS and all other persons having claims against the estate of the said deceased are required by Hynam Adam Andrew Smith, of 10 Derby-street, Camberwell, clerk, the executor to whom probate of the will of said deceased has been granted, to send particulars of such claims to him, in writing, on or before 11th 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 executor. 7526

CREDITORS, next of kin, and others having claims in respect of the estate of Leslie Cox, late of Bolwarrah, farmer, deceased, intestate (who died on 13th April, 1948), are to send particulars of their claims to the administrator, The Ballarat Trustees, Executors, and Agency Company Limited, of 101 Lydiard-street north, Ballarat, by 14th April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

R. J. GRIBBLE, HOLLWAY, & HEINZ, solicitors, 22 Lydiard-street south, Ballarat. 7496

CREDITORS, next of kin, and others having claims in respect of the estate of Thomas Shortridge, formerly of Ouyen, farmer, but late of Sebastopol-street, Ballarat, pensioner, deceased (who died on the 3rd December, 1948), are to send particulars of their claims to the executor, The Ballarat Trustees, Executors, and Agency Company Limited, of Lydiard-street north, Ballarat, by 14th April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

R. J. GRIBBLE, HOLLWAY, & HEINZ, solicitors, 22 Lydiard-street south, Ballarat. 7497

JANE McDONALD, late of Albert-street, Sebastopol, in the State of Victoria, spinster, DECEASED, intestate (who died on the 14th day of August, 1948).

CREDITORS, next of kin, and all other persons having claims against the estate of the said deceased are required by the administrator, The Ballarat Trustees, Executors, and Agency Company Limited, to send detailed particulars of their claims in respect of the said property to the said company, at its office, 101 Lydiard-street north, Ballarat, on or before the 11th day of April, 1949, after which date it will proceed to distribute the said estate, having regard only to the claims of which it then has notice.

Dated this 4th day of February, 1949.

R. H. RAMSAY, 41 Lydiard-street, Ballarat, solicitor for the said administrator. 7498

NOTICE TO CREDITORS IN THE ESTATE OF MARY CAMPBELL, DECEASED.

CREDITORS, next of kin, and others having claims in respect of the estate of Mary Campbell, late of Lindeno, widow, deceased (who died on 22nd day of October, 1948), are requested to forward particulars of their claims to Ivor Dennis, of Main-street, Bairnsdale, cycle agent and dealer, the executor of the will of the said Mary Campbell, deceased, by sending such particulars to him, in writing, care of the undersigned solicitors, by the 20th day of April, 1949, after which date the said Ivor Dennis will distribute the assets of the said deceased, having regard only to the claims of which he then has notice.

WARREN & THOMSON, Bailey-street, Bairnsdale, solicitors for the executor. 7500

CREDITORS, next of kin, and others having claims against the estate of Una Caroline Falkiner, late of Boonoke, North Widgiewa Siding, in the State of New South Wales, married woman, deceased (who died on 23rd December, 1948), are to send particulars of their claims to George O'Dell Crowther, at the address of his solicitors hereinafter named, by 23rd April, 1949, after which date he will distribute the assets, having regard only to claims of which he then has notice.

WEIGALL & CROWTHER, solicitors, 459 Chancery-lane, Melbourne. 7508

EDITH AGNES FLATTELY, DECEASED.

PURSUANT to the *Trustee Act* 1928, notice is hereby given that all persons having claims against the estate of Edith Agnes Flattely, late of 184 Alexandra-parade, Clifton Hill, in the State of Victoria, widow, deceased (who died on the 22nd day of October, 1948), are hereby requested to send particulars, in writing, of such claims to Austin Charles Mulkearns, of 108 Queen-street, Melbourne, in the said State, solicitor, the executor appointed by the deceased's will, care of the under-mentioned solicitors, on or before the 20th day of April, 1949, after which date the said executor will proceed to distribute assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which he shall have had notice.

Dated this 3rd day of February, 1949.

MORGAN, FYFFE, & MULKEARNS, Vaughan House, 108 Queen-street, Melbourne, solicitors for the executor. 7511

CREDITORS, next of kin, and all others having claims against the estate of Alfred Creasy Wilmshurst, late of 3 Watson-grove, Glenhuntly, in the State of Victoria, gentleman, deceased, intestate (who died on the 26th day of October, 1948), are required to send particulars of their claims to the administratrix, Rosie May Wilmshurst, in care of the undersigned, on or before the 12th day of April, 1949, after which date she will distribute the assets, having regard only to the claims of which she then has notice.

MICHAEL NIALL & CO., solicitors, Collins House, 360 Collins-street, Melbourne. 7512

CREDITORS, next of kin, and others having claims in respect of the estate of Elsie Lily Whittingham, late of "Willandra," 15 St. Elmo-road, Ivanhoe, in the State of Victoria, widow, deceased (who died on the 8th day of October, 1948), are to send the particulars of their claims to The Equity Trustees, Executors, and Agency Company Limited, whose registered office is at 472 Bourke-street, Melbourne, by the 11th day of April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

A. C. SECOMB & TIBB, solicitors, 128 William-street, Melbourne. 7554

PURSUANT to the *Trustee Act* 1928, all persons having claims against the estate of William Charles Whyte, late of 3 Majore-street, Hawthorn, Commonwealth public servant, deceased (who died on the 22nd day of September, 1948, and probate of whose will was granted by the Supreme Court of Victoria on the 3rd day of February, 1949, to Douglas Whyte, of Cohuna, butcher, the executor appointed by deceased's will), are hereby required to send particulars of such claims to the said Douglas Whyte, care of the under-mentioned solicitors, on or before the 11th day of April, 1949, after which date the said executor will distribute the assets, having regard only to the claims of which notice has then been received.

MARTIN & MARTIN, solicitors, 37 Queen-street, Melbourne. 7552

CREDITORS, next of kin, and others having claims in respect of the estate of Madge Austin, late of 93 Tennyson-street, Elwood, in the State of Victoria, nursing sister, deceased (who died on the 5th day of October, 1948), are required by the executor of the deceased's will, Michael James White, to send particulars of their claims to him, care of the under-mentioned solicitors, before the 11th day of April, 1949, after which date he will distribute the assets, having regard only to the claims of which he has then had notice.

Dated this 1st day of February, 1949.

MCCRACKEN & MCCRACKEN, solicitors, 317 Collins-street, Melbourne. 7551

CREDITORS, next of kin, and others having claims in respect of the estate of Dorothy Margaret Shelton, late of Eramosa-road, Somerville, in the State of Victoria, married woman, deceased (who died on the 4th day of November, 1948), are required by the executor of the deceased's will, John Edward Shelton, to send particulars of their claims to him, care of the under-mentioned solicitors, before the 11th day of April, 1949, after which date he will distribute the assets, having regard only to the claims of which he has then had notice.

Dated this 1st day of February, 1949.

MCCRACKEN & MCCRACKEN, solicitors, 317 Collins-street, Melbourne. 7550

NOTICE TO CLAIMANTS.—*RE* FLORENCE JANE JACKMAN, late of 44 Goldsmith-street, Elwood, in Victoria, married woman, DECEASED.

FLORENCE JANE COLLINS, of Warrnambool married woman, and Frank Townley Jackman, of 6 Cavendish-street, Brighton, miller, the executors of the will of the above-named deceased (who died on 16th October, 1948), require all creditors and others having claims against the deceased or estate of the said deceased to send to them, care of their solicitors, Hoad and Bonella, 101 Queen-street, Melbourne, on or before the 8th April, 1949, particulars, in writing, of such claims, after which date they intend to convey or distribute such property or estate to or amongst the persons entitled thereto, having regard only to the claims of which they shall then have had notice.

Dated the 8th day of February, 1949.

HOAD & BONELLA, 101 Queen-street, Melbourne,
solicitors for the said executors. 7531

CREDITORS, next of kin, and others having claims in respect of the estate of Margaret Monica Brooke-Smith (sometimes known as Margaret Monica Brooke), late of 601 St. Kilda-road, Melbourne, widow, deceased (who died on the 1st day of November, 1948), are to send particulars of their claims to National Trustees, Executors, and Agency Company of Australasia Limited, whose registered office is situate at 95 Queen-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.

GILLOTT, MOIR, & AHERN, solicitors, 95 Queen-street, Melbourne. 7548

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of William Selwood, late of 1 Skene-street, Colac, retired farmer (who died on the 6th day of October, 1948, and probate of whose will was granted to Leslie William Selwood, of Gravesend-street, Colac, monumental mason, and Alfred John Sheppard, of Manifold-street, Colac, painter, on the 22nd day of December, 1948), are hereby required to send particulars, in writing, of such claims to the executors, care of the undersigned, on or before the 22nd day of April, 1949, after which date the said executors will proceed to distribute the estate of the testator amongst the persons entitled thereto, having regard only to the claims of which they shall then have had notice, and will not be liable for the assets so distributed, or any part thereof, to any person of whose claim they shall not have had notice.

Dated 9th February, 1949.

CUNNINGHAM & LARKINS, of Murray-street, Colac,
solicitors for the applicants. 7536

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Samuel Knight, late of Colac, farmer (who died on the 22nd day of November, 1948, and probate of whose will was granted to Louisa Knight, of Colac, widow, and Charles William Knight, of Larpent, farmer), are hereby required to send particulars, in writing, of such claims to the executrix and executor, care of the undersigned, on or before the 22nd day of April, 1949, after which date the said executrix and executor will proceed to distribute the estate of the testator amongst the persons entitled thereto, having regard only to the claims of which they shall then have had notice and will not be liable for the assets so distributed, or any part thereof, to any person of whose claim they shall not have had notice.

Dated 9th February, 1949.

CUNNINGHAM & LARKINS, of Murray-street, Colac,
solicitors for the applicants. 7535

CREDITORS and others having claims in respect of the estate of Frederick Clark Wilmot, late of 97 Williams-road, Prahran, in Victoria, gentleman, deceased (who died on 13th October, 1948), are to send particulars of their claims to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, and Walter Magnus Wilmot, of 28 Baird-street, East Brighton, journalist, care of the said company, by the 8th day of April, 1949, after which date the said company and the said Walter Magnus Wilmot will distribute the assets, having regard only to the claims of which it and he then have notice.

Dated the 8th day of February, 1949.

HOAD & BONELLA, 101 Queen-street, Melbourne,
solicitors for the executors. 7534

NOTICE TO CLAIMANTS.—*RE* ERNEST EDWARD HOGAN, late of 24 Powderham-road, Caulfield, in Victoria, bookmaker's clerk, DECEASED.

CHARLOTTE JEAN HOGAN, of 24 Powderham-road, Caulfield aforesaid, widow, the administratrix of the estate of the above-named deceased (who died on 14th October, 1948), requires all creditors and others having claims against the deceased or estate of the said deceased to send to her, care of her solicitors, Hoad and Bonella, 101 Queen-street, Melbourne, on or before the 8th April, 1949, particulars, in writing, of such claims, after which date she intends to convey or distribute such property or estate to or amongst the persons entitled thereto, having regard only to the claims of which she shall then have had notice.

Dated the 8th day of February, 1949.

HOAD & BONELLA, 101 Queen-street, Melbourne,
solicitors for the administratrix. 7533

NOTICE TO CLAIMANTS.—*RE* VINCENT JOHN BROWN, late of 60 Market-street, Essendon, in Victoria, builder, DECEASED.

HAROLD FEIGL HOAD, of 101 Queen-street, Melbourne, solicitor, the executor of the will of the above-named deceased (who died on 20th September, 1948), requires all creditors, next of kin, and others having claims against the deceased or estate of the said deceased to send to him, on or before the 8th day of April, 1949, particulars, in writing, of such claims, after which date he intends to convey or distribute such property or estate to or amongst the persons entitled thereto, having regard only to the claims of which he shall then have had notice.

Dated this 8th day of February, 1949.

S. H. BONELLA, 101 Queen-street, Melbourne, solicitor
for the said executor. 7532

CREDITORS, next of kin, and others having claims in respect of the estate of Edward Vere McHenry, late of 12 Walmer-street, Kew, gentleman, deceased (who died on the 22nd day of November, 1948), are to send the particulars of their claims to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, by the 20th 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. 7549

CREDITORS, next of kin, and others having claims in respect of the estate of Jean Ann Christian, late of 6 Salisbury-grove, Hawthorn, in the State of Victoria, spinster, deceased (who died on the 17th day of September, 1948), are to send the particulars of their claims to The Trustees, Executors, and Agency Company Limited, whose registered office is situate at 401 Collins-street, Melbourne, in the said State, by the 11th day of April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

DOYLE & KERR, solicitors, 108 Queen-street, Melbourne.
7547

CREDITORS, next of kin, and others having claims in respect of the estate of Mary Ella Byrchall, late of 53 Westbury-street, East St. Kilda, spinster, deceased (who died on the 10th day of September, 1948), are to send particulars of their claims to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, and John Byrchall Vidler, of 158 Station-street, Ascendale, care of the said company, by the 15th day of April, 1949, after which date they will distribute the assets, having regard only to the claims of which they then have notice.

Dated the 9th day of February, 1949.

DARVALL & HAMBLETON, solicitors, 352 Collins-street,
Melbourne. 7546

CREDITORS, next of kin, and others having claims in respect of the estate of Annie Harper McGrath, formerly of No. 29 Phillipson-street, Albert Park, but late of "Dalriada" Private Hospital, Railway-parade, Murrumbena, spinster, deceased (who died on the 24th day of May, 1947), are to send particulars of their claims to Ernest Henry Young, care of the under-mentioned solicitors, by the 15th day of April, 1949, after which date he will distribute the assets, having regard only to the claims of which he then has notice.

Dated the 9th day of February, 1949.

DARVALL & HAMBLETON, solicitors, 352 Collins-street,
Melbourne. 7545

PURSUANT to the *Trustee Act 1928*, all persons having claims against the property or estate of Eleanor Mary Shaw, formerly of Melbourne Mansions, Collins-street, Melbourne, Rockley-road, South Yarra, and 109 Kooyong-road, Toorak, but late of "Myoora," Irving-road, Toorak, all in Victoria, spinster, deceased (who died on the 8th day of February, 1948, and probate of whose will and six codicils was granted by the Supreme Court of Victoria on the 3rd day of February, 1949, to James Clason Gates, of New-street, Brighton, company director, Darren Baillieu, of 360 Collins-street, Melbourne, solicitor, and Edgar John Rouse, of Southampton-crescent, Abbotsford, managing director, the executors named therein), are hereby required to send particulars of such claims to the said executors, addressed to the care of Messieurs Blake and Riggall, 120 William-street, Melbourne, solicitors, on or before the 16th day of April, 1949, after the expiration of which time the said executors will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which they shall have had notice.

Dated this 7th day of February, 1949.

BLAKE & RIGGALL, 120 William-street, Melbourne,
solicitors for the said executors. 7530

CREDITORS, next of kin, and others having claims in respect of the estate of May Wearne, late of 8 Stanley-parade, Caulfield, spinster, deceased (who died on the 5th day of June, 1948), are to send the particulars of their claims to Harry Lavercombe, care of John B. Plant, solicitor, 368 Collins-street, Melbourne, the executor appointed by the deceased's will, on or before the 12th day of April, 1949, after which date the executor will distribute the assets, having regard only to the claims of which he then has notice.

JOHN B. PLANT, LL.B., solicitor, 368 Collins-street,
Melbourne. 7538

PURSUANT to the provisions of the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Robert Woolsey Hadden, late of Boundary-road, Dromana, in the State of Victoria, poultry farmer, deceased (who died on the 13th day of July, 1948, and probate of whose will was on the 5th day of October, 1948, granted by the Supreme Court of Victoria to Lindsay Harold Laity, of 454 Queen's-road, Clifton Hill, in the said State, motor engineer (the executor appointed by the said will)), are hereby required to send particulars, in writing, to such executor, care of the undersigned, on or before the 19th day of April, 1949, after which date the said executor will proceed to distribute the estate of the said deceased to or among the persons entitled thereto, having regard only to the claims of which he shall then have had notice.

D. H. KNIGHT, solicitor, 108 Queen-street, Melbourne,
and at Dromana and Rosebud. 7517

CREDITORS, next of kin, and others having claims in respect of the estate of Georg Josef Schaffner, late of King River, via Albany, in the State of Western Australia, farmer, deceased (who died on the 19th day of February, 1948), are to send particulars of their claims to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, by the 12th day of April, 1949, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

HERMAN & COLTMAN, 456 Little Collins-street, Mel-
bourne. 7515

CREDITORS, next of kin, and others having claims in respect of the estate of John Middleton, formerly of 360 St. Kilda-road, Melbourne, retired bootmaker, but late of Sunbury, in the State of Victoria, gentleman, deceased (who died on the 9th day of September, 1948), are to send particulars of their claims to the executors, Thomas John Curran and Royston Thomas Cahir, care of the undersigned solicitor, at the address hereunder mentioned, by the 15th day of April, 1949, after which date they will distribute the assets, having regard only to the claims of which they then have notice.

ROYSTON T. CAHIR, solicitor, 108 Queen-street, Mel-
bourne. 7513

CHARLES EDWARD MERRETT, late of "Yaralla," 34 Bay-street, Brighton, in the State of Victoria, merchant, DECEASED (who died on the 11th day of November, 1948).

CREDITORS, next of kin, and all other persons having claims against the estate of the deceased are required by the executors of his will, Edgar Mervyn Harris, of 340 Little Collins-street, Melbourne, chartered accountant (Aust.), and Percy James Oliver, of 243 Grange-road, Ormond, secretary, to send particulars to them, care of the under-mentioned solicitor, on or before the 20th day of 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 4th day of February, 1949.

R. W. BARRIE, LL.B., solicitor, 472 Bourke-street, Mel-
bourne. 7514

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:—

Alum Khann, late of Silvermines-road, St. Arnaud, in the State of Victoria, hawker, deceased, died 25th June, 1948.—Claims to the executors, Lal Khan, of Yarram, in the said State, hawker, and Sundal Khan, formerly of Latrobe-street, Melbourne, but now of 98 Brunswick-street, Fitzroy, both in the said State, hawker, by 13th April, 1949. Dated 2nd day of February, 1949. H. L. Dunkley and Kelly, solicitors, St. Arnaud. 7486

Richard Glen Paige, late of 10 Hopetoun-street, Ballarat East, fireman, deceased, died 9th November, 1949.—Claims to the executrix and executor respectively, Edith Florence Paige, widow, and Ronald Richard Paige, fitter, both of 10 Hopetoun-street, Ballarat East, care of Peter P. Conlan, solicitors, 36 Bank-street, Port Fairy, by the 12th April, 1949. 7474

Susan O'Connor, late of Wallace-street, Colac, married woman, died 21st March, 1945.—Claims to the trustees, Maurice Francis Moloney and Timothy James Moloney, both of Pirron Yalook, farmers, by the 25th April, 1949. Sewell and Sewell, solicitors, Colac. 7527

MINING NOTICES.

ARGUS HILL CHEWTON GOLD NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of No. 63 (January) Call of Three pence per share, or any previous call, will be sold by public auction in the vestibule of the Stock Exchange, 428 Chancery-lane, Melbourne, on Thursday, 17th February, 1949, at a quarter to Twelve a.m., unless shares are previously redeemed.

By order of the Board,

FRANK COOPER, Manager.

422 Collins-street, Melbourne, C.1, 1st February, 1949. 7542

AUSTRALIAN OIL DEVELOPMENT NO LIABILITY.

NOTICE is hereby given that all shares in default of Call No. 12 of One penny per share are forfeited, and will be sold by public auction at the vestibule, Stock Exchange, Little Collins-street, Melbourne, on Wednesday, 23rd February, 1949, at a quarter to Twelve o'clock a.m., unless previously redeemed.

By order of the Board,

L. B. TOMLINS, Legal Manager.

360 Collins-street, Melbourne, 9th February, 1949. 7541

MAXWELL CONSOLIDATED NO LIABILITY.

NOTICE is hereby given that all shares in default of Call No. 42 of Two pence per share are forfeited, and will be sold by public auction at the vestibule, Stock Exchange, Little Collins-street, Melbourne, on Wednesday, 23rd February, 1949, at a quarter to Twelve o'clock a.m., unless previously redeemed.

By order of the Board,
HADDON A. SMITH, Legal Manager.

360 Collins-street, Melbourne, 9th February, 1949. 7540

NEW CHUM SYNCLINE GOLD MINE NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of No. 103 (January) Call of Three pence per share, or any previous Call, will be sold by public auction in the vestibule of the Stock Exchange, 428 Chancery-lane, Melbourne, on Friday, 18th February, 1949, at a quarter to Twelve a.m., unless previously redeemed.

By order of the Board,
FRANK COOPER, Manager.

422 Collins-street, Melbourne, C.I, 1st February, 1949. 7543

SOUTH COSTERFIELD ANTIMONY & GOLD MINING COMPANY NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the No. 8 (January) Call of Three pence per share will be sold by public auction at the Bendigo Stock Exchange, on Tuesday, the 8th February, 1949, at a quarter to Twelve a.m., unless shares are previously redeemed.

By order of the Board,
N. McLAREN YOUNG, Manager.

16 View-street, Bendigo. 7478

NORTH VIRGINIA GOLD MINING COMPANY NO LIABILITY.

NOTICE.—All shares in this company (included in Nos. 1 to 90,000) on which the 82nd Call of Six pence per share remains unpaid are forfeited, and will be sold by public auction at the Stock Exchange, Bendigo, on Thursday, 17th February, 1949, at Four o'clock p.m., unless previously redeemed as required by the *Companies Act 1938*.

J. J. STANISTREET
(McColl, Rankin, and Stanistreet), Manager.

7507

IMPOUNDINGS.

BRAYBROOK.—Impounded at Braybrook.

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

R. CRADDOCK,
Poundkeeper.

7476—5/

COLAC.—Impounded in Colac Pound.

1 bay draught gelding, three white legs, white face, D on shoulder
1 bay draught mare, aged, white face, white legs, out of condition, no visible brand

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

M. McCULLOUGH,
Poundkeeper.

7530—7/6

EPPING.—Impounded at Epping, by Ranger.

1 bay gelding, aged, off side front foot white, white hind fetlocks, no visible brand

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

J. HERD,
Poundkeeper.

7521—5/10

GISBORNE.—Impounded at Gisborne, by P. Brady, Bolinda

1 black pony gelding, hind feet white, like 7 in a diamond near shoulder

If not claimed and expenses paid, to be sold on 23rd February, 1949.

J. MORTON,
Poundkeeper.

7484—6/8

HEIDELBERG.—Impounded at Heidelberg.

1 brown gelding, medium delivery sort, star, white hind feet, near white front foot, short tail, unshod, no visible brand

If not claimed and expenses paid, to be sold on 23rd February, 1949.

T. A. SMART,
Poundkeeper.

7559—6/8

MEENIYAN.—Impounded at Meeniyán, by Constable Clarke.

1 bay light delivery horse, white feet, white blaze on face, no visible brand

If not claimed and expenses paid, to be sold on 21st February, 1949.

J. R. THOMPSON,
Poundkeeper.

7491—6/8

MELBOURNE.—Impounded in Arden-street Pound, by A. Thomas.

49 sheep, mixed brands

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

D. CROWE,
Poundkeeper.

7481—5/10

MIRBOO NORTH.—Impounded at Mirboo North.

1 grey gelding, shod, like blotched J on near shoulder

If not claimed and expenses paid, to be sold on 1st March, 1949.

J. G. BIRD,
Poundkeeper.

7522—5/

ORBOST.—Impounded in Orbost Pound, by Shire Herdsman.

1 brindle baldy heifer, notch in bottom of near ear, no visible brand

1 Jersey heifer, small slit in bottom of both ears

1 Jersey heifer, slit in point of off ear, T on off rump

1 Jersey cow, bottom quarter out of near ear, branded H over L

1 Jersey heifer, top off near ear, M in point of off ear, slit in bottom of off ear, like a shovel brand on near loin

If not claimed and expenses paid, to be sold after fourteen days.

H. DOMINEY,
Poundkeeper.

7494—12/6

RED CLIFFS.—Impounded at Red Cliffs.

1 black pony gelding, star and snip, near side hind foot white, no visible brand

1 black draught mare, blazed face, hind feet white, no visible brand (rope around neck)

1 brown draught mare, star and snip, black points, no visible brand

1 bay draught mare, blazed face, near side front and hind feet white, hobble strap on off side front foot, no visible brand

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

J. HERAUD,
Poundkeeper.

7492—11/8

STATE ACTS, 1947.

COPIES of the following Acts of Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller, at the price set opposite to each:—

No.	Price. s. d.
5207. Consolidated Revenue	0 6
5208. Custodian Trustee	0 6
5209. Revocation and Excision of Crown Reservations	0 9
5210. Farmers Advances (Amendment)	0 6
5211. Private Bill Committees	0 6
5212. Health (Amendment)	0 6
5213. Wills (Amendment)	0 6
5214. Old Colonists' Association	0 6
5215. Consolidated Revenue	0 6
5216. Local Authorities Superannuation	1 0
5217. Statute Law Revision	0 6
5218. Motor Car (Registration Fees)	0 6
5219. State Electricity Commission (Yallourn Area)	0 6
5220. Transport Regulation (Licences and Fees)	0 6
5221. Local Government (Private Street Construction)	0 6
5222. State Development (Amendment)	0 6
5223. Coal Mine Workers Pensions	0 6
5224. State Savings Bank	0 9

STATE ACTS, 1947—continued.

No.	Price s. d.
5225. Drought Relief	0 6
5226. Soil Conservation and Land Utilization .. 1 0	
5227. Consolidated Revenue	0 6
5228. Consolidated Revenue	0 6
5229. Consolidated Revenue	0 6
5230. Municipal Endowment (Temporary Discon- tinuance)	0 6
5231. Forests (Commissioners)	0 6
5232. State Forests Loan and Application	0 6
5233. Melbourne and Metropolitan Tramways (Amendment)	0 6
5234. Auditor-General's Salary	0 6
5235. Drought Relief (Amendment)	0 6
5236. Wheat Marketing (Winding Up) Amendment .. 0 6	
5237. University (Mildura Branch)	0 6
5238. Factories and Shops (Bread)	0 6
5239. Water Supply Loan and Application	1 3
5240. Public Works Loan and Application	0 6
5241. Administration and Probate Duties	0 6
5242. Land Tax	0 6
5243. Country Roads Board Fund (Amendment)	0 6
5244. Ballarat Land	0 9
5245. Stamps (Increased Duty Continuance)	0 6
5246. Railway Loan Application	0 9
5247. Sewerage Districts (Amendment)	0 6
5248. State Electricity Commission (Financial)	0 6
5249. Public Account Advances (Amendment)	0 6
5250. Infectious Diseases Hospital (Amendment)	0 6
5251. Public Works Loan and Application (Amend- ment)	0 6
5252. Officials in Parliament	0 6
5253. Water	0 6
5254. Supreme Court (Judges Salaries)	0 0
5255. Superannuation	0 9
5256. Country Sewerage Loan and Application	0 6
5257. Melbourne and Metropolitan Board of Works (Contributions)	0 6
5258. Vegetation Diseases (Fruit Fly)	0 6
5259. Building Operations and Building Materials Control (Amendment)	0 6
5260. Police Regulation (Amendment)	0 6
5261. Factories and Shops (Determinations)	0 6
5262. Appropriation of Revenue	5 3

J. J. GOURLEY,
Government Printer.

STATE ACTS, 1948—continued.

No.	Price s. d.
5297. Farmers Debts Adjustment (Board)	0 6
5298. Justices (Courts)	0 6
5299. Local Authorities Superannuation (Amend- ment)	0 6
5300. Hospitals and Charities	2 3
5301. Health (Hospitals)	0 9
5302. River Improvement	1 9
5303. Geelong Harbor Trust (Land)	0 6
5304. Stipendiary Magistrates	0 6
5305. Consolidated Revenue	0 6
5306. Consolidated Revenue	0 6
5307. Local Government (Footscray Street Con- struction)	0 6
5308. Teaching Service (Application of Enactments) .. 0 6	
5309. Parliamentary Contributory Retirement Fund .. 0 6	
5310. Prices Regulation	2 0
5311. Marine (Pilotage Rates)	0 6
5312. State Savings Bank	0 6
5313. Coal Mine Workers Pensions	0 9
5314. Transfer of Land (Acquisitions)	0 6
5315. Workers' Compensation (Police Force)	0 6
5316. Fire Brigades (Borrowing and Salaries)	0 6
5317. Public Officers Salaries	0 6
5318. Mildura Irrigation and Water Trusts (Amend- ment)	0 6
5319. Thornbury Land	1 0
5320. Barley Marketing	1 0
5321. North-West Mallee Settlement Areas	1 0
5322. Latrobe-street Tramway Construction	0 6
5323. Gippsland Railway (Duplication and Regrading) .. 0 6	
5324. Municipal Endowment (Temporary Discon- tinuance)	0 6
5325. Stamps (Increased Duty Continuance)	0 6
5326. Country Roads Board Fund (Amendment)	0 6
5327. Land Tax	0 6
5328. Housing	1 0
5329. Master of the Supreme Court	0 9
5330. Treasury Bonds	0 6
5331. Statute Law Revision	0 9
5332. Forests (Land Acquisition)	0 6
5333. State Forests Loan and Application	0 6
5334. Water Supply Loans Application	1 3
5335. Country Roads (Works and Evidence)	0 6
5336. Friendly Societies (War Service) Repeal	0 6
5337. Teaching Service (Amendment)	0 6
5338. Wheat Industry Stabilization	0 9
5339. Administration and Probate Duties	0 6
5340. Nurses (Registration)	0 6
5341. Cancer Institute	1 3
5342. Melbourne and Metropolitan Tramways (Financial)	0 6
5343. Railways Standardization Agreement	1 0
5344. Public Works Loan and Application (Amend- ment)	0 6
5345. Alphington to East Preston Railway Con- struction	0 9
5346. Public Works Loan and Application	0 6
5347. Building Operations (Amendment)	0 6
5348. Prices Regulation (Amendment)	0 6
5349. Parliamentary Salaries and Allowances (No. 2) .. 0 6	
5350. Land (Leases)	0 6
5351. Coal (Overseas Purchase) Loan and Application	0 6
5352. Moe to Yallourn Railway Construction	0 9
5353. Hide and Leather Industries	1 0
5354. Revocation and Excision of Crown Reserva- tions	1 0
5355. Fern Tree Gully and Gembrook Railway (Reconstruction)	0 9
5356. Railway Loan and Application	1 0
5357. Co-operative Housing Societies	0 9
5358. Hospital Benefits	1 0
5361. Railways (Amendment)	0 9

J. J. GOURLEY,
Government Printer.

STATE ACTS, 1948.

COPIES of the following Acts of Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller, at the price set opposite to each:—

No.	Price s. d.
5263. Essential Services	0 9
5264. Landlord and Tenant	2 6
5265. Public Works Committee	0 6
5266. Midwives (Amendment)	0 6
5267. Carriers and Innkeepers	0 6
5268. Camberwell Lands	0 9
5269. Consolidated Revenue	0 6
5270. Miners' Phthisis (Treasury Allowances) Amendment	0 6
5271. Building Operations and Building Materials Control (Amendment)	0 6
5272. State Electricity Commission	0 9
5273. Town and Country Planning	0 6
5274. Coranderrk Lands	0 9
5275. Coroners (Medical Witnesses)	0 6
5276. Vegetation Diseases (Fruit Fly)	0 6
5277. Administration and Probate (Amendment)	0 9
5278. Country Roads (Permanent Works)	0 6
5279. Shrine of Remembrance Trustees	0 6
5280. Non-Contributory State Pensions	0 6
5281. Closer Settlement (Disposal of Land)	0 6
5282. Melbourne North Land	0 6
5283. Melbourne Harbor Trust (Chairman's Salary)	0 6
5284. Police Offences (Race-meetings)	1 0
5285. Statute Law Revision Committee	0 9
5286. Public Trustee	1 3
5287. Horse Breeding (Amendment)	0 6
5288. Building Operations Control (Amendment)	0 6
5289. Local Government (Streets)	1 3
5290. Country Roads	0 6
5291. Landlord and Tenant (Amendment)	1 3
5292. Hepburn Springs Land	0 6
5293. Gas Regulation (Amendment)	0 6
5294. Commonwealth Transferred Officers	0 6
5295. Forests (Amendment)	0 6
5296. Parliamentary Salaries and Allowances	0 9

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Every signature must likewise be counted as a line.

The final words of a paragraph, though only portion of a line must be counted as one line.

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No. 80]

WEDNESDAY, FEBRUARY 9.

[1949

Factories and Shops Acts.

DETERMINATION OF THE WOOLLEN AND COTTON TRADE BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which now has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of:—

- (a) manufacturing woollen, worsted or cotton woven material or wool tops;
- (b) spinning textile yarns (but not spinning or preparing silk yarn)"—
- (c) manufacturing or preparing carpets, braids, tassels, ribbons, labels, or elastic webbing;
- (d) the mercerizing of cotton yarns;
- (e) the printing of woven fabrics"—

has made the following Determination, namely:—

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

2. (a) JUNIORS.

WAGES PER WEEK OF 40 HOURS.

MALES.				FEMALES.			
				£ s. d.			
Under 16 years of age	..	..	.. 2 1 0	Under 16 years of age	..	..	.. 2 1 0
16 years of age	..	..	.. 2 7 6	At 16 years of age	..	..	.. 2 6 0
16½	"	"	.. 2 11 6	At 16½	"	"	.. 2 10 0
17	"	"	.. 2 17 0	At 17	"	"	.. 2 16 0
17½	"	"	.. 3 2 0	At 17½	"	"	.. 3 1 0
18	"	"	.. 3 13 6	At 18	"	"	.. 3 5 6
18½	"	"	.. 4 1 6	At 18½	"	"	.. 3 10 6
19	"	"	.. 4 8 6	At 19	"	"	.. 3 15 6
19½	"	"	.. 5 0 0	At 19½	"	"	.. 4 0 0
20	"	"	.. 5 5 6	At 20	"	"	.. 4 4 6
20½	"	"	.. 5 11 6	At 20½	"	"	.. 4 10 6

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate, in determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

(d)

OTHER EMPLOYEES.
WAGES PER WEEK OF 40 HOURS.
Woolen and Worsted Section.

ADULT MALES.		£	s.	d.
Assistant foreman and/or overlooker .. .. .	.. .. .	7	10	0
Wool Sorting and Wool Scouring and Carbonising Department—				
Wool sorters .. .. .	.. .. .	8	4	6
Neutraliser attendant overlooking bowls in carbonizing plant .. .. .	.. .. .	7	14	6
Wool scourers and/or carbonisers (other than foremen) responsible for mixing of liquor and working of bowls .. .. .	.. .. .	7	12	0
Neutraliser attendant .. .. .	.. .. .	7	9	0
Acid bowl attendant .. .. .	.. .. .	7	9	0
Burr crushing machine attendant .. .. .	.. .. .	7	6	0
Truckers, pressers, and/or storemen substantially employed as such .. .. .	.. .. .	7	6	0
Wool top packers .. .. .	.. .. .	6	16	0
All other machine operators and/or attendants .. .. .	.. .. .	6	15	0
Waste Room—				
Leading hand .. .. .	.. .. .	7	1	0
Operators and/or attendants .. .. .	.. .. .	6	15	0
Wiley House—				
Leading hand .. .. .	.. .. .	7	1	0
Teasing machine or batch floor operators and/or attendants .. .. .	.. .. .	6	16	0
Dye House (Wool Tops and/or Yarn, Yarn Scouring and/or Bleaching)—				
Operators and/or attendants in charge of liquor tanks (not to apply to machine operators or attendants) .. .. .	.. .. .	7	2	0
Leading hands .. .. .	.. .. .	7	1	0
Machine operators and/or attendants .. .. .	.. .. .	6	15	0
Conditioning house employees (wherever employed) .. .. .	.. .. .	6	12	0
Carding Department—				
Head fettler (leading hand in carding room) .. .. .	.. .. .	7	1	0
Fettlers .. .. .	.. .. .	6	17	0
All other machine operators and/or attendants .. .. .	.. .. .	6	15	0
Combing Department—				
Comb mechanic .. .. .	.. .. .	6	19	0
Combing and backwash machine operators .. .. .	.. .. .	6	17	0
All other machine operators and/or attendants .. .. .	.. .. .	6	15	0
Drawing, Spinning, Twisting and Winding (including Weft) Departments—				
Men in charge of one pair of spinning mules—				
Worsted .. .. .	.. .. .	7	0	0
Woolen .. .. .	.. .. .	6	18	0
All other machine operators and/or attendants .. .. .	.. .. .	6	15	0
Doffers .. .. .	.. .. .	6	6	0
Jobber .. .. .	.. .. .	6	19	0
Pin Setting Department—				
Pin setter—				
1st year's experience .. .. .	.. .. .	6	11	0
2nd year's experience .. .. .	.. .. .	6	16	0
Thereafter—				
Faller pin setter and porcupine setter .. .. .	.. .. .	7	7	0
Comb circle and French comb cylinder setter .. .. .	.. .. .	7	15	0
Roller Covering Department—				
Roller (leather or cork) coverer—				
1st year's experience .. .. .	.. .. .	6	10	0
2nd year's experience .. .. .	.. .. .	6	14	0
Thereafter .. .. .	.. .. .	7	5	0
Roller coverers' assistants .. .. .	.. .. .	6	10	0
Warping Department—				
Combined warping and sizing machine operator .. .. .	.. .. .	7	2	0
Warpers and/or beamers .. .. .	.. .. .	6	17	0
Size machine hands .. .. .	.. .. .	6	15	0
Creelers .. .. .	.. .. .	6	9	0
Warper (using weaving attachment) .. .. .	.. .. .	7	2	0
Warp Drawing and Warp Twisting Department—				
Drawers and/or twistors in—				
1st year's experience .. .. .	.. .. .	6	9	0
2nd year's experience .. .. .	.. .. .	6	14	0
Thereafter—				
Twisters-in .. .. .	.. .. .	7	2	0
Drawers-in .. .. .	.. .. .	7	7	0
Warp tiers .. .. .	.. .. .	6	12	0
Weaving Department—				
Box loom tuners—				
1st year's experience .. .. .	.. .. .	6	12	0
2nd year's experience .. .. .	.. .. .	6	18	0
Thereafter .. .. .	.. .. .	7	15	0
Plain loom tuners—				
1st year's experience .. .. .	.. .. .	6	10	0
2nd year's experience .. .. .	.. .. .	6	16	0
Thereafter .. .. .	.. .. .	7	10	0
Card and/or chain makers .. .. .	.. .. .	6	15	0
Pattern weavers .. .. .	.. .. .	7	5	0
Weavers—				
1st six months' experience .. .. .	.. .. .	6	12	0
Thereafter .. .. .	.. .. .	6	18	0
Beam lifter and loom gaiter .. .. .	.. .. .	6	15	0
Perchers .. .. .	.. .. .	6	14	0
Piece Scouring and Dyeing Department—				
Leading hand .. .. .	.. .. .	7	1	0
Milling, scouring and/or washing machine or piece dyeing operators .. .. .	.. .. .	6	17	0
Wet crabber operators .. .. .	.. .. .	6	17	0
Other operators and/or attendants .. .. .	.. .. .	6	15	0

WAGES PER WEEK OF 40 HOURS.
OTHER EMPLOYERS—ADULT MALES—continued.

Woolen and Worsted Section—continued.

	£	s.	d.
Finishing Departments—			
Sulphur house hands (for time on sulphur house work)	7	0	0
Examiners of finished cloth	7	0	0
Examiners of finished cloth assistant	6	14	0
Perchers during finishing process	6	18	0
Piece carbonisers	6	17	0
Men engaged on unshrinkable finishing process	6	17	0
Cloth cutting or cropping machine operators	6	17	0
Operators and/or attendants	6	15	0
Warehouse (Yarn and/or Cloth)—			
Leading hand in warehouse where warehouse foreman is not employed	7	1	0
Machine operators and attendants	6	15	0
Other operators and attendants	6	12	0
Leading hand responsible for packing of yarn	6	17	0
General—			
Recorders	6	14	0
Yarn storemen	6	12	0
Oilers and cleaners	6	12	0
All adult males (in any section) not elsewhere specified	6	3	0

Cotton Section.

Spinning.

Bale Store—			
Man in charge of receipt of bales, storage, and putting mixings down	6	13	0
All other adult males	6	6	0
Blow Room—			
Blow Room Major	7	5	0
Leading hand where no blow room major employed	7	0	0
Scutcher Tenter	6	16	0
Feeder	6	11	0
Carding Department—			
Card Room Jobber	7	5	0
Stripper and Grinder	7	0	0
Stripper	6	15	0
Can Tenter	6	12	0
Lap Carrier	6	6	0
Combing Department—			
Needler—			
1st year's experience	6	11	0
2nd year's experience	6	16	0
Thereafter	7	7	0
Jobber	7	5	0
Comber Tenter	6	15	0
Draw Frames—			
Draw Frame Tenter	6	12	0
Slubbers—			
Slubber Tenter	6	15	0
Back Tenter	6	6	0
Intermediate—			
Tenter	6	15	0
Back Tenter	6	6	0
Rovers—			
Tenter	6	15	0
Back Tenter	6	6	0
Ring Spinning—			
Ring Jobber	7	5	0
Ring Spinner	6	15	0
Head Doffer	6	11	0
Doffer	6	6	0
Mule Spinning—			
Man in charge of one pair of mules	7	5	0
Piecer	6	12	0
Winding Department—			
Winding Jobber	7	5	0
Winders	6	14	0
Packer	6	9	0
Doubling and Cabling Department—			
Doubling Jobber	7	5	0
Doublers	7	15	0
Doffers	6	6	0
General—			
Roller-coverer	7	5	0
Roller-coverer's Assistant	6	10	0
Waste Man	6	10	0
Oilers and Cleaners	6	12	0
Sweepers	6	6	0
Tapeman and/or Bandman	6	6	0
Laborers (Truckers, Wheelers and Carriers)	8	6	0
Packers	6	9	0
Recorders	6	14	0
Lay-on	6	6	0
Yarn Warehouseman (in charge of more than 3 operatives)	7	5	0
Yarn Warehouseman (in charge of 3 or less than 3 operatives)	6	16	0
Yarn Warehouse—operators and attendants	6	12	0
Males not elsewhere included	6	3	0

WAGES PER WEEK OF 40 HOURS.
OTHER EMPLOYEES—ADULT MALES—continued.

Weaving.										£	s.	d.
Warping and Beaming—												
Warpers and Beamers	..	..	..	..	..	..	..	..	..	6	17	0
Croelers	..	..	..	..	..	..	..	..	..	6	9	0
Sizing Department—												
Slasher Sizer—leading hand if no foreman employed										..	..	7 15 0
Assistant Slasher Sizer	..	..	..	..	..	..	..	..	..	6	15	0
Slasher's Labourer	..	..	..	..	..	..	..	..	..	6	9	0
Dry Taping Machine Operators	..	..	..	..	..	..	..	..	..	6	15	0
Dry Taping Machine Operator's Assistant	..	..	..	..	..	..	..	..	..	6	9	0
Twisting-in and Drawing-in Department—												
Twister-in	..	..	..	..	..	..	..	..	..	6	19	0
Drawer-in	..	..	..	..	..	..	..	..	..	6	19	0
Warp Tiers	..	..	..	..	..	..	..	..	..	6	15	0
Reacher-in	..	..	..	..	..	..	..	..	..	6	9	0
Tuning Department—												
Plain loom tuners—												
1st year's experience	..	..	..	..	..	..	..	..	..	6	15	0
2nd year's experience	..	..	..	..	..	..	..	..	..	7	0	0
Thereafter	..	..	..	..	..	..	..	..	..	7	5	0
Box loom tuners—												
1st year's experience	..	..	..	..	..	..	..	..	..	7	0	0
2nd year's experience	..	..	..	..	..	..	..	..	..	7	5	0
Thereafter	..	..	..	..	..	..	..	..	..	7	10	0
Automatic and Jacquard loom tuners—												
1st year's experience	..	..	..	..	..	..	..	..	..	7	0	0
2nd year's experience	..	..	..	..	..	..	..	..	..	7	5	0
Thereafter	..	..	..	..	..	..	..	..	..	7	15	0
Beam lifter and loom gaiter	..	..	..	..	..	..	..	..	..	6	15	0
Weaving Department—												
Weavers—												
1st six months' experience	..	..	..	..	..	..	..	..	..	6	12	0
Thereafter	..	..	..	..	..	..	..	..	..	6	18	0
Battery fillers	..	..	..	..	..	..	..	..	..	6	6	0
Bleaching—Dyeing and Finishing Department—												
Leading hand employed on dye or bleaching machines or vats										..	..	7 0 0
Grey room warehouseman (man in charge)	..	..	..	..	..	..	..	..	..	6	15	0
All other machine operators and/or attendants	..	..	..	..	..	..	..	..	..	6	15	0
Dye house storeman	..	..	..	..	..	..	..	..	..	6	13	0
General—												
Card cutters and/or chain makers	..	..	..	..	..	..	..	..	..	6	15	0
Cloth examiners—finished cloth	..	..	..	..	..	..	..	..	..	6	19	0
Cloth pickers	..	..	..	..	..	..	..	..	..	6	12	0
Cloth warehouseman (man in charge—dyed and finished cloth)	..	..	..	..	..	..	..	..	..	7	5	0
Cloth warehouseman	..	..	..	..	..	..	..	..	..	6	12	0
Yarn warehouseman	..	..	..	..	..	..	..	..	..	6	12	0
Oilers and cleaners	..	..	..	..	..	..	..	..	..	6	12	0
Splicers and Croelers	..	..	..	..	..	..	..	..	..	6	9	0
Recorders	..	..	..	..	..	..	..	..	..	6	14	0
Machine operators and/or attendants—not elsewhere classified	..	..	..	..	..	..	..	..	..	6	15	0
Males—not elsewhere included	..	..	..	..	..	..	..	..	..	6	3	0
<i>Miscellaneous Section.</i>												
Braids, Tassels, Labels, and Ribbons.												
Loom Tuners—												
1st year's experience	..	..	..	..	..	..	..	..	..	7	0	0
2nd year's experience	..	..	..	..	..	..	..	..	..	7	5	0
Thereafter	..	..	..	..	..	..	..	..	..	7	10	0
Jacquard Card Cutters—												
1st year's experience	..	..	..	..	..	..	..	..	..	7	0	0
2nd year's experience	..	..	..	..	..	..	..	..	..	7	5	0
Thereafter	..	..	..	..	..	..	..	..	..	7	10	0
Card Handlers and/or Changers										..	..	6 15 0
Weavers—												
1st six months' experience	..	..	..	..	..	..	..	..	..	6	12	0
Thereafter	..	..	..	..	..	..	..	..	..	6	18	0
Warpers	..	..	..	..	..	..	..	..	..	6	17	0
Twisters-in	..	..	..	..	..	..	..	..	..	6	17	0
All other machine operators and/or attendants	..	..	..	..	..	..	..	..	..	6	15	0
Oilers and Cleaners	..	..	..	..	..	..	..	..	..	6	12	0
Other male labour not elsewhere specified	..	..	..	..	..	..	..	..	..	6	3	0
Carpets.												
Dye House—												
Leading Hand	..	..	..	..	..	..	..	..	..	7	0	0
Machine Operators and/or Attendants	..	..	..	..	..	..	..	..	..	6	15	0
Winding Department—												
Slasher Size Hand	..	..	..	..	..	..	..	..	..	7	0	0
Beamers	..	..	..	..	..	..	..	..	..	6	13	0
Bobbin Winder	..	..	..	..	..	..	..	..	..	6	13	0
Cheese Winder	..	..	..	..	..	..	..	..	..	6	13	0
Leading Hand in Winding	..	..	..	..	..	..	..	..	..	7	1	0

WAGES PER WEEK OF 40 HOURS.
OTHER EMPLOYEES—ADULT MALES—*continued.*

Carpets— <i>continued</i>		£ s. d.
Weaving Department—		
Loom Tuners—		
Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms :—		
1st year's experience .. .. .	.. .. .	6 12 0
2nd year's experience .. .. .	.. .. .	7 0 0
Thereafter .. .. .	.. .. .	7 15 0
Wilton plain looms :—		
1st year's experience .. .. .	.. .. .	6 10 0
2nd year's experience .. .. .	.. .. .	6 17 0
Thereafter .. .. .	.. .. .	7 10 0
Weavers—		
Gripper loom, spool gripper loom and spool Axminster looms :—		
1st six months' experience .. .. .	.. .. .	6 14 0
2nd six months' experience .. .. .	.. .. .	7 0 0
Thereafter .. .. .	.. .. .	7 5 0
Wilton Jacquard looms :—		
1st six months' experience .. .. .	.. .. .	6 14 0
2nd six months' experience .. .. .	.. .. .	7 0 0
Thereafter .. .. .	.. .. .	7 3 0
Wilton plain looms .. .. .	.. .. .	6 18 0
Loom Creeler .. .. .	.. .. .	6 10 0
Finishing Department—		
Brushing machine .. .. .	.. .. .	6 13 0
Steaming machine .. .. .	.. .. .	6 13 0
Shearing machine .. .. .	.. .. .	6 16 0
Roll and measuring machine .. .. .	.. .. .	6 13 0
Back starching .. .. .	.. .. .	6 13 0
Other machine operators and/or attendants .. .. .	.. .. .	6 13 0
Warehouse—		
Leading hand in warehouse .. .. .	.. .. .	7 1 0
Other warehousemen .. .. .	.. .. .	6 12 0
General—		
Solderer .. .. .	.. .. .	6 15 0
Card Stampers .. .. .	.. .. .	6 15 0
Oilers and Cleaners .. .. .	.. .. .	6 12 0
Other male labour not elsewhere specified .. .. .	.. .. .	6 3 0
Elastic Webbing.		
Loom Tuners—		
1st year's experience .. .. .	.. .. .	7 0 0
2nd year's experience .. .. .	.. .. .	7 5 0
Thereafter .. .. .	.. .. .	7 10 0
Weavers—		
1st six months' experience .. .. .	.. .. .	6 13 0
2nd six months' experience .. .. .	.. .. .	6 18 0
Thereafter .. .. .	.. .. .	7 0 0
Braiders and Rubber-coverers—		
1st three months' experience .. .. .	.. .. .	6 13 0
2nd three months' experience .. .. .	.. .. .	6 16 0
Thereafter .. .. .	.. .. .	6 18 0
Dye House employees .. .. .	.. .. .	6 15 0
Warpers .. .. .	.. .. .	6 17 0
Finishing Machine Operators .. .. .	.. .. .	6 15 0
Winders .. .. .	.. .. .	6 14 0
Yarn Storemen .. .. .	.. .. .	6 12 0
Packers and Despatchers .. .. .	.. .. .	6 9 0
Other male labour not elsewhere specified .. .. .	.. .. .	6 3 0
Mercerising.		
Warp Mercerising—		
Man in Charge .. .. .	.. .. .	7 2 0
Machine Operators .. .. .	.. .. .	6 15 0
Quilling Operators .. .. .	.. .. .	6 14 0
Twisters .. .. .	.. .. .	6 15 0
Reelers .. .. .	.. .. .	6 14 0
Cone Winders .. .. .	.. .. .	6 14 0
Yarn Storemen .. .. .	.. .. .	7 0 0
Packers and Despatchers .. .. .	.. .. .	6 15 0
Other male labour not elsewhere specified .. .. .	.. .. .	6 3 0
Printing Woven Fabrics.		
Roller machine printer .. .. .	.. .. .	7 5 0
Man designing on copper rollers .. .. .	.. .. .	7 5 0
All other employees engaged on roller machine printing process .. .. .	.. .. .	6 15 0
Textile and fabric printers (hand painting) .. .. .	.. .. .	7 0 0
Textile and fabric printers (screen printing) .. .. .	.. .. .	6 18 0
Printing Room assistants .. .. .	.. .. .	6 9 0
Measuring and blocking machine operators .. .. .	.. .. .	6 15 0
Calender operator .. .. .	.. .. .	6 15 0
Dye House—machine operators and/or attendants .. .. .	.. .. .	6 15 0
Stenter operator .. .. .	.. .. .	6 15 0
Leading Hand employed on steaming .. .. .	.. .. .	7 0 0
Leading Hand employed on colour mixing .. .. .	.. .. .	7 0 0
Warehouse—operators and/or attendants .. .. .	.. .. .	6 12 0
Other male labour not elsewhere specified .. .. .	.. .. .	6 3 0

ADULT FEMALES:

	Wages per Week of 40 Hours.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
WOOLLEN AND WORSTED SECTION.			
<i>Combing Department.</i>			
Combing and Backwash machine operators	£ 4 12 6	£ 4 15 6	£ 4 18 6
All other machine operators and/or attendants	4 12 6	4 15 6	4 18 6
<i>Drawing, Spinning, Twisting and Winding (Including Weft) Department.</i>			
All machine operators and/or attendants	4 12 6	4 15 6	4 18 6
<i>Warping Department.</i>			
Warpers using wave motion	4 12 6	4 17 6	5 2 6
Warpers	4 12 6	4 16 6	5 0 6
<i>Weaving Department.</i>			
Weavers	4 12 6	4 16 6	5 2 6
<i>Mending and Darning Department.</i>			
Examiners and/or passers of pieces after mending	4 19 6	4 19 6	5 6 6
Worsted menders and darners	4 17 6	4 17 6	5 2 6
Other menders and darners (except flannel and blanket menders)	4 12 6	4 15 6	5 0 6
Other examiners and passers	4 12 6	4 15 6	4 18 6
Whipping machinists	4 12 6	4 15 6	4 18 6
Knotters and burlers	4 12 6	4 15 6	4 18 6
<i>Finishing Department.</i>			
Operators and/or attendants	4 12 6	4 15 6	4 18 6
<i>Warehouse (Yarn and/or Cloth).</i>			
Machine operators and attendants	4 12 6	4 15 6	4 18 6
Other warehouse employees including packers	4 12 6	4 15 6	4 15 6
<i>General.</i>			
Recorders	4 12 6	4 15 6	4 18 6
All other females in any section not elsewhere specified	4 12 6	4 12 6	4 12 6
COTTON SECTION.			
<i>(a) Spinning Section.</i>			
Combing section—			
Combing tenter	4 12 6	4 15 6	4 18 6
Drawing frame section—			
Draw frame tenter	4 12 6	4 15 6	4 18 6
Slubbers—			
Slubber tenter	4 12 6	4 15 6	4 18 6
Back tenter	4 12 6	4 15 6	4 15 6
Intermediate—			
Intermediate tenter	4 12 6	4 15 6	4 18 6
Back tenter	4 12 6	4 15 6	4 15 6
Rovers—			
Rover tenter	4 12 6	4 15 6	4 18 6
Back tenter	4 12 6	4 15 6	4 15 6
Ring spinning department—			
Ring spinner	4 12 6	4 15 6	4 18 6
Head doffer	4 18 6	4 18 6	4 18 6
Doffer	4 12 6	4 15 6	4 15 6
Winding department—			
Winders	4 12 6	4 15 6	4 18 6
Doubling department—			
Doublers	4 12 6	4 15 6	4 18 6
Doffers	4 12 6	4 15 6	4 15 6
General—			
Recorders	4 12 6	4 15 6	4 18 6
Roller coverers assistants	4 12 6	4 15 6	4 15 6
Packers	4 12 6	4 15 6	4 15 6
Adult females in any section not elsewhere specified	4 12 6	4 12 6	4 12 6

ADULT FEMALES—continued.

	Wages per Week of 40 Hours.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
COTTON SECTION—continued.			
<i>(b) Weaving Section.</i>			
Winding department—			
Winders	£ 12 6	£ 15 6	£ 18 6
Warping and beaming department—			
Warpers and/or beamers	£ 21 6	£ 15 6	£ 0 6
Creelers	£ 12 6	£ 15 6	£ 15 6
Twisting-in and drawing-in department—			
Twisters-in	£ 15 6	£ 18 6	£ 2 6
Drawers-in	£ 15 6	£ 18 6	£ 2 6
Reachers-in	£ 12 6	£ 15 6	£ 18 6
Weaving department—			
Weavers	£ 12 6	£ 16 6	£ 2 6
Battery fillers	£ 12 6	£ 15 6	£ 15 6
General			
Cloth examiners, finished cloth	£ 19 6	£ 19 6	£ 6 6
Card cutters and/or chain makers	£ 12 6	£ 15 6	£ 18 6
Recorders	£ 12 6	£ 15 6	£ 18 6
Cloth pickers	£ 12 6	£ 15 6	£ 18 6
Warehouse employees including packers	£ 12 6	£ 15 6	£ 15 6
Splicers and creelers (Tyre Cord)	£ 12 6	£ 15 6	£ 15 6
All adult females in any section not elsewhere specified	£ 12 6	£ 12 6	£ 12 6
MISCELLANEOUS SECTION.			
<i>Braids, Tassels, Labels and Ribbons Section.</i>			
Assistant forewomen and/or overlooker	£ 7 6	£ 7 6	£ 7 6
Weavers	£ 12 6	£ 16 6	£ 2 6
Warpers	£ 12 6	£ 16 6	£ 0 6
Other machine operators and/or attendants	£ 12 6	£ 15 6	£ 18 6
Recorders	£ 12 6	£ 15 6	£ 18 6
Warehouse employees including packers	£ 12 6	£ 15 6	£ 15 6
Other females not elsewhere specified	£ 12 6	£ 12 6	£ 12 6
<i>Carpet Section.</i>			
Assistant forewoman and/or overlooker	£ 7 6	£ 7 6	£ 7 6
Weavers	£ 12 6	£ 16 6	£ 2 6
Setters and spool setters	£ 12 6	£ 16 6	£ 0 6
Creelers	£ 12 6	£ 15 6	£ 18 6
Threaders	£ 12 6	£ 15 6	£ 18 6
Examiners and menders	£ 12 6	£ 15 6	£ 18 6
Card stampers and lacers	£ 12 6	£ 15 6	£ 18 6
Winders	£ 12 6	£ 15 6	£ 18 6
Whippers, fringers, trimmers and pickers	£ 12 6	£ 15 6	£ 18 6
Other machine operators and/or attendants	£ 12 6	£ 15 6	£ 18 6
Other females not elsewhere specified	£ 12 6	£ 12 6	£ 12 6
<i>Elastic Webbing Section.</i>			
Assistant forewoman and/or overlooker	£ 7 6	£ 7 6	£ 7 6
Weavers	£ 12 6	£ 16 6	£ 2 6
Braiders and/or rubber-coverers	£ 12 6	£ 15 6	£ 18 6
Warpers	£ 12 6	£ 15 6	£ 18 6
Examiners	£ 12 6	£ 15 6	£ 18 6
Winders	£ 12 6	£ 15 6	£ 18 6
Packers and despatchers	£ 12 6	£ 15 6	£ 15 6
All other machinists	£ 12 6	£ 15 6	£ 18 6
Other females not elsewhere specified	£ 12 6	£ 12 6	£ 12 6
<i>Mercerising Section.</i>			
Assistant forewoman and/or overlooker	£ 7 6	£ 7 6	£ 7 6
Quillers	£ 12 6	£ 15 6	£ 18 6
Reelers	£ 12 6	£ 15 6	£ 18 6
Winders	£ 12 6	£ 15 6	£ 18 6
Other females not elsewhere specified	£ 12 6	£ 12 6	£ 12 6

ADDITIONAL PAYMENTS.

3. (a) An employee who is employed as first-aid man or woman and who holds a first-aid certificate shall be paid 10s. per week extra.
- (b) An employee required to clean wool scouring pits which are in an unusually dirty or offensive condition shall be paid a double ordinary rate whilst employed in the cleaning of the pits.
- (c) For picking over bales of wool waste or rags which are in an offensive or obnoxious condition an employee shall be paid 1s. per bale, in addition to his ordinary pay.
- (d) Employers shall provide proper facilities for the protection of employees engaged in loading and unloading soda ash from delivery vehicles by hand; in the event of such facilities not being so provided the employer shall pay each employee whilst so engaged the sum of 1s. per hour extra.
- (e) Employees who in the course of their normal duties are called upon to work in a dust chamber in a cotton mill shall be paid the sum of 5s. per week extra whilst so employed.
- (f) Employees engaged in dye houses and operators of machines in wool scouring, wet finishing and bleaching departments, shall be paid at the rate of 5s. per week extra as compensation for working under wet and unhealthy conditions.

PIECE-WORK.

4. (a) Any employer may fix piece-work prices for any process provided such prices enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piece-work prices shall be posted in the mill or factory and a copy thereof forwarded to the Secretary of the local branch of the union.

(b) Piece-work prices now paid may be re-adjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force, but thereafter such prices shall not be altered except by mutual agreement between the employer and piece-workers concerned or by authority of the Secretary for Labour.

(c) Effect shall be given in piece-work earnings to alterations of the needs basic wage, and the minimum wage for adults females made in accordance with the provisions of clause 29 of this Determination. For that purpose an employer may alter his piece-work rates in accordance with paragraph (b) hereof, or he may observe the following provisions:—

At the end of each working week, the aggregate earnings of each piece-worker for such week shall be ascertained, and where such piece-worker has worked on each and every day ordinarily worked in such week, such aggregate earnings shall be increased or decreased—

(i) In the case of males, by the sum by which the needs basic wage has been increased or decreased in accordance with the provisions of clause 29; and

(ii) in the case of females by the sum by which the minimum wage for adult females has been increased or decreased in accordance with the provisions of clause 29,

but where the piece-worker has not worked 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.

(d) If any groups of employees in any factory are dissatisfied with alterations made in piece-work rates, they shall have the right to refer the matter to the Secretary for Labour for investigation.

(e) Where an employee has worked part of the week on piece-work he or she shall be entitled to his or her earnings in full for the actual time worked on piece-work if the earnings are higher than the minimum rate for such time.

(f) Adults and juniors doing the same operations shall be paid the same piece-work prices.

(g) As far as practicable, different grades of work shall be equitably divided between piece-workers.

(h) A piece-worker who also instructs learners shall receive 10s. per week in addition to piece-work earnings for the first week, 7s. 6d. for the second week, and 5s. for the third week, but at the end of the third week, shall not be called upon to continue instructing a learner unless paid 5s. per week in addition to the piece-work earnings.

(i) Weavers on commencing a warp shall be provided with a ticket on which shall be entered particulars of class of work, the number of picks per inch, length of cut, speed of loom, and price per out.

(j) A piece-worker (adult or junior) called upon to perform work before the usual starting time or after the usual finishing time on any day Monday to Saturday (inclusive), shall be paid, in addition to his or her normal piece-work price—

(i) for the first three hours on any one of such days—at a rate per hour equivalent to 1/80th of the weekly rate prescribed for an adult employee of the same sex employed on the same work; and

(ii) for any overtime extending beyond such three hours—at a rate per hour equivalent to 1/40 of the weekly rate prescribed for an adult employee of the same sex employed on the same work.

Youths under 18 years of age and females who work overtime extending over ten hours in any week shall for any overtime beyond such ten hours be paid the rate prescribed by paragraph (ii) hereof. Provided that in mills or factories where 40 hours are worked in five days Monday to Friday (inclusive), the maximum daily hours under this sub-clause for Saturday shall be not more than four hours, before the increased overtime rate prescribed by paragraph (ii) hereof shall operate.

(k) Piece-workers on the employer's premises, at the employer's request, ready and willing to work, shall for each pay period, receive at least the time rate prescribed for their occupations.

BONUS PAYMENTS.

5. (a) In all establishments in which tasks are set and employees are paid for extra production, the tasks shall be so set as to permit adults of average capacity and juniors of average capacity in receipt of wages in excess of 25s. per week to earn at least 15 per cent. above the rates prescribed for their occupations or so as to permit juniors of average capacity in receipt of wages between 17s. and 25s. per week to earn at least 20 per cent. in addition to the rates prescribed for their occupations.

(b) Particulars of the basis of bonus rates shall be supplied to the secretary of the local branch of the Union upon request being made to the employer for same.

(c) Adjustments of the basis of bonus rates shall be subject to mutual agreement between the employer and the bonus workers concerned, and if challenged, they may be reviewed by the Secretary for Labour.

(d) If the Union claims that any employer has wrongly based a bonus rate on the time rate for juniors, it may submit such claim to the Secretary for Labour.

MIXED FUNCTIONS.

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

HOURS.

7. Forty hours shall constitute a week's work.

OVERTIME.

8. (a) Overtime shall be paid for work performed before the usual starting time or after the usual finishing time of each shift, at time and a half for the first three hours on any one day, Monday to Saturday inclusive, and double time thereafter:

Provided, however, that in mills or factories where the 40 hours are worked in five days, Monday to Friday inclusive, time worked on Saturday shall be paid for at time and a half for the first four hours and double time thereafter.

(b) The usual starting and/or finishing time in any factory or part thereof shall not be altered, except on seven days' notice to the appropriate shop steward as representative of the Union.

(c) Employees required to work overtime for more than one hour without being notified the day immediately before that they will be required to work shall either be supplied with a meal by the employer or paid 2s. each. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money prescribed herein shall be paid.

(d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings and any tea money to which they might be entitled. Provided that the said sums of 6d. and 3d. shall not be payable to piece-workers working overtime.

(e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day, Monday to Saturday inclusive, and ten hours in one week, and double time thereafter:

Provided that in mills or factories where the 40 hours are worked in five days, Monday to Friday inclusive, the maximum daily hours under this sub-clause for Saturday shall be not more than four.

(f) All females and males under the age of 16 years shall not work overtime for more than 200 hours in a calendar year: Provided that further overtime shall be allowed when the Union cannot supply competent and suitable labour and the consent of the Union is first obtained. If the Union refuses to give such consent, the matter shall be referred to the Secretary for Labour.

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

SHIFTS.

9. Shifts as hereunder set forth may be worked in the industry:—

(a) A day shift for males (except those provided for in sub-clause (c) hereof) shall be worked between the hours of 7 a.m. and 6 p.m. on Monday to Friday inclusive, and between the hours of 7 a.m. and 12 noon on Saturday.

(b) By mutual arrangement between an employer and his employees, and, with the concurrence of the Union, the hours of duty prescribed herein for night-shift workers may be worked in four shifts without payment of overtime.

Under any such arrangement all hours of duty beyond nine hours, even if they come within the starting and finishing times of a shift, shall be paid for at overtime rates.

(c) Subject to the provisions hereafter appearing, females shall be prohibited from working between the hours of 9 p.m. and 7 a.m. Male juniors under 18 years of age are prohibited from working after 9 p.m.

Female employees and male juniors under 18 years may be required to work between the hours of 6 a.m. and 9 p.m., subject to the following conditions:—

(i) 1s. per shift extra shall be paid for each short shift.

(ii) An additional 6d. per shift shall be paid for each shift commencing before 7 a.m.

(iii) Time and a half shall be paid for all time worked after noon on Saturday.

(iv) No employee under the age of 16 years shall be employed before 7 a.m.

(v) (1) No short shift of females under these provisions shall be substituted for any existing afternoon or night shift carried on by male labour.

(2) Where two shifts of females are employed by virtue of these provisions as well as a night shift of males, at least one shift of females shall be dispensed with, if and when it is desired to work only two shifts.

(vi) Where junior male employees of 17 years of age in the Woollen and Worsted Section are required to work on an afternoon or night shift, they shall be paid the wage rate for a junior male of 18 years.

(d) Employees engaged on shifts other than day shift shall be paid the sum of 15s. per week in addition to the ordinary rates payable to day workers, irrespective of whether such shift is regarded as intermediate, afternoon or night shift, whether permanent or rotating.

(e) Short shifts of male employees over 17 years of age may be worked at the discretion of the employer. For work done on such shifts (other than between noon on Saturday and midnight on Sunday), payment shall be made at the rate of 15s. per week of 40 hours in addition to the rates payable to day shift workers.

(f) As far as practicable employees shall work shifts in rotation.

(g) Subject to the provisions of sub-clause (d) hereof, all work done by a shift worker on Saturday afternoon, time and a half shall be paid until 5 p.m. and double time thereafter. All time worked by a shift worker between midnight on Sunday and 7 a.m. on Monday shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(h) An employee who is required to change from one shift to another without two days' notice of such change of shifts shall be paid 5s. extra as compensation for change.

(i) Shift workers may be required to work until the completion of their shifts on holidays without the payment of holiday rates, provided they are not required to work on the night shift commencing on a holiday.

Where a holiday prescribed by this Determination is observed on a Monday, shift-workers may be given time off on the shift commencing on the Sunday night preceding a holiday, and in such event shall be required to work on the usual night shift commencing on the holiday, without additional pay.

Provided that where an employee works two complete shifts on a holiday, both shifts shall be paid for as holiday shifts.

TERMS OF ENGAGEMENT.

10 (a) (i) Engagement in the industry shall be on an hourly basis, except that notice equivalent to 40 working hours shall be given on either side to terminate employment; such notice may be given at any time, and in lieu thereof one week's wages shall be paid or forfeited as the case may be.

(ii) Notwithstanding the provisions of paragraph (i) of this sub-clause an employer shall have the right to stand down employees at any time when no work is offering: Provided, however, that, subject to the continuance of existing practices in the weaving section of the industry, any day worker starting work shall be entitled to at least half a day's pay and any piece worker to half a day's work.

(iii) Notwithstanding anything elsewhere provided in this sub-clause an employer shall have the right to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct (in which case wages shall be paid up to the time of dismissal only); or to deduct payment for any time the employee cannot be usefully employed because of any strike by the Union or any other Union, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

Provided—

That any employee required to attend for work in accordance with this clause and does so attend shall be paid as for at least two hours' work at time rates; and

That payment shall be made at time rates to an employee who is kept on the employer's premises at the direction of the management in excess of two hours.

(iv) An employee to become entitled to payment under this Determination shall be ready, willing and available for work at the times and during the hours usually worked by him.

(b) Where an employer terminates the employment of an employee within two weeks prior to a day on which a holiday prescribed by this Determination occurs and such an employee is re-engaged within a period of two weeks after such holiday or holidays, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least two weeks prior to the termination of employment.

MEAL HOURS.

11. (a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day provided that by mutual arrangement between the employees and the employer a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his meal hour. No employee shall be compelled to work more than five hours without a break for a meal.

Provided, however, that where three shifts are worked and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Meal intervals, having been fixed, shall not be altered except on seven days' notice to the Union.

HOLIDAYS AND SUNDAY WORK.

12. (a) Subject to the limitations mentioned hereinafter, the following days shall be regarded as public holidays under this Determination:—New Year's Day, Good Friday, Easter Saturday (in establishments working a six-day week), Australia Day, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, and Boxing Day, or any other day observed in lieu thereof, or observed by local custom, and substituted for one of the days hereinbefore mentioned, with the consent of the appropriate branch of the Union. Provided that, in the Metropolitan District of Melbourne, Melbourne Cup Day shall be substituted for King's Birthday.

(b) Employees shall be paid for any of such holidays as fall on an ordinary working day of their employer's establishment such payment to be to the full extent of the ordinary daily wage.

Provided that Christmas Day or Boxing Day 1948, or New Year's Day, 1949, falling on a Saturday or Sunday, and not being observed on any other day, then an employee shall, notwithstanding that it is a non-working day, be paid for each such day on the following basis:—

(i) in the case of weekly wage employees, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;

(ii) in the case of employees employed on piece or bonus work or any other system of payment by result, at times rates.

Provided that payment shall be subject to the provisions of sub-clause (d) of this clause and sub-clause (c) of clause 14.

(c) Piece-workers shall be paid for such holidays, even though not worked, at the ordinary rates payable to employees on time work doing the same class of work.

(d) Where an employee is absent from his or her employment on the working day, or part of the working day, before or after a holiday without reasonable excuse, or without the employer's consent, the employee shall not be entitled to payment for such holiday.

(e) When an employee is absent through illness or other reasonable cause from his or her employment for a period exceeding fourteen days the employee shall not be entitled to payment for any holidays occurring during such period of absence.

Provided that where an employee consents to an employee having leave beyond the fourteen days above-mentioned, payment shall be made for such holiday or holidays occurring in the period of absence.

(f) Production work in any factory is prohibited on Sundays unless in extraordinary circumstances, and then only with the consent of the Secretary for Labour. Provided that this sub-clause shall not apply to employees engaged in the production of wool tops.

(g) All work done by time-workers on the holidays prescribed in sub-clause (a) hereof, and all work done by time-workers on Sundays, shall be paid for at the rate of ordinary time in addition to the ordinary rate; all such work done by piece-workers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piece-work earnings. Provided that in respect of work done in or in connexion with the production of wool tops payment shall be at half ordinary time rates in addition to the ordinary rate, and in the case of piece-workers at half the ordinary time rate in addition to piece-work earnings.

(h) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the resumption of work the next following working day, or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall, if worked on holidays and Sundays, be paid at the rate of time and a half.

SICK LEAVE.

13. (a) An employee who is absent from 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 unless he has been in the service of the employer concerned for at least three months immediately prior to such absence;

(ii) he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation;

(iii) 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;

(iv) he shall prove to the satisfaction of the employer (or in the event of dispute to the Secretary for Labour) 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. For such purpose, the employer may require an employee to make a statutory declaration verifying the cause of his absence;

(v) he shall not be entitled in any year to leave in excess of 40 hours of working time, nor to payment in excess of 40 hours at ordinary rates, nor, in the case of an employee working short shift, payment in excess of a week's wages for such shift.

(b) A piece-worker entitled to paid leave of absence under this clause shall be paid at the time-work rate applicable to his classification.

(c) For the purpose of sub-clause (a) hereof, an employer may arrange with the secretary of the local branch of the Union for the recognition of a specified date as the commencing date of each year; and, when so arranged, such date shall be binding for that purpose on the Union, that employer and all his employees. In the absence of any such arrangement, "year" for the purpose of sub-clause (a) hereof of this clause shall mean:—

(i) In the case of an employee in the service of an employer on the 1st May, 1943, a year of service commencing on that date; except in a case where the employer has before that date allowed paid sick leave, when it shall mean the year of service then current;

(ii) In other cases, a year of service in the employ of the employer concerned.

ANNUAL LEAVE.

Period of Leave.

14. (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 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 12 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 or the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 13 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 notification 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 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 varied. The annual leave shall be allowed at the rate of $6\frac{2}{3}$ hours for each completed one month of continuous service. 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 to 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 last 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 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 12 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages except a seven-days shift worker who shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof wages shall be at the rate prescribed by clause 2 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 $6\frac{2}{3}$ 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 purpose 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 (i) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

LIMITATIONS.

15. (a) Where practicable each machine must be stopped when being cleaned. The cleaning to be done in his or her working hours by the employee whose duty it is to do so.
- (b) No female shall be required to lift or carry any article or goods weighing more than 30 lb., without one assistant for every 30 lb. weight.
- (c) The occupations in which females are employed at the time of the making of this Determination shall not be extended in any factory without the consent of the Secretary for Labour.
- (d) No male employee under 18 years of age shall be permitted to operate the rotary hydros and milling machines in the finishing department.
- (e) Work on wet crabbing in the dye house shall be confined to adult employees.
- (f) No female shall be employed in the wool sorting or wool scouring departments.
- (g) Work in the dye house and bleach house shall be confined to adult male employees, except where, with the consent of the Union or the approval of the Secretary for Labour, juniors are employed there for training purposes; but this clause shall not prevent the continued employment of juniors already employed on such work.
- (h) To each pair of mules in the spinning department, one adult shall be employed as "in charge" thereof.

GENERAL.

16. (a) *Hot Water.*—Employees shall be provided by the employer with hot water free of charge.
- (b) *Seats for Female Employees.*—When requested by employees, and where practicable, suitable seats shall be provided by the employer for female employees in positions handy to their work.
- (c) *Rest Room.*—In factories where ten or more female employees are employed, a properly ventilated rest room shall be provided by the employer for the use of such female employees. It shall contain a suitable couch, two easy chairs, and a rubber hot-water bag.
- Any dispute under this sub-clause shall be referred to the Secretary for Labour.
- (d) *Dining Room.*—Where reasonable and practicable, proper dining-room accommodation shall be provided by the employer for the use of the employees.
- (e) *First Aid.*—In each mill or establishment, the employer shall provide a properly equipped first-aid chest at a place or places reasonably accessible to all employees. Such chest shall, as to its contents, comply with the requirements of the Factories and Shops Acts.
- (f) *Clothing.*—When requested by the representative of the Union, the employer shall provide employees working in the wool scouring, dye house, wiley house, bleach house, and scouring, yarn dyeing, and piece carbonizing (except piece drying) departments with suitable protective clothing, such as gloves and top boots or clogs and (when working with acids) aprons. Employees shall take reasonable care of clothing so provided.
- (g) *Tools of Trade.*—All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.
- (h) *Changing Accommodation.*—Separate dressing accommodation shall be provided by the employer for male and female employees.
- (i) *Tea Break.*—Female employees shall be allowed a period of not less than ten minutes for rest and refreshment during each day or shift, to be taken at times to be mutually arranged; reasonably facilities shall be provided by the employer for female employees to have refreshments during such interval, if they so desire, provided—
- (i) that such period shall not be allowed within one hour of commencing or finishing work for the day or for a meal break; and
 - (ii) this sub-clause shall not apply to employees working a short shift who are allowed crib time without deduction of pay; and
 - (iii) that employees shall conform to such arrangements as the employer may make to ensure the continuity of machine operations.
- (j) *Floor Coverings.*—Where practicable, suitable floor coverings shall be placed before machines, and no employee shall be called upon to stand on a bare concrete or brick or stone floor when operating or attending to a machine. Any dispute under this sub-clause shall be referred to the Secretary for Labour.
- (k) *Guarding Machinery.*—Nothing in this Determination shall be deemed to override or limit any State law relating to the safeguarding of machinery for the protection of employees from accident.
- (l) *Lighting Facilities.*—Adequate lighting facilities shall be provided in all factories.
- (m) *Drinking Water.*—Clean and wholesome drinking water shall be provided in places easily accessible to all employees.

PAYMENT OF WAGES.

17. Wages shall be paid weekly not later than Friday. Wages shall be paid during working hours; shift workers finishing work on Friday mornings shall be paid their wages before ceasing work; any employee kept waiting for his or her wages beyond the ordinary working hours shall be paid at overtime rates for such waiting time.
- Where the services of an employee are dispensed with wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.
- Not more than two days' pay of each employee shall be kept in hand by an employer.

NOTICE BOARDS.

18. The employer shall permit a notice board to be erected in a prominent position in his establishment, upon which representatives of the Union shall be allowed to post notices in connexion with Union meetings or other legitimate business of the Union, provided such notices are not objected to by the management. In the event of a conflict of opinion as to whether a notice is objectionable, the matter shall be referred to the Secretary for Labour.

POSTING OF DETERMINATION.

19. A copy of this Determination shall be posted by each employer in a prominent and accessible place in his establishment.

SHOP STEWARDS.

20. Shop stewards to the number of one in each department shall be recognized by the employer, and not more than three of such stewards shall be allowed time off during working hours to interview the employer if there is any legitimate complaint.

RIGHT OF ENTRY.

21. The secretary or branch secretary of the Union, or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time.

If any official so authorized makes himself objectionable during any such visit, his right to visit may be determined by the employer affected. The official shall have the right to bring such refusal before the Secretary for Labour.

UNION CONFERENCE DELEGATES.

22. Delegates of the Union not exceeding two from each factory shall be granted leave without pay to attend Union conferences provided that reasonable notice has been given to the employer and that such absence will not unduly interfere with the business of the employer.

CERTIFICATE OF SERVICE.

23. An employee, if he or she asks for it, shall be entitled on termination of service to a certificate of length of service with an employer, and the nature of the work he or she was employed upon.

TIME AND WAGES BOOK.

24. (a) An employer shall keep a time and wages book or record in English, showing the name of each employee, the age and/or experience of each employee paid as a junior under clause 2 hereof, the occupation of each employee, the hours worked each day or each week and the wages and/or allowances paid each week.

(b) (i) When any junior employee is engaged the employer shall obtain and file in his records a certificate or declaration as to the age and experience of such junior employee, which shall be open for inspection as provided herein.

(ii) Any employee giving misleading or false information as to his or her experience and/or age shall be liable to penalties for breach of this Determination.

(c) The time occupied by an employee in filling in time books or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(d) The time and wages book or record shall be open for inspection to a duly accredited official of the Union during the usual office hours at the employer's office or other convenient place, provided that no inspection shall be demanded unless the secretary of the Union or the branch secretary or organizer of any division suspects that a breach of this Determination is being or has been committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

OUTSIDE WORKERS.

25. (a) No work of any description or class covered by this Determination shall be done or performed except in the factory or workshop of an employer affected by this Determination unless a permit has been given to an employee by the Secretary for Labour to work outside such factory or workshop.

(b) An employer shall not have more than one outside worker for every twenty indoor workers or fraction thereof.

(c) An outside worker shall be deemed to be a person who works by himself or herself and is not employed in a workshop or factory.

(d) The outside worker shall not work during any part of the day inside a workshop or factory.

(e) Outside workers shall be paid the rates prescribed in this Determination.

(f) Outside workers shall be provided free of charge with all yarn and/or other materials used in connexion with their work.

(g) Where an employer delivers and/or collects the work of such outside workers, the outside workers shall not be charged for such delivery and/or collection.

(h) Outside workers shall not employ any labour whatever except members of their own families.

(i) *Record Book.*—An employer who has work done elsewhere than in his factory or workshop shall keep a record book in English which shall contain a correct account written in ink as follows:—

(i) The name and address of the outside worker.

(ii) The number of articles and description of the work given out.

(iii) The price paid for such outside work.

(iv) The record book shall be signed each week by each outside worker verifying the accuracy of the amount of wages received.

(v) The record book shall be open for inspection at any time by any authorized officer of the Department of Labour.

(j) No employer shall, except as provided herein, require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work of preparing any material for manufacture or materials so prepared)—

(i) in any place other than his usual workshop or factory; and/or

(ii) by any person or persons other than his employees usually employed at such workshop or factory.

(k) Nothing herein contained shall affect the right of an employer affected by this Determination to contract, sub-contract, let or sub-let to any person employing not less than four persons, exclusive of members of his own family, who conducts a workshop or factory, and is affected by this Determination.

LIMITATION OF EMPLOYER'S LIABILITY.

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

DEFINITIONS.

- 27. (a) (i) "An assistant foreman and/or overlooker" is a male employee who, under the direction of the management supervises the work of eight or more other employees.
- (ii) A leading hand is an employee who, under the direction of the management, supervises the work of a shift or gang of other employees, not exceeding seven in number.
- (b) "Union" means the Victorian Branch of the Australian Textile Workers' Union.
- (c) "Machine operator and/or attendant" means an employee who, in the course of his duty, is called upon to operate a machine, and does not include an employee whose sole duty is carrying material to and from a machine.
- (d) "Continuous process" means (i) in the case of employees engaged in or in connexion with the production of wool tops, the working of three or four shifts per day for six or seven days per week; and (ii) in other cases the working of three shifts per day between midnight on Sunday and noon on the following Saturday.
- (e) "Experience", for the purpose of calculating rates under clause 2 of this Determination, shall include all experience in the classification concerned, whether as a junior or an adult.
- (f) "Yarn Storeman" means an adult employee in a yarn store engaged in handling or receiving or distributing yarn, but does not include a wheeler.
- (g) "Jobber" means a male employee who is an assistant to the section overlooker, who carries out the changing of draft and twist wheels, also the changing of roller settings for quality changes and generally assisting in the adjusting of machines for different qualities and counts of worsted yarns.

PERIODICAL ADJUSTMENT OF WAGES.

28. (a) *Adult Males.*—The wages rates for adult males, set out in clause 2, are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board determines that such rates shall be automatically adjusted as prescribed by clause 29.

Place.	Needs Basic Wage (Adjustable).	Constant Loading.	Total Basic Wage for Males.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 15 0	5 0	6 0 0	{ Sydney .. Melbourne .. Adelaide .. Perth .. Hobart .. } Weighted average

(b) *Adult Females.*—The minimum wage for adult females shall be seventy-five per centum of the total basic wage for males and the margin for "Adult males not elsewhere specified", calculations to be made to the nearest sixpence, any exact threepence in the result to be reckoned as sixpence.

(c) *Margins—Adult Males.*—To adult male employees of the undermentioned classes there shall be paid the total basic wage referred to in clause 23 hereof, with the addition of the marginal additions set opposite such classes respectively.

Woolen and Worsted Section.

	Margin Per Week.
	£ s. d.
Assistant foreman and/or overlooker	1 10 0
Wool Sorting and Wool Scouring and Carbonising Department—	
Wool Sorters	2 4 6
Neutraliser attendant overlooking bowls in carbonising plant	1 14 6
Wool scourers and/or carbonisers (other than foreman) responsible for mixing liquor and working of bowls	1 12 0
Neutraliser attendant	1 9 0
Acid bowl attendant	1 9 0
Burr crushing machine attendant	1 6 0
Truckers, pressers, and/or storemen (substantially employed as such)	1 6 0
Wool top packers	0 16 0
All other machine operators and/or attendants	0 15 0
Waste Room—	
Leading hand	1 1 0
Operators and/or attendants	0 15 0
Wiley House—	
Leading hand	1 1 0
Teasing machine or batch floor operators and/or attendants	0 16 0
Dye House (Wool Tops and/or Yarn, Yarn Scouring and/or Bleaching)—	
Operators and/or attendants in charge of liquor tanks (not to apply to machine operators or attendants)	1 2 0
Leading hands	1 1 0
Machine operators and/or attendants	0 15 0
Conditioning house employees (wherever employed)	0 12 0
Carding Department—	
Head fettler (leading hand in carding room)	1 1 0
Fettlers	0 17 0
All other machine operators and/or attendants	0 15 0
Combing Department—	
Comb mechanic	0 19 0
Combing and backwash machine operators	0 17 0
All other machine operators and/or attendants	0 15 0
Drawing, Spinning, Twisting and Winding (including Weft) Departments—	
Men in charge of one pair of spinning mules—	
Worsted	1 0 0
Woolen	0 18 0
All other machine operators and/or attendants	0 15 0
Doffers	0 6 0
Jobber	0 19 0
Pin Setting Department—	
Pin setter—	
1st year's experience	0 11 0
2nd year's experience	0 16 0
Thereafter—	
Faller pin setter and porcupine setter	1 7 0
Comb circle and French comb cylinder setter	1 15 0
Roller Covering Department—	
Roller (leather or cork) coverer—	
1st year's experience	0 10 0
2nd year's experience	0 14 0
Thereafter	1 5 0
Roller coverers' assistants	0 10 0

Woollen and Worsted Section—continued.

	Margin Per Week £ s. d.
Warping Department—	
Combined warping and sizing machine operator	1 2 0
Warpers and/ or beamers	0 17 0
Size machine hands	0 15 0
Creelers	0 9 0
Warper (using weaving attachment)	1 2 0
Warp Drawing and Warp Twisting Department—	
Drawers and/or twistors in—	
1st year's experience	0 9 0
2nd year's experience	0 14 0
Thereafter—	
Twisters-in	1 2 0
Drawers-in	1 7 0
Warp tiers	0 12 0
Weaving Department—	
Box loom tuners—	
1st year's experience	0 12 0
2nd year's experience	0 18 0
Thereafter	1 15 0
Plain loom tuners—	
1st year's experience	0 10 0
2nd year's experience	0 18 0
Thereafter	1 10 0
Card and/or chain makers	0 15 0
Pattern weavers	1 5 0
Weavers—	
1st six months' experience	0 12 0
Thereafter	0 18 0
Beam lifter and loom gaiter	0 15 0
Perchers	0 14 0
Piece Scouring and Dyeing Department—	
Leading hand	1 1 0
Milling, scouring and/or washing machine or piece dyeing operators	0 17 0
Wet crabber operators	0 17 0
Other operators and/or attendants	0 15 0
Finishing Departments—	
Sulphur house hands (for time on sulphur house work)	1 0 0
Examiners of finished cloth	1 0 0
Examiners of finished cloth assistant	0 14 0
Perchers during finishing process	0 18 0
Piece carbonisers	0 17 9
Men engaged on unshrinkable finishing process	0 17 0
Cloth cutting or cropping machine operators	0 17 0
Operators and/or attendants	0 15 0
Warehouse (Yarn and/or Cloth)—	
Leading hand in warehouse where warehouse foreman is not employed	1 1 0
Machine operators and attendants	0 15 0
Other operators and attendants	0 12 0
Leading hand responsible for packing of yarn	0 17 0
General—	
Recorders	0 14 0
Yarn storemen	0 12 0
Oilers and cleaners	0 12 0
All adult males (in any section) not elsewhere specified	0 3 0

Cotton Section.

Spinning.

Bale Store—	
Man in charge of receipt of bales, storage, and putting mixings down	0 13 0
All other adult males	0 6 0
Blow Room—	
Blow room Major	1 5 0
Leading hand where no blow major employed	1 0 0
Scutcher Tenter	0 16 0
Feeder	0 11 0
Carding Department—	
Card room jobber	1 5 0
Stripper and grinder	1 0 0
Stripper	0 15 0
Can tenter	0 12 0
Lap carrier	0 6 0
Combing Department—	
Needler—	
1st year's experience	0 11 0
2nd year's experience	0 18 0
Thereafter	1 7 0
Jobber	1 5 0
Comber tenter	0 15 0
Draw Frames—	
Draw frame tenter	0 12 0
Slubbers—	
Slubber tenter	0 15 0
Back tenter	0 6 0
Intermediate—	
Tenter	0 15 0
Back tenter	0 6 0

Cotton Section—continued.										Margin per Week.		
Spinning—continued.										£	s.	d.
Rovers—												
Tenter ..	..	..	..	..	..	..	..	..	..	0	15	0
Back tenter ..	..	..	..	..	..	..	..	..	..	0	6	0
Ring Spinning—												
Ring jobber ..	..	..	..	..	..	..	..	..	..	1	5	0
Ring spinner ..	..	..	..	..	..	..	..	..	..	0	15	0
Head doffer ..	..	..	..	..	..	..	..	..	..	0	11	0
Doffer ..	..	..	..	..	..	..	..	..	..	0	6	0
Mule Spinning—												
Man in charge of one pair of mules ..	..	..	..	..	..	..	..	..	..	1	5	0
Piecer ..	..	..	..	..	..	..	..	..	..	0	12	0
Winding Department—												
Winding jobber ..	..	..	..	..	..	..	..	..	..	1	5	0
Winders ..	..	..	..	..	..	..	..	..	..	0	14	0
Packer ..	..	..	..	..	..	..	..	..	..	0	9	0
Doubling and Cabling Department—												
Doubling jobber ..	..	..	..	..	..	..	..	..	..	1	5	0
Doublers ..	..	..	..	..	..	..	..	..	..	0	15	0
Doffers ..	..	..	..	..	..	..	..	..	..	0	6	0
General—												
Roller-coverer ..	..	..	..	..	..	..	..	..	..	1	5	0
Roller-coverer's Assistant ..	..	..	..	..	..	..	..	..	..	0	10	0
Waste man ..	..	..	..	..	..	..	..	..	..	0	10	0
Oilers and cleaners ..	..	..	..	..	..	..	..	..	..	0	12	0
Sweepers ..	..	..	..	..	..	..	..	..	..	0	6	0
Tapeman and/or Bandman ..	..	..	..	..	..	..	..	..	..	0	6	0
Laborers (Truckers, wheelers and Carriers) ..	..	..	..	..	..	..	..	..	..	0	6	0
Packers ..	..	..	..	..	..	..	..	..	..	0	9	0
Recorders ..	..	..	..	..	..	..	..	..	..	0	14	0
Layer-on ..	..	..	..	..	..	..	..	..	..	0	6	0
Yarn warehouseman (in charge of more than 3 operatives) ..	..	..	..	..	..	..	..	..	..	1	5	0
Yarn warehouseman (in charge of 3 or less than 3 operatives) ..	..	..	..	..	..	..	..	..	..	0	16	0
Yarn warehouse—operators and attendants ..	..	..	..	..	..	..	..	..	..	0	12	0
Males not elsewhere included ..	..	..	..	..	..	..	..	..	..	0	3	0
Weaving.												
Warping and Beaming—												
Warpers and Beamers ..	..	..	..	..	..	..	..	..	..	0	17	0
Crellers ..	..	..	..	..	..	..	..	..	..	0	9	0
Sizing Department—												
Slasher sizer—leading hand if no foreman employed ..	..	..	..	..	..	..	..	..	..	1	15	0
Assistant slasher sizer ..	..	..	..	..	..	..	..	..	..	0	15	0
Slasher's labourer ..	..	..	..	..	..	..	..	..	..	0	9	0
Dry taping machine operators ..	..	..	..	..	..	..	..	..	..	0	15	0
Dry taping machine operator's assistant ..	..	..	..	..	..	..	..	..	..	0	9	0
Twisting-in and Drawing-in Department—												
Twister-in ..	..	..	..	..	..	..	..	..	..	0	19	0
Drawer-in ..	..	..	..	..	..	..	..	..	..	0	19	0
Warp tiers ..	..	..	..	..	..	..	..	..	..	0	15	0
Reacher-in ..	..	..	..	..	..	..	..	..	..	0	9	0
Tuning Department—												
Plain loom tuners.—												
1st year's experience ..	..	..	..	..	..	..	..	..	..	0	15	0
2nd year's experience ..	..	..	..	..	..	..	..	..	..	1	0	0
Thereafter ..	..	..	..	..	..	..	..	..	..	1	5	0
Box Loom Tuners—												
1st year's experience ..	..	..	..	..	..	..	..	..	..	1	0	0
2nd year's experience ..	..	..	..	..	..	..	..	..	..	1	5	0
Thereafter ..	..	..	..	..	..	..	..	..	..	1	10	0
Automatic and Jacquard Loom Tuners—												
1st year's experience ..	..	..	..	..	..	..	..	..	..	1	0	0
2nd year's experience ..	..	..	..	..	..	..	..	..	..	1	5	0
Thereafter ..	..	..	..	..	..	..	..	..	..	1	15	0
Beam lifter and loom gaiter ..	..	..	..	..	..	..	..	..	..	0	15	0
Weaving Department—												
Weavers—												
1st six months' experience ..	..	..	..	..	..	..	..	..	..	0	12	0
Thereafter ..	..	..	..	..	..	..	..	..	..	0	18	0
Battery fillers ..	..	..	..	..	..	..	..	..	..	0	6	0
Bleaching—Dyeing and Finishing Department—												
Leading hand employed on dye or bleaching machines or vats ..	..	..	..	..	..	..	..	..	..	1	0	0
Grey room warehouseman (man in charge) ..	..	..	..	..	..	..	..	..	..	0	15	0
All other machine operators and/or attendants ..	..	..	..	..	..	..	..	..	..	0	15	0
Dye house storeman ..	..	..	..	..	..	..	..	..	..	0	13	0
General—												
Card cutters and/or chain makers ..	..	..	..	..	..	..	..	..	..	0	15	0
Cloth examiners—finished cloth ..	..	..	..	..	..	..	..	..	..	0	19	0
Cloth pickers ..	..	..	..	..	..	..	..	..	..	0	12	0
Cloth warehouseman (man in charge—dyed and finished cloth) ..	..	..	..	..	..	..	..	..	..	1	5	0
Cloth warehouseman ..	..	..	..	..	..	..	..	..	..	0	12	0
Yarn warehouseman ..	..	..	..	..	..	..	..	..	..	0	12	0
Oilers and cleaners ..	..	..	..	..	..	..	..	..	..	0	12	0
Splicers and Creelers ..	..	..	..	..	..	..	..	..	..	0	9	0
Recorders ..	..	..	..	..	..	..	..	..	..	0	14	0
Machine operators and/or attendants—not elsewhere classified ..	..	..	..	..	..	..	..	..	..	0	15	0
Males—not elsewhere included ..	..	..	..	..	..	..	..	..	..	0	3	0

Miscellaneous Section.

		Braids, Tassels, Labels, and Ribbons.		Margin Per Week. £ s. d.
Loom Tuners—				
1st year's experience	1 0 0
2nd year's experience	1 5 0
Thereafter	1 10 0
Jacquard Card Cutters—				
1st year's experience	1 0 0
2nd year's experience	1 5 0
Thereafter	1 10 0
Card Handlers and/or Changers	0 15 0
Weavers—				
1st six months' experience	0 12 0
Thereafter	0 18 0
Warpers	0 17 0
Twisters-in	0 17 0
All other machine operators and/or attendants	0 15 0
Oilers and Cleaners	0 12 0
Other male labour not elsewhere specified	0 3 0
Dye House—				
Leading Hand	1 0 0
Machine Operators and/or Attendants	0 15 0
Winding Department—				
Slasher Size Hand	1 0 0
Beamers	0 13 0
Bobbin Winder	0 13 0
Cheese Winder	0 13 0
Leading Hand in Winding	1 1 0
Weaving Department—				
Loom Tuners—				
Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms :—				
1st year's experience	0 12 0
2nd year's experience	1 0 0
Thereafter	1 15 0
Wilton plain looms :—				
1st year's experience	0 10 0
2nd year's experience	0 17 0
Thereafter	1 10 0
Weavers—				
Gripper loom, spool gripper loom and spool Axminster looms :—				
1st six months' experience	0 14 0
2nd six months' experience	1 0 0
Thereafter	1 5 0
Wilton Jacquard looms :—				
1st six months' experience	0 14 0
2nd six months' experience	1 0 0
Thereafter	1 3 0
Wilton plain looms	0 18 0
Loom Creeler	0 10 0
Finishing Department—				
Brushing machine	0 13 0
Steaming machine	0 13 0
Shearing machine	0 16 0
Roll and measuring machine	0 13 0
Back starching	0 13 0
Other machine operators and/or attendants	0 13 0
Warehouse—				
Leading hand in warehouse	1 1 0
Other warehousemen	0 12 0
General—				
Soldier	0 15 0
Card Stampers	0 15 0
Oilers and Cleaners	0 12 0
Other male labour not elsewhere specified	0 3 0
Loom Tuners—				
1st year's experience	1 0 0
2nd year's experience	1 5 0
Thereafter	1 10 0
Weavers—				
1st six months' experience	0 13 0
2nd six months' experience	0 18 0
Thereafter	1 0 0
Braiders and Rubber-coverers—				
1st three months' experience	0 13 0
2nd three months' experience	0 16 0
Thereafter	0 18 0
Dye House employees	0 15 0
Warpers	0 17 0
Finishing Machine Operators	0 15 0
Winders	0 14 0
Yarn Storemen	0 12 0
Packer and Despatchers	0 9 0
Other male labour not elsewhere specified	0 3 0
Warp Mercerising—				
Man in charge	1 2 0
Machine Operators	0 15 0
Quilling Operators	0 14 0
Twisters	0 15 0
Reelers	0 14 0
Cone Winders	0 14 0
Yarn Storemen	1 0 0
Packers and Despatchers	0 15 0
Other male labour not elsewhere specified	0 3 0

Miscellaneous Section—continued.

Printing Woven Fabrics.		Margin Per Week. £ s. d.
Roller machine printer	.. .. .	1 5 0
Man designing on copper rollers	.. .. .	1 5 0
All other employees engaged on roller machine printing process	.. .. .	0 15 0
Textile and fabric printers (hand painting)	.. .. .	1 0 0
Textile and fabric printers (screen printing)	.. .. .	0 18 0
Printing Room assistants	.. .. .	0 9 0
Measuring and blocking machine operators	.. .. .	0 15 0
Calender operator	.. .. .	0 15 0
Dye House—machine operators and/or attendants	.. .. .	0 15 0
Stenter operator	.. .. .	0 15 0
Leading Hand employed on steaming	.. .. .	1 0 0
Leading Hand employed on colour mixing	.. .. .	1 0 0
Warehouse—operators and/or attendants	.. .. .	0 12 0
Other male labour not elsewhere specified	.. .. .	0 3 0

ADULT FEMALES.

In addition to the rate prescribed for adult females by sub-clause (b) of this clause, adult female employees of the classifications mentioned herein shall be paid the marginal wage set out opposite each such classification :—

	Margin.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.

WOOLLEN AND WORSTED SECTION.

	s. d.	s. d.	s. d.
<i>Combing Department.</i>			
Combing and backwash machine operators	Nil.	3 0	6 0
All other machine operators and/or attendants	Nil.	3 0	6 0
<i>Drawing, Spinning, Twisting and Winding (Including Weft) Department.</i>			
All machine operators and/or attendants	Nil.	3 0	6 0
<i>Warping Department.</i>			
Warpers using wave motion	Nil.	5 0	10 0
Warpers	Nil.	4 0	8 0
<i>Wearing Department.</i>			
Weavers	Nil.	4 0	10 0
<i>Mending and Darning Department.</i>			
Examiners and/or passers of pieces after mending	7 0	7 0	14 0
Worsted menders and darners	5 0	5 0	10 0
Other menders and darners (except flannel and blanket menders)	Nil.	3 0	8 0
Other examiners and passers	Nil.	3 0	6 0
Whipping machinists	Nil.	3 0	6 0
Knotters and burlers..	Nil.	3 0	6 0
<i>Finishing Department.</i>			
Operators and/or attendants	Nil.	3 0	6 0
<i>Warehouse (Yarn and/or Cloth).</i>			
Machine operators and attendants	Nil.	3 0	6 0
Other warehouse employees including packers	Nil.	3 0	3 0
<i>General.</i>			
Recorders	Nil.	3 0	6 0
All other females in any section not elsewhere specified	Nil.	Nil.	Nil.

COTTON SECTION.

<i>(a) Spinning Section.</i>			
Combing section—			
Combing tenter	Nil.	3 0	6 0
Drawing frame section—			
Draw frame tenter..	Nil.	3 0	6 0
Slubbers—			
Slubber tenter	Nil.	3 0	6 0
Back tenter	Nil.	3 0	3 0
Intermediate—			
Intermediate tenter	Nil.	3 0	6 0
Back tenter	Nil.	3 0	3 0
Rovers—			
Rover tenter	Nil.	3 0	6 0
Back tenter	Nil.	3 0	3 0
Ring spinning department—			
Ring spinner	Nil.	3 0	6 0
Head doffer	6 0	6 0	6 0
Doffer	Nil.	3 0	3 0

ADULT FEMALES—continued.

	Margin.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
COTTON SECTION—continued.			
<i>Spinning Section—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Winding department—			
Winders	Nil.	3 0	6 0
Doubling department—			
Dobblers	Nil.	3 0	6 0
Doffers	Nil.	3 0	3 0
General—			
Recorders	Nil.	3 0	6 0
Roller coverers assistants	Nil.	3 0	3 0
Packers	Nil.	3 0	3 0
Adult females in any section not elsewhere specified	Nil.	Nil.	Nil.
<i>(b) Weaving Section.</i>			
Winding department—			
Winders	Nil.	3 0	6 0
Warping and beaming department—			
Warpers and/or beamers	Nil.	3 0	8 0
Creelers	Nil.	3 0	3 0
Twisting-in and Drawing-in department—			
Twisters-in	3 0	6 0	10 0
Drawers-in	3 0	6 0	10 0
Reachers-in	Nil.	3 0	6 0
Weaving department—			
Weavers	Nil.	4 0	10 0
Battery fillers	Nil.	3 0	3 0
General—			
Cloth examiners, finished cloth	7 0	7 0	14 0
Card cutters and/or chain makers	Nil.	3 0	6 0
Recorders	Nil.	3 0	6 0
Cloth pickers	Nil.	3 0	6 0
Warehouse employees including packers	Nil.	3 0	3 0
Splicers and creelers (Tyre Cord)	Nil.	3 0	3 0
All adult females in any section not elsewhere specified	Nil.	Nil.	Nil.
MISCELLANEOUS SECTION.			
<i>Braids, Tassels, Labels and Ribbons Section.</i>			
Assistant forewoman and/or overlooker	15 0	15 0	15 0
Weavers	Nil.	4 0	10 0
Warpers	Nil.	4 0	8 0
Other machine operators and/or attendants	Nil.	3 0	6 0
Recorders	Nil.	3 0	6 0
Warehouse employees including packers	Nil.	3 0	3 0
Other females not elsewhere specified	Nil.	Nil.	Nil.
<i>Carpet Section.</i>			
Assistant forewoman and/or overlooker	15 0	15 0	15 0
Weavers	Nil.	4 0	10 0
Setters and spool setters	Nil.	4 0	8 0
Creelers	Nil.	3 0	6 0
Threaders	Nil.	3 0	6 0
Examiners and menders	Nil.	3 0	6 0
Card stampers and lacers	Nil.	3 0	6 0
Winders	Nil.	3 0	6 0
Whippers, fringers, trimmers, and pickers	Nil.	3 0	6 0
Other machine operators and/or attendants	Nil.	3 0	6 0
Other females not elsewhere specified	Nil.	Nil.	Nil.
<i>Elastic Webbing Section.</i>			
Assistant forewoman and/or overlooker	15 0	15 0	15 0
Weavers	Nil.	4 0	10 0
Braiders and/or rubbers-coverers	Nil.	3 0	6 0
Warpers	Nil.	3 0	6 0
Examiners	Nil.	3 0	6 0
Winders	Nil.	3 0	6 0
Packers and despatchers	Nil.	3 0	3 0
All other machinists	Nil.	3 0	6 0
Other females not elsewhere specified	Nil.	Nil.	Nil.
<i>Mercerising Section.</i>			
Assistant forewoman and/or overlooker	15 0	15 0	15 0
Quillers	Nil.	3 0	6 0
Reelers	Nil.	3 0	6 0
Winders	Nil.	3 0	6 0
Other females not elsewhere specified	Nil.	Nil.	Nil.

(d) *Junior Rates.*—The minimum rates to be paid to junior employees shall be as follows:—

(i) Junior Males—

Age.	Percentage of	Constant Loading.
	Needs Basic Wage.	Per Week.
	%	<i>s. d.</i>
Under 16 years of age	35	0 6
16 years of age	40½	0 9
16½ years of age	44	0 9
17 years of age	48½	1 0
17½ years of age	53	1 0
18 years of age	63	1 0
18½ years of age	70	1 0
19 years of age	75	2 0
19½ years of age	85	2 0
20 years of age	90	2 0
20½ years of age	95	2 0

(ii) Junior Females—

Age.	Percentage of
	Needs Basic Wage.
	%
Under 16 years of age	35½
At 16 years of age	40
At 16½ years of age	43½
At 17 years of age	48½
At 17½ years of age	53
At 18 years of age	57
At 18½ years of age	61½
At 19 years of age	65½
At 19½ years of age	69½
At 20 years of age	73½
At 20½ years of age	78½

(iii) The total wage to be calculated to the nearest sixpence, any exact threepence in the result to be reckoned as sixpence.

ADJUSTMENT OF BASIC WAGE.

29. (i) (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 28.

(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.

(ii) *Adjustment of Wages of Adult Females.*—(a) For work done by adult female employees until the beginning of the first pay period to commence in February, 1949, the amounts of wage rates prescribed for them by clause 2 hereof shall be paid.

(b) Thereafter the amounts of wage rates prescribed for them by clause 2 hereof shall be increased or decreased (as the case may be) whenever and wherever there is any alteration in the total basic wage for adult males calculated in accordance with clause 29 hereof.

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

J. V. WILLOX, Secretary.

Melbourne, 16th December, 1948.