



VICTORIA GOVERNMENT GAZETTE.

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[1949

Factories and Shops Acts.

DETERMINATION OF THE SEWAGE DISTRIBUTION 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—

- (a) in the process, trade, business, or occupation of distributing sewage or effluent from channels or treatment tanks; (b) at or about tanks at sewage treatment works," 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.

WAGES PER WEEK.

	£	s.	d.
2. (a) Leading waterman	7	19	0
Waterman	7	8	0
Groundsman	7	8	0

Maintenance Work.

Ganger (i.e., a man in charge of over six men)	7	19	0
Leading hand (i.e., a man in charge of from three to six men)	7	13	0
All others	7	4	0

Maintenance work includes operations in areas used for sewage disposal on carriers used for the conveyance of sewage, and on drains used for the conveyance of effluent.

(b) An employee engaged on continuous shift work shall, in addition to the appropriate rate fixed above, be paid a loading at the rate of 10s. per week. Provided that for shift work done on a Saturday he shall be paid at the rate of time and one half of the appropriate rate fixed above.

(c) (i) Where an employee in any of the above classifications is required to do work of an unusually offensive nature in grass filtration or pasture areas, entering or cleaning out sewage distribution or effluent channels or digestion tanks or septic tanks, he shall be paid a disability rate of 10s. per week or 2s. per day in lieu of the disability rate for his classification as prescribed in clause 16 with a minimum of two hours on any one day. The decision as to what constitutes work of an unusually offensive nature shall be made by the Resident Engineer, if necessary after consultation with an employee member of the Wages Board on the job.

(ii) Where an employee in any of the above classifications is required to enter and manually remove sludge from sedimentation tanks, or syphons, he shall be paid a disability rate of 25s. per week or 5s. per day in lieu of the disability rate for his classification as prescribed in clause 16.

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

ORDINARY WEEK'S WORK.

3. The ordinary hours for a week's work shall be as follows:—

(a) For persons other than shift workers—

40 hours per week to be worked.

Monday to Friday 8 hours between 8 a.m. and 5 p.m.

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

(b) By shift workers—

Morning shift	7 a.m. to 3 p.m.
Afternoon shift	3 p.m. to 11 p.m.
Night shift	11 p.m. to 7 a.m.

OVERTIME.

4. (a) Persons other than shift workers—

For all time worked, excluding Sundays, outside the hours or in excess of the number of hours fixed in clause 3 (a) :
Time and a half for the first two hours on any day, and double time thereafter.

(b) Shift workers—

For all time worked outside the hours fixed for shifts in clause 3 (b) Time and a half.

The overtime rate for shift workers shall not apply to arrangements between employees themselves or in cases due to rotation of shifts or when the relief does not come on duty at the proper time. Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

FARE ALLOWANCE.

5. The following additional rate shall be paid to any person employed under this Determination :—1s. per day or portion of a day unless transport is provided by the employer.

Employees of Sewerage Authorities other than the Melbourne and Metropolitan Board of Works are exempted from the provisions of this clause unless they reside more than half a mile from Sewage Treatment Works.

BICYCLE ALLOWANCE.

6. Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 1s. per day for each day the bicycle is used in the manner directed.

FAILING TO NOTIFY EMPLOYEES.

7. If any employee on shift work, or any other daily, weekly, or nightly work, is not informed before he leaves the job at the end of his shift or day that he is not required to work on the next shift, or day, or night, and such employee attends on the next shift, or on the next day or night, and he is not put to any other work, he shall be paid for four hours for that shift, day or night not worked.

Provided that this clause shall not apply in the case of an employee for whom other suitable work is provided.

EMPLOYEE PRESENTING HIMSELF FOR WORK.

8. Any employee who presents himself for work, and who is not permitted by the employer to commence work on that day on account of wet weather or any other reasons over which the employee has no control, shall be paid :—

(a) A full day's pay if such employee holds himself in readiness for the whole working day or if he leaves with the consent of the employer before the end of the working day.

(b) The actual time for which such employee holds himself in readiness if he leaves without the consent of the employer before the end of the working day.

EMPLOYEE RECALLED TO WORK.

9. An employee recalled to work after the expiration of his customary working time for the day and after he has left work for the day or called out to work on a Saturday shall be paid for a minimum of 3 hours work at one and a half times the ordinary prescribed rate for each time he is so recalled.

Provided that the employee, if required to work for two hours or more, shall be paid for a minimum of 3 hours work calculated at one and a half times the ordinary prescribed rate for two hours and at double the ordinary prescribed rate for one hour.

WET PLACES.

10. (a) If an employee is required to walk in sewage effluent or to work in a wet place or to work in heavy rain, he shall be provided with gumboots or oilskins, or both, so as to protect him from getting wet.

(b) If he is not so provided so as to protect him from getting wet, he shall be paid therefor 2s. extra for the day, whatever amount of work may be done by him thereon.

(c) For the purposes of this clause, a place shall be deemed to be wet when water other than rain is continually dropping from overhead so as to saturate the clothing of the employee, if unprotected, and/or when the water in the place where the employee is standing is over two inches deep, and rain shall be deemed to be heavy when, if the employee works therein as required, his clothes shall become saturated.

SICK LEAVE.

(a) *Employees of Melbourne and Metropolitan Board of Works.*

11. (i) An employee employed by the week who is absent from work on account of personal illness or on account of injury by accident for which he is not entitled to Workers' Compensation shall, on production within 24 hours of evidence of his illness or injury satisfactory to the employer be entitled to leave of absence on the prescribed rate of pay for a period of one week of working time in any one year.

(ii) Such sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (i) of this clause which has in any year not been allowed to an employee by the Board as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by the Board in any subsequent year without diminution of the sick leave prescribed in respect of that year.

(b) *Other Employees.*

(i) This clause shall apply only to continuing employees and shall apply from the first day of October, 1946, inclusive. For the purposes of this clause, an employee shall be deemed to be a continuing employee when he is engaged by the week and his engagement shall have continued for a continuous period exceeding one month. And a person shall be deemed to be continuing in the employer's employ (though not actively) during any period that he is absent from work on leave granted in consequence of personal injury or illness if he submits a certificate or certificates from a medical practitioner covering the period of absence, or other proof satisfactory to the employer, and during any period that he is absent on other leave granted by an authorized officer.

(ii) (a) Each continuing employee shall be entitled to be credited with the number of sick leave days set out in sub-clause (iii) (a) hereof, and shall be debited with such payments as he receives under sub-clause (iv) (a) hereof; provided however that at no time he shall be entitled to have, or have, a balance of more than 30 days to his credit, and provided further that on an employee ceasing to be in the employer's employ whether voluntarily or involuntarily the number of days (if any) standing to his credit and which have therefore not been required, shall be cancelled without any payment being made in respect of any such days, but if his employment is terminated by the employer other than for misconduct or absence from work without reasonable excuse, and he is subsequently within a period of twelve months re-employed and deemed to be a continuing employee, the number of days which were to his credit before cancellation on the termination of his former period of employment, shall after his re-engagement has continued for one month again be placed to his credit.

(b) "Day" for the purpose of sick leave credits shall where 40 hours are fixed herein as the number of hours for a week's work, be deemed to be eight hours; and shall where a number less than 40 hours is regularly worked by an employee, be deemed to be 3/10 of such number.

(iii) (a) Each continuing employee in the employer's employ on the 1st day of October, 1946, shall be entitled on such date to be credited with six days' sick leave in respect of the year which commenced on that date.

(b) Each continuing employee in the employer's employ on each subsequent 1st day of October, shall be entitled on such date to be credited with six days in respect of the year commencing on such date; provided however, that any employee absent on such 1st day of October or from a date prior to such 1st day of October and still absent on such 1st day of October, shall not be entitled to be credited with such six days unless, and until the day he returns to work whereupon he shall be so credited.

Each employee who may become a continuing employee on or after the 1st day of October, 1946, shall as from the date that he is deemed a continuing employee be entitled to be credited with six days' sick leave in respect of the year ending twelve months after the date of his being deemed a continuing employee, unless having been previously employed in that year he has already been credited with six days for that year.

(iv) (a) Subject to the provisos contained in paragraphs (b), (c), (d), (e), (f), and (g) of this sub-clause, a continuing employee absent from his work through personal accident or sickness not attributable in either case to the employee's misconduct shall in respect of each such period of absence be entitled to and be paid sick leave pay as hereinafter set out for the time absent on each day, but not exceeding the number of hours which, apart from overtime i.e., excess work, it would have been usual for him to work on each day that he is so absent: that is to say:—

In respect of time absent not exceeding the number of days to his credit under sub-clauses (ii) and (iii) hereof, which time would have been worked by him for his absence (day meaning the 24 hours ending at midnight); sick leave pay at a rate equal to the sum of the ordinary rate of wage and any usual additional rate of whatever nature which would have been payable to him had he been at work, but excluding any hourly rate, until the number of hours to his credit under sub-clauses (ii) and (iii) hereof shall have become reduced to none. The ordinary rate means the rate defined herein as ordinary rate. Where Sunday, payable at double rate is included as a sick leave day, every hour thereof paid for as sick leave shall be counted as a debit of two hours. Sick leave pay shall be in respect of that occupation which, in a fixed roster of work, would have been the employee's occupation had he not been so absent. And where there is no fixed roster of work, sick leave pay shall be in respect of the occupation which the employee was performing immediately prior to the commencement of the absence, unless in the opinion of the Engineer such occupation would not have continued to be the employee's occupation had the employee not become so absent, and in such case sick leave pay shall be in respect of such occupation as such Engineer shall name.

Any public holiday or holidays as defined herein occurring during the first month of any absence shall not, if the employee is entitled to such holiday with pay, be included as days of absence for the purpose of sick leave pay.

And if the number of hours to his credit shall have become reduced to none on or before the 30th day of September next following the commencement of such absence, and such absence shall continue beyond such date, he shall on the day he returns to work be credited with six days as provided by paragraph (b) of sub-clause (iii) hereof, but such credit shall not be available as sick pay in respect of the absence then just ended.

(b) That on the first day of the absence the Engineer or foreman or overseer is notified of the cause of the absence.

(c) That the employee within three days produces a certificate from a medical practitioner or some other medical practitioner nominated by the employer if the employer shall so require within such further period as the employer shall allow (whose certificate shall be final and conclusive) describing the nature of the illness or disability and certifying the period of absence necessary, or produces other proof satisfactory to the Engineer or other authorizing officer that his absence and continued absence was reasonably necessary through personal accident or sickness. And when the absence continues beyond the end of any period so proved, that he furnishes evidence that a continuation of the absence is necessary for a further specified period.

(d) That no sick leave pay shall be payable in respect of any absence for which an employee will be entitled to receive or receives compensation under the Workers' Compensation Act.

(e) That no sick leave pay shall be payable to an employee beyond a date on which his contract of employment shall terminate by reason of his death, or his having reached the compulsory retiring age, or notice—express or implied—operating to terminate his contract of employment or by or from other causes.

(f) No "standing-by" allowance, or travelling allowance, or camping allowance, or vehicle allowance if the vehicle is not being used for the employee's purposes, or any disability allowance, shall be payable in respect of any period of absence on sick leave.

(g) Except as provided, no employee shall be entitled to payment for the time absent from work in consequence of personal accident or ill health.

(h) An employee leaving the employer's employ to take employment with some other employer immediately following one or more days' absence through illness shall not be entitled to any sick leave pay which may not have been paid to him in respect of such absence.

HOLIDAYS AND SUNDAYS.

12. All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day. Should any of such holidays fall on a rest day of an employee engaged on shift work he shall in such cases receive within twelve months thereafter a holiday on full pay in lieu of each of such days except in a case where any such holiday falls on a Saturday or a Sunday. 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.

Work done by employees (other than shiftworkers) on Sundays and holidays shall be paid for at the rate of double time with a minimum of three hours' pay at the penalty rate.

For shift workers double time shall be the rate for all work done on Good Friday and Christmas Day, and time and a half shall be the rate for all work done on Sundays and New Year's Day, Labour Day, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, and Boxing Day.

The days following the day observed as Boxing Day up to and inclusive of the 31st December in each year shall be granted as holidays on full pay to all employees with not less than twelve months' service. The days occurring within this period shall, except in the case of shiftworkers, be exclusive of Sundays. Should any employee work on any of the days referred to in this period or should a rest day of any employee engaged on shift work fall within such period he shall in either case receive within twelve months thereafter a holiday on full pay in lieu of each of such days.

ANNUAL HOLIDAY.

13. 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 provided that in respect of a continuous shift worker an additional day shall be added to the annual holiday as prescribed for each holiday referred to in clause 12 on which such an employee is required to work with a maximum of five such additional days.

PERIODICAL ADJUSTMENT OF WAGES.

14. 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 increased or decreased as prescribed by clause 15.

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	McBourne

ADJUSTMENT OF BASIC WAGE.

15. (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 14.

(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 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.

16. In addition to the basic wage provided in clause 14, the margins and disabilities rates set out in this clause shall be the minimum rates payable to employees therein named:—

	Margin for Skill.	Disability Rate.
	<i>s. d.</i>	<i>s. d.</i>
Leading waterman	32 0	7 0
Waterman	21 0	7 0
Groundsman	21 0	7 0
<i>Maintenance Work.</i>		
Ganger (i.e., a man in charge of over six men)	36 0	3 0
Leading hand (i.e., a man in charge of from three to six men)	30 0	3 0
All others	21 0	3 0

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

J. W. RYAN, Secretary.

Melbourne, 14th December, 1948.



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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE OVENMAKERS BOARD.

NOTE.—Since the 2nd July, 1946, this Determination has applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 19th October, 1936, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than moulders) wheresoever employed:—

(a) in the process, trade, or business of a maker of ovens, stoves, or ranges, or parts thereof;

(b) in the process, trade, or business of vitreous enamelling ovens, stoves, or ranges, or parts thereof—

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.

	Within the Metropolitan District; the Cities of Geelong, Geelong West, and the Town of Newtown and Chilwell, and the City of Warrnambool.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
STOVEMAKING SECTION.		
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas or electric stoves—		
Up to 3 ft. 6 in. in width	148 0	145 0
Between 3 ft. 6 in. and 5 feet in width	151 0	148 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over 5 feet in width by jobbing methods	165 6	162 6
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling	151 0	148 0
Tester not engaged as fitter	140 0	137 0
Pattern and moulding box fitter and filer	151 0	148 0
Painter, brush	141 0	138 0
Painter, spray	144 0	141 0
Press operator	142 0	139 0
Other power machinist	139 0	136 0
Polisher and grinder	148 0	145 0
Stove blacksmith	145 0	142 0
Electroplater in charge	157 0	154 0
Electroplater's assistant	143 0	140 0
Labourer delivering material to and taking finished articles from fitters	137 0	134 0
Stove blacksmith's striker	140 0	137 0
Labourer directly assisting workmen whose margins exceed 26s. per week	143 0	140 0
Other employees with not less than three months' experience in the industry	129 0	126 0
All others	123 0	120 0

WAGES PER WEEK OF 40 HOURS.

	Within the Metropolitan District: the Cities of Geelong, Geelong West, and the Town of Newtown and Chilwell, and the City of Warrnambool.	Other Parts of Victoria.
PORCELAIN ENAMELLING SECTION.		
	<i>s. d.</i>	<i>s. d.</i>
Fuser	152 0	149 0
Fuser's assistant	143 0	140 0
Mill hand and mixer	143 0	140 0
Sprayer	144 0	141 0
Shot and sand-blast dresser	149 0	146 0
Other dresser	144 0	141 0
Swiller, gripper, and brusher	140 0	137 0
Pickler	140 0	137 0
Rackman	138 0	135 0
Other employees with not less than three months' experience in the industry	129 0	126 0
All others	123 0	120 0

3. JUNIOR MALE AND FEMALE LABOUR.

	Percentage of Needs Basic Wage.	Adjustable Portion of Wage.	Loading (Con-Lent).	Additional Amount.	Total Wage.
	Per Week.	Per Week.	Per Week	Per Week	Per Week
<i>Junior Males.</i>					
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age		16 6	0 6	1 6	18 6
16 and under 17 years of age		39 3	0 9	2 6	42 6
17 and under 18 years of age		69 6	1 0	4 6	75 0
18 and under 19 years of age		86 6	2 0	6 0	94 6
19 and under 21 years of age		104 3	2 6	7 0	113 9
<i>Adult Females.</i>					
If of less than twelve months' experience	65		3 0	6 0	83 0
Of twelve months' experience or more.. .. .	75		3 0	7 0	95 6
<i>Junior Females.</i>					
17 years of age and under	40		1 0	3 6	50 0
18 years of age	47½		1 3	4 0	59 6
19 years of age	55		1 6	4 6	68 6
20 years of age	62½		2 0	5 0	78 0

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The wages of male juniors in receipt of 20s. per week or more shall be adjusted proportionately to adjustments of the needs basic wage in terms of clause 23 hereof, such adjustments to be made to the nearest 3d., half or less than half of 3d. to be disregarded. The wages of females shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

SPECIAL RATES.

4. In addition to the wages prescribed in clauses 2 and 3 hereof, the following special rates and allowances shall be paid:—
 - (a) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 9s. per week extra; more than ten and not more than twenty employees, including apprentices, 18s. per week extra; more than twenty employees, including apprentices, 27s. per week extra.
 - (b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
 - (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.
 - (d) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
 - (e) Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
 - (f) 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, viz., the highest for the disabilities so prevailing.

HOURS OF EMPLOYMENT.

Day Workers.

5. (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 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 and 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 work of overtime on Saturday.

OVERTIME.

6. (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 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) hereof 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 previous day.

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 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) hereof 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 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.

SHIFT WORK.

7. (a) For the purpose 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 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 four 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 Shifts.

(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.

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.

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 8 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or a 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 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.

HOLIDAYS AND SUNDAY WORK.

8. (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 9 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.

ANNUAL LEAVE.*Period of Leave.*

9. (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 8 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 purpose of this clause service shall be deemed to be continuous notwithstanding—

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

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

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

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

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

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

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

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

Calculation of Service.

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

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

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

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

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 8 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) hereof 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 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.

SHOP STEWARDS.

10. Any 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.

11. A duly accredited representative of the Association shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate union business 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 in all be in any workshop at any one time.
- (iv) That no one representative visit a workshop more than once in each week.
- (v) That if any employer alleges that a representative is unduly interfering with his workshop 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.
- (vi) The official making such inspection shall be entitled to take a copy of entries in a time and wages book relating to the suspected breach of the Determination

TRAVELLING TIME, ALLOWANCE AND BOARD.

Travelling and Board.

12. (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.

(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 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.

CONTRACT OF EMPLOYMENT.

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

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

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

Casual Employment.

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

Late Comers.

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

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

SICK LEAVE.

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

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

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

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year.

Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

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

Attendance at Hospital, &c.

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

(e) For the purpose of this clause "year" means the period between the 1st day of May in each year and the next 30th day of April.

PAYMENT OF WAGES.

- 15. (a) Wages shall be paid weekly.
- (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.

TIME AND WAGES BOOK.

16. Each employer shall keep a time and wages book showing the name of each employee and his occupation, and the hours worked each day and the wages and allowances paid each week.

The time occupied by an employee in filling in any time books 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 at the beginning or end of duty.

The time and wages book shall be open for inspection at the employer's office or other convenient place of a duly accredited official of the Association during the usual office hours. Provided that no inspection shall be demanded unless the Secretary of the Association or the district secretary or organizer of any division of the Association suspects that a breach of this Determination has been or is being committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The officer making such inspection shall be entitled to take a copy of the entry in the time and wages book relating to such suspected breach of this Determination.

PAYMENT BY RESULTS.

17. (a) Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rates.

(b) Any increases in prevailing daily and hourly wages resulting from this Determination shall not of themselves compel any increase in piecework rates during the term of this Determination. If in a factory piecework is extended to processes now done on weekly or hourly rates sub-clause (a) hereof shall apply.

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 bubblers, taps, or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each workshop, 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, 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	

Lockers.

(iv) The 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.

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

(vi) 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 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 shall have the right to 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.

Protective Clothing—Galvanizing, &c.

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

Protective Equipment—Welding.

(v) Where necessary employers shall provide electric arc and oxy-acetylene operators and their assistants with the following equipment—

- (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 overalls 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.

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 and for sheet metal workers, snips used in the cutting of stainless steel, monel metal and similar hard metal. The employee shall replace or pay for any tools so provided if lost through his negligence.

Dressing Castings.

(c) Where practicable, the dressing and rumberling of castings shall not be carried out in close proximity to employees not doing that work.

Hand-rivetting.

(d) Hand-rivetting on rivets $\frac{3}{8}$ -inch diameter and upwards shall be performed double handed.

Ladles.

(e) (i) All ladles of a holding capacity of 15 cwt. or more in use at the time of the making of this Determination shall be fitted with safety-worm gear or an equivalent safety fitting; and all ladles of a holding capacity of 10 cwt. or more hereafter brought into operation shall be fitted with safety-worm gear.

(ii) Where molten metal is carried in ladles by hand the weight of molten metal shall not exceed:—
Single-handled ladles—60 lb., including the weight of the ladle.
Other ladles— $\frac{1}{2}$ cwt. per man.

(iii) Where molten metal is carried by hand, a clear passageway not less than 2 ft. 6 in. wide shall be made.

Females—Rest Period.

(f) 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.

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

- (a) 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
- (b) 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.

(ii) Employers shall provide adequate ventilation in workshops where tinning or galvanizing and pickling is carried on, and in workshops where fusing of wet enamel is carried on, facilities for the free circulation of air. Any dispute under this sub-clause shall be referred to the Wages Board.

DEFINITIONS.

19. (a) "Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate clothing of a workman, or a place where water accumulates underfoot to a depth exceeding 2 inches.

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

(c) "Association" or "Union" means The Federated Agricultural Implement Machinery and Ironworkers' Association of Australia.

NOTICE BOARD.

20. An employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, and representatives of the Association shall be permitted to post notices of Association meetings upon such board.

POSTING DETERMINATION.

21. A copy of the Determination relating to work carried on in the establishment shall be kept posted in a prominent position by the employer.

MIXED FUNCTIONS.

22. 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.

EXTRA RATES NOT CUMULATIVE.

23. Extra rates prescribed in this Determination are not cumulative so as to exceed the maximum of double the ordinary rates.

PERIODICAL ADJUSTMENT OF WAGES.

24. 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 adjusted by the same amount and at the same time as such Basic Wage as prescribed in clause 25. Wages of male juniors in receipt of 20s. or more per week shall be adjusted proportionately to adjustments of the needs basic wage, such adjustment to be made 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.
	Per week. £ s. d.	Per week. s. d.	Per week. £ s. d.	
Within the Metropolitan District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool	5 14 0	6 0	6 0 0	Melbourne
Elsewhere—3s. less than the contemporaneous basic wage for 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 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.	Loading.
	s. d.	s. d.
STOVEMAKING SECTION.		
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas or electric stoves—		
Up to 3 ft. 6 in. in width	25 0	3 0
Between 3 ft. 6 in. and 5 feet in width	28 0	3 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over 5 feet in width by jobbing methods	41 6	4 0
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling	28 0	3 0
Tester not engaged as fitter	17 0	3 0
Pattern and moulding box fitter and filer	28 0	3 0
Painter, brush	18 0	3 0
Painter, spray	21 0	3 0
Press operator	19 0	3 0
Other power machinist	16 0	3 0
Polisher and grinder	25 0	3 0
Stove blacksmith	22 0	3 0
Electroplater in charge	33 0	4 0
Electroplater's assistant	20 0	3 0
Labourer delivering material to and taking finished articles from fitters	14 0	3 0
Stove blacksmith's striker	17 0	3 0
Labourer directly assisting workmen whose margins exceed 26s. per week	20 6	3 0
Other employees with not less than three months' experience in the industry	6 0	3 0
All others	Nil	3 0
PORCELAIN ENAMELLING SECTION.		
Fuser	29 0	3 0
Fuser's assistant	20 0	3 0
Mill hand and mixer	20 0	3 0
Sprayer	21 0	3 0
Shot and sand-blast dresser	26 0	3 0
Other dresser	21 0	3 0
Swiller, gripper, and brusher	17 0	3 0
Pickler	17 0	3 0
Racksman	15 0	3 0
Other employees with not less than three months' experience in the industry	6 0	3 0
All others	Nil	3 0

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

J. W. RYAN, Secretary.

Melbourne, 16th December, 1948.



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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE ROOFING TILES BOARD.

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

(ii) The Pottery Board previously covered these employees, but by Orders in Council dated the 11th June, 1946, and the 26th November, 1946, it was deprived of such powers, and some were conferred upon the Roofing Tiles Board.

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

- (i) the process, trade, or business of making roofing tiles (other than roofing tiles made of cement), and all accessories for such roofing tiles; air vents, chimney pots, agricultural pipes, terra cotta lumber, and flower pots;
- (ii) the digging of clay incidental to the manufacture of the above-mentioned articles".

has made the following Determination namely :—

1. That as from the beginning of the first pay period to commence on or after 15th December, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a) (i) APPRENTICES OR IMPROVERS.

MALES.

Wages per Week of 40 hours.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All other Places.			Total Wage.
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	} At the Rates prescribed for Adults	28 9	1 3	2 3	32 3
15 years of age		33 3	1 6	2 9	37 6
16 " "		38 3	1 6	3 3	43 0
17 " "		45 9	1 9	3 9	51 3
18 " "		61 6	2 6	5 0	69 0
19 " "		72 6	3 0	6 0	81 6
20 " "	89 3	3 9	7 3	100 3	

FEMALES.
Wages per Week of 40 hours.

	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	28 3	1 3	2 3	31 9
15 years of age	32 9	1 3	2 9	36 9
16 " "	37 3	1 6	3 0	41 9
17 " "	39 9	1 9	3 3	44 9
18 " "	45 0	1 9	3 9	50 6
19 " "	51 9	2 0	4 3	58 0
20 " "	57 0	2 3	4 9	64 0

(b) Notwithstanding anything contained in the schedules of rates prescribed in sub-clause (a) hereof, any junior feeding or taking off a tile press shall be paid not less than 75 per cent. of the appropriate adult rate calculated to the nearest 3d.

Proportion (in any factory or place).

Apprentices.

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

Improvers.

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

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

(H) ALL OTHER EMPLOYEES.

MALES.

Wages Per Week of 40 Hours.

	<i>s. d.</i>
Burner	148 0
Burner's Assistant	144 0
Damperman and/or kiln cleaner	141 0
Clayhole man working underground in shaft and/or tunnel (Employer to provide tools)	153 0
Faceman or man drilling or using explosives in quarry of face 25 feet or less	155 0
All other facemen	157 0
All other clayhole men (Employer to provide tools)	147 0
Drawer	147 0
Setter	151 0
Mouldmaker (including plaster die making)	151 0
Flower pot, or flower pot saucer throwers	151 0
Maker on press (screw or lever type)	147 0
Hand presser and moulder	151 0
Man digging and/or wheeling clay from a dump and/or levelling a dump	144 0
Crusher or grinding pan attendant	144 0
Loftman	144 0
Man sorting roofing tiles	144 0
Packer into rail trucks	144 0
Man feeding and/or taking off tile press	147 0
Tile feeder's assistant	141 0
Man carrying or wheeling into or out of kiln or to or away from kiln	144 0
Racker or wheeler who also racks	144 0
Other tile wheeler	141 0
Dresser or trimmer (dry tiles)	141 0
Waste-man or other unskilled man	141 0
Man in charge of pug and/or mixer machine (i.e., pug and/or mixer machine attendant and/or rigger)	151 0
Wire cut attendant, column man, and/or off bearer from a wire cut machine	144 0
Yardman order officer (i.e., an employee who attends clients and arranges deliveries for them in accordance with their selection)	147 0

FEMALES.

The wage rate for an adult female shall be 75 per cent. of the appropriate male rate for the class of work done.

TIME OF BEGINNING AND ENDING WORK.

3. For all persons except burners and other shift-workers :—

Time of Beginning.	Time of Ending.
7.15 a.m.	noon on Saturday or the day on which the half holiday is locally observed.
7.15 a.m.	5 p.m. on the other five working days of the week.

OVERTIME.

4. *(a) By persons employed as burners in excess of 8 hours on any one shift and 40 hours in any one week Time and a half.

*(b) By any other person :—

- (i) Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work Time and a half.
- (ii) Outside the hours fixed as the time of beginning and ending work Time and a half.

For the purpose of calculating overtime in placitum (b) (i) all overtime shall be on a weekly basis, and time lost because of :—

- (i) sick leave prescribed in clause 11 hereof.
 - (ii) any of the holidays prescribed in clause 9 hereof.
 - (iii) absence, for any reason, with the approval of the employer, or
 - (iv) being stood down by the employer for any reason other than misconduct,
- shall be regarded as having been worked.

* Provided that where a burner is required within eight hours of commencing or finishing a shift as a burner to do any work for which a rate other than that prescribed for a burner is fixed, he shall be paid for such shift work as a burner and for such other work as follows :—(i) For the first eight hours worked, whether at burning or such other work, ordinary pro-rata payment according to the class of work done; (ii) For the hours worked in excess of the first eight hours referred to in (i) hereof whether at burning or otherwise, payment for such excess at the overtime rate prescribed for such work.

A burner shall be paid for the full number of hours of the shift worked.

EXTRA RATES FOR SHIFT WORKERS (INCLUDING BURNERS).

5. An addition of ten per cent. to the ordinary rates prescribed in clause 2 hereof for the occupation concerned shall be payable to shift workers for any work, including overtime, performed by them between 6 p.m. and 6 a.m.; and any extra payment, as prescribed in clause 4 hereof, for overtime performed by such workers between the said hours, shall be calculated on the aforesaid ordinary rates.

ALLOWANCES.

6. (a) Any burner or burner's assistant using coal or mixed fuel, not including oil, gas, or briquettes solely, shall be paid an allowance of 5s. per week. Such allowance shall not be taken into account in computing overtime, and the extra rates for shift workers prescribed in clause 5 hereof.

(b) Burners, drawers, wheelers from kiln, clayhole men, and damper men shall receive an allowance of 3d. per day or part thereof for wear and tear of boots.

SPECIAL RATES.

7. Double time shall be the penal rate payable to all employees for all work done on Sundays, 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 above-named holidays, the special rate shall only be payable for work done on the day so substituted.

HOLIDAYS.

8. (a) All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day;

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

TERMINATING EMPLOYMENT IN RELATION TO A HOLIDAY.

(b) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed by the same employer within a period of fourteen days after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the same employer for a period of at least one month immediately prior to the termination of employment.

MIXED FUNCTIONS.

9. On any day or shift any employee (other than a burner) required to perform work of a higher grade, shall be paid, whilst so employed, the wages attaching to such higher grade, but in the case of any such employee being required to perform the work of a lower grade to that to which he is classed, he shall not suffer any reduction of pay by reason only of his working temporarily out of his grade. Such work shall not be considered temporary if it continues for more than one week.

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.

SICK LEAVE.

11. (a) Where an employee has been in the industry for a period of not less than three months immediately prior to his or her becoming disabled by personal ill health, proof of which sickness is given to the employer by the production of a certificate from a legally qualified Medical Practitioner, statutory declaration, or other satisfactory evidence, within 48 hours of the employee's consequential absence, he or she shall, on account thereof, be entitled without deduction of pay at ordinary rates, to absent himself or herself from work for a period not exceeding in the aggregate four days in any year of employment in the industry.

(b) For the purpose of administering sub-clause (a) hereof an employer may, within two weeks of the employee entering his employment, require such employee to make a sworn declaration or provide other satisfactory evidence as to what paid sick leave of absence he or she has had from any employer within the industry during the previous twelve months.

(c) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed therein is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer or any successor of such employer, be cumulative from year to year up to a period not exceeding twenty days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

(d) For the purpose of administering sub-clause (c) hereof, service prior to the 1st July, 1943, shall be disregarded.

MORNING TEA INTERVAL.

12. A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, and such interval shall be arranged by the employer so as to avoid the necessity of a stoppage of operations in the establishment.

TEA MONEY.

13. An allowance of 2s. for tea money, shall be made where work extends for more than two hours beyond the usual time of ending work.

Any such allowance shall be made prior to the meal interval on the day on which such overtime is worked.

WET PLACES.

14. An employee who is required to work in water and/or slurry of two inches or more in depth shall be paid an additional 3d. per hour whilst so required to work.

CRIB TIME.

15. A crib time not exceeding 30 minutes in a working shift of 8 hours shall be allowed clay hole men working underground in shaft or tunnel at a depth of 100 feet or over from the surface. Such crib time shall be counted as time worked.

PAYMENT OF WAGES.

16. Except where otherwise mutually agreed between an employer and an employee wages due shall be paid before the usual finishing hour for the day, and not later than Friday in each week.

DIRTY WORK.

17. Where an employee is engaged on work which the employer, or in his absence his accredited representative, agrees is of an unusually dirty or offensive nature, he shall be allowed reasonable time off during working hours to enable him to cleanse himself by means of a shower, or other washing facilities reasonably sufficient to accomplish such purpose.

DEFINITION.

18. Burner's assistant is an employee (exclusive of a regular burner) who works with and assists a burner in the operation of burning a kiln.

PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

19. The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices to any person provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

FIRST-AID ROOM.

20. In any establishment with more than five employees the employer shall provide a cubicle or room for the sole purposes of treating injuries. Such cubicle or room shall be equipped with adequate first-aid facilities, and a stretcher.

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 :— 14 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.

21. 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 22. Provided that the wages of Apprentices or Improvers shall be adjusted proportionately to adjustments of the basic wage. Such adjustments shall be computed to the nearest 3d., half or less than half of 3d. to be disregarded.

Place.	Basic Wage.			
	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	5 14 0	6 0	6 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

22. (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 21.

(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. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 30th November, 1948.



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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

ASBESTOS-CEMENT WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 674 of the 29th June, 1948, shall be replaced by the following clause:—

2.

(a) WAGES.

Apprentices or Improvers.				Other Employees.									
Wages.				Wages.									
Per Week of 40 Hours.				Per Week of 40 Hours.									
			Adjustable Weekly Rate.	Non- Adjustable War Loading.	Total Weekly Rate.				Adjustable Weekly Rate.	Non- Adjustable War Loading.	Total Weekly Rate.		
			<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>				<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
16 and under 17 years of age	81	1	1	0	82	1	Wet sheet machine leading hand ..	146	0	5	0	151	0
17 and under 18 years of age	70	4	1	2	71	6	Wet sheet machine operator ..	142	0	5	0	147	0
18 and under 19 years of age	83	10	1	4	85	2	Mixer operator—in sole charge of Tide mill ..	142	0	5	0	147	0
19 and under 20 years of age	104	3	1	7	105	10	Mixer operator—other ..	139	0	5	0	144	0
20 and under 21 years of age	124	11	2	1	127	0	Asbestos treatment operator ..	141	0	5	0	146	0
<p>No apprentices or improvers under the age of sixteen years to be engaged.</p> <p style="text-align: center;">PROPORTION (IN ANY PLACE).</p> <p style="text-align: center;"><i>Apprentices and Improvers.</i></p> <p>Two apprentices or improvers to every three or fraction of three workers receiving not less than the rate prescribed for the classification "All others".</p>						Cutter-off in charge ..	146	0	5	0	151	0	
						Cutter-off ..	138	6	5	0	143	6	
						Plateman or stacker ..	139	0	5	0	144	0	
						Corrugating machine operator ..	139	0	5	0	144	0	
						Hand corrugator ..	137	6	5	0	142	6	
						Wet trimmer (Power guillotine only)	139	0	5	0	144	0	
						Leading hand in charge of dry trimming ..	146	0	5	0	151	0	
						Dry trimmer—operating power cutting machine ..	139	0	5	0	144	0	
						Accessories hand moulder—welded or grafted mouldings ..	141	0	5	0	146	0	
						Accessories hand moulder—plain mouldings ..	139	0	5	0	144	0	
						Operator cement bulk handling ..	141	0	5	0	146	0	
						Pipe machine leading hand ..	150	0	5	0	155	0	
						Mazza machine control operator ..	141	0	5	0	146	0	
						Pressure pipe curing tank hand ..	138	6	5	0	143	6	
						Operator pressure pipe turning and socket boring machine ..	138	6	5	0	143	6	
						Operator pressure pipe turning and socket boring machine (who sets up machine) ..	143	6	5	0	148	6	
						Pressure pipe socket fitter ..	138	6	5	0	143	6	
						All others ..	136	0	5	0	141	0	

Clauses, other than clause 2, of the said Determination shall remain in force.

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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION
21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

BOARDING HOUSES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 925 of the 16th September, 1948, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.						PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	Males.			Females.			
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age ..	37 6	1 0	38 6	37 6	1 0	38 6	Apprentices. One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
16 years of age ..	50 6	1 6	52 0	39 9	1 0	40 9	
17 ..	58 6	1 6	60 0	46 6	1 3	47 9	Improvers. One improver to every four or fraction of four workers receiving not less than the minimum wage.
18 ..	66 0	1 9	67 9	49 0	1 6	50 6	
19 ..	80 9	2 3	83 0	53 3	1 6	54 9	
20 ..	104 3	3 0	107 3	60 0	1 9	61 9	

2.—continued.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.†	
	*Minimum Wage, without Board and Lodging.	
	Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, and Warrnambool, the Town of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
<i>Males.</i>		
Porter	136 0	133 0
Head Waiter	148 0	143 0
Other Waiters	136 0	133 0
First Cook, where the number of persons employed in the kitchen is eight or more	186 0	183 0
Five, six or seven	176 0	173 0
Three or four	158 0	155 0
Two or less	152 0	149 0
Second Cook, where the number of persons employed in the kitchen is eight or more	168 6	165 6
Five, six, or seven	158 6	155 6
Other Second Cooks	148 0	143 0
Sweets Cook	148 0	145 0
Grill, Relieving, or Assistant Cook	146 0	143 0
Pantryman or Kitchenman	136 0	133 0
Persons not otherwise provided for	136 0	133 0
<i>Females.</i>		
Housekeeper	96 0	93 0
Laundress	86 0	83 0
Housemaid, Parlourmaid, or General-	82 0	79 0
Head Waitress	86 0	83 0
Other Waitresses	82 0	79 0
First Cook	107 0	104 0
Second Cooks	101 0	98 0
Sweets Cook	102 0	99 0
Grills, Relieving, or Assistant Cook	101 0	98 0
Pantrymaid or Kitchenmaid	82 0	79 0
Persons not otherwise provided for	82 0	79 0

* Except in the case of an apprentice or an improver, the minimum wage shall be, where the employer—
 (a) boards the employee with three meals per day, 16s. per week less, or
 (b) boards and lodges the employee, 21s. per week less.

†NOTE.—War Loadings: For convenience War Loadings as follows:—

Males	4s. 0d. per week
Females	2s. 6d. per week

have been included in wages for employees classified under heading of other employees.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any Boarding House is required to keep a time-book or other record in the prescribed form wherein each employee shall enter daily a record of the hours worked.

Clauses, other than clause 2, of the said Determination shall remain in force.



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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION
21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

BOARDING SCHOOL EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 89, of the 25th February, 1948, shall be replaced by the following clause:—

WAGES.

2.(a)

Apprentices or Improvers.

Males.	Per Week.	Females.	Per Week.
	s. d.		s. d.
Under 17 years of age	66 0	Under 16 years of age	39 9
17 years of age and under 18	79 0	16 years of age and under 17	47 9
18 years of age and under 19	92 0	17 years of age and under 17½	55 9
19 years of age and under 20	105 3	17½ years of age and under 18	63 6
20 years of age and under 21	118 3	18 years of age and under 19	71 6
		and thereafter the minimum wage.	

Proportion (in any place).

Apprentices.—One apprentice to every four or fraction of four workers of either sex receiving not less than the minimum wage.

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

(b) *Other Employees.*

Males.		Per Week.	Females.		Per Week.
		£ s. d.			£ s. d.
First Cook, where the number of persons employed in the kitchen is			First Cook, where the number of persons employed in the kitchen is		
Eight or more .. .. .	.. .. .	8 7 6	Eight or more .. .. .	.. .. .	5 14 6
Five, six, or seven .. .. .	.. .. .	8 2 6	Five, six, or seven .. .. .	.. .. .	5 10 6
Four or less .. .. .	.. .. .	7 17 6	Four or less .. .. .	.. .. .	5 5 9
Cook employed alone .. .. .	.. .. .	7 2 6	Cook employed alone .. .. .	.. .. .	4 15 6
Second Cook, where the number of persons employed in the kitchen is			Second Cook, where the number of persons employed in the kitchen is		
Eight or more .. .. .	.. .. .	7 12 6	Eight or more .. .. .	.. .. .	5 1 9
Five, six, or seven .. .. .	.. .. .	7 7 6	Five, six, or seven .. .. .	.. .. .	4 16 6
Four or less .. .. .	.. .. .	7 2 6	Four or less .. .. .	.. .. .	4 12 0
Vegetable Cook .. .. .	.. .. .	6 12 6	Vegetable Cook .. .. .	.. .. .	4 4 0
Other Cooks .. .. .	.. .. .	6 17 6	Other Cooks .. .. .	.. .. .	4 9 0
Kitchenman, pantryman, houseman, or waiter .. .. .	.. .. .	6 8 6	Head waitress .. .. .	.. .. .	4 5 9
All others .. .. .	.. .. .	6 8 6	Needlewoman or seamstress .. .. .	.. .. .	4 5 9
			Kitchenmaid, pantrymaid, housemaid, or waitress .. .. .	.. .. .	3 19 6
			All others .. .. .	.. .. .	3 19 6

DEDUCTIONS FOR BOARD AND/OR BOARD AND LODGING.

(c) The amounts which may be deducted from the wages when an employee is provided with board only or board and lodging shall be :—

	Board Only.	Board and Lodging.
(i) <i>Apprentices or Improvers.</i>		
<i>Males.</i>		
	<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age	7 6	10 0
17 years of age and under 18	9 0	12 0
18 years of age and under 19	10 6	14 0
19 years of age and under 20	12 0	16 0
20 years of age and under 21	13 6	18 0
<i>Females.</i>		
Under 16 years of age	7 6	10 0
16 years of age and under 17	9 0	12 0
17 years of age and under 17½	10 6	14 0
17½ years of age and under 18	12 0	16 0
18 years of age and under 19	13 6	18 0
(ii) <i>Other Employees.</i>		
Other employees	15 0	20 0

Clauses, other than clause 2, of the said Determination shall remain in force.

[1131]



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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

BUILDERS' LABOURERS BOARD.

Clause 1 of Part I and clauses 1, 2, and 3 of Part II of the Determination published in *Government Gazette* No. 204 of the 24th March, 1948, shall be replaced by the following clauses:—

PART I.

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

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

All other builders' labourers shall be deemed to be unskilled.

2.

WAGES.

- 1. (a) For skilled builders' labourers—4s. 3½d. per hour.
- For ordinary builders' labourers—4s. 0½d. per hour.

(NOTE.—To the above amounts must be added any allowance payable in accordance with clause 6 of this Determination).

(b) "Builders' Labourer—skilled" means any employee engaged upon the work of steel structural erector (on steel frame building), gear hand, rigger, pile driver, tackle hand, gantry hand or crane-hand, dogman, scaffolder, powder monkey, drainer, demolisher, jackhammerman, winch or hoist driver or mixer driver.

(c) "Builders' Labourer—ordinary" means an employee engaged under this Determination in occupations other than those set out in sub-clause (b) of this clause.

Definition.

- (d) "Federation" means the Australian Builders' Labourers' Federation.

PART II.

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

	Wages per Week—		
	Adjustable Rate.	Plus War Loading (Non Adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
WAGES OF WEEKLY EMPLOYEES.			
2. (a) Labourer employed as steel structural erector (on steel frame building), gear hand, rigger, pile driver, tackle hand, gantry hand, dogman, scaffolder (erecting rope scaffolding on buildings exceeding two stories above ground level), powder monkey, drainer, jackhammerman, and winch or hoist driver. Provided always that men employed doing labouring work assisting these classifications shall be paid under sub-clause (b) hereof	135 0	3 0	138 0
(b) Builders' labourers in occupations other than those set out in sub-clause (a)	129 0	3 0	132 0

WAGES OF CASUAL EMPLOYEES.

3. Builders' labourers shall, subject to the conditions hereinafter set out, be deemed to be and shall be paid as casual employees for the first six months of their employment. At the end of six months employees who have been continuously employed for that period without loss of time on all usual working days and with loss of time if such is due to the fault of the employee shall be deemed thereafter to be continuously employed and shall be paid not less than the weekly rate herein prescribed. The period of six months referred to in this clause may have been served during or before or partly during and partly before the date of the coming into operation of this Determination.

Casual employees shall be paid not less than the following per hour :—

	For a 44-hour Week.	For a 48-hour Week.
	<i>s. d.</i>	<i>s. d.</i>
(a) If doing the work set out in (2) (a) above	3 7	3 3
(b) If doing the work set out in (2) (b) above	3 5½	3 1

Clause, other than clause 1 of Part I and clauses 1, 2, and 3 of Part II of the said Determination shall remain in force.



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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

BUTTER FACTORIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 30 of the 2nd February, 1948, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

JUVENILE WORKERS.

	Wages per Week.				Wages per Week.	
	Shift Workers.		Ordinary Workers.		Males.	Females.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.				
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
Under 16 years .. ..	..	..	67 9	Under 16 years	57 3	53 9
16-17 years .. ..	..	..	79 3	16-17 years	64 3	60 3
17-18 " .. ..	..	..	89 6	17-18 "	79 3	67 0
18-19 "	117 0	112 3	101 0	18-19 "	87 3	78 0
19-20 "	128 6	124 9	114 3	19-20 "	102 3	85 9
20-21 "	136 0	132 6	122 9	20-21 "	117 0	94 9

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 146s. per week.

One improver to every eight or fraction of eight workers receiving not less than 146s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 112s. 6d. per week.

OTHER EMPLOYEES.

	Wages per Week.		
	Shift Workers.		Ordinary Workers.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.	
	s. d.	s. d.	s. d.
Cream grader	176 0	173 0	165 0
Milk grader	175 0	172 0	164 0
Milk or cream tester	175 0	172 0	164 0
Creamery manager	170 0	167 0	159 0
Milk or cream neutralizer	168 6	165 6	157 6
Foreman of shift or department or casein plant	170 0	167 0	169 0
Butter-maker	175 0	172 0	164 0
Re-worker and/or processor (not requiring a buttermaker's certificate)	160 0	157 0	149 0
Operators of any of the following machines, viz :—			
Separator	158 0	155 0	147 0
Pasteurizer evacuator, or deodorizer	158 0	155 0	147 0
Weighing machine	158 0	155 0	147 0
Filling machine for tinning of butter when butter has not been milled	160 0	157 0	149 0
Filling machine for tinning of butter when butter has been milled	159 0	156 0	148 0
Storeman or packer in butter canning establishments	159 0	156 0	148 0
Other storeman or packers	158 0	155 0	147 0
Casein-maker	171 0	168 0	160 0
Assistant to casein-maker, casein dryers, and millers	169 6	158 6	148 6
Cheese-maker	175 0	172 0	164 0
Assistant to cheese-maker	159 6	156 6	148 6
Cheese storehand	161 0	158 0	150 0
Male adult washing or sterilizing cans or bottles	158 0	155 0	147 0
Operator of a fork lift truck	160 0	157 0	149 0
All other adult males	157 0	154 0	146 0
All other adult females .. .. .	..	..	112 6

Classes, other than clause 2, of the said Determination shall remain in force.



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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this

11th day of February, 1949.

RAY. H. BEERS,

Secretary for Labour.

HAIRDRESSERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 955 of the 13th October, 1948, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.
(a) Outside the Metropolitan District as defined in the Factories and Shops Acts.

	Wages per Week.			
	Apprentices.		*Improvers.	
	Males.	Females.	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	21 6	18 6	119 6	72 3
2nd year	28 9	25 3		
3rd year	43 6	36 0		
4th year—				
1st six months ..	58 3	50 6		
2nd six months ..	58 3	58 3		
5th year—				
1st six months ..	72 3	58 3		
2nd six months ..	72 3	..		

(b) Within the Metropolitan District as defined in the Factories and Shops Acts—The wages payable shall be such rates as may be prescribed from time to time by the Apprenticeship Commission of Victoria.

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

PROPORTION (IN ANY SHOP OR PLACE).

Apprentices.

In Men's Hairdressing Saloons.

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

In Ladies' Hairdressing Saloons.

One apprentice to each female worker receiving not less than the wage of 10s. 6d. per week. Provided that a male working employer shall be entitled to an apprentice.

In Places where both Men's and Ladies' Hairdressing is Carried Out.

One apprentice to every three or fraction of three workers, male or female, receiving not less than the minimum wage if male, or 10s. 6d. per week if female.

Improvers.

One male improver to every fifteen male workers receiving not less than the minimum wage.

One female improver to every fifteen persons receiving not less than the minimum wage.

An amended indenture of apprenticeship prescribed by the Board was approved on 26th March, 1936.

JUVENILE WORKERS, i.e., females under 21 years of age employed solely as receptionists or females under 17 years of age employed solely as messengers—

Wages.

Receptionists 45s. 3d. per week of 40 hours.
Messengers 17s. 9d. per week of 40 hours.

PROPORTION (IN ANY SHOP OR PLACE).

One Juvenile Worker employed as a receptionist to every fifteen or fraction of fifteen persons receiving not less than the minimum wage.

In addition, one Juvenile Worker employed as a messenger in any shop or place where not less than four persons are employed.

* The employment, within the Metropolitan District, of any improver is illegal.

Other Employees.	Wages.	
	Within the Metropolitan District as defined in the Factories and Shops Acts; the Cities of Geelong, Geelong West, and Warrnambool; and the Town of Newtown and Chilwell.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
<i>Men's Hairdressing Saloons.</i>		
Chair workers (male or female)	Per Week of 40 Hours. 182 0	Per Week of 40 Hours. 152 0
Provided that any person appointed by his employer to be foreman of a saloon shall be paid 5s. extra per week if not more than five persons are employed, and if more than five persons are employed he shall be paid 1s. extra per week for each employee.		
<i>Any Other Place.</i>		
Males engaged in—	Per Week of 40 Hours.	Per Week of 40 Hours.
Children's haircutting	151 0	148 0
Ladies' haircutting	171 6	168 6
All other males	181 6	178 6
Female window models	Per Week of 20 Hours. 177 6	Per Week of 20 Hours. 172 6
	Per Week of 40 Hours.	Per Week of 40 Hours.
Females engaged in haircutting	122 0	119 0
Female receptionists	61 9	61 9
All other females	110 9	108 6

Clauses, other than clause 2, of the said Determination shall remain in force.



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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 21 (BOOKSELLERS AND NEWSAGENTS).

Clause 2 of the Determination published in *Government Gazette* No. 533 of the 18th May, 1948, shall be replaced by the following clause:—

2.

Apprentices or Improvers.			Other Employees.				
WAGES.	Per week of 40 hours.		WAGES.	Per week of 40 hours.			
	Males.	Females.		Within the Metropolitan District.		All other parts of Victoria where this Determination applies.	
	s. d.	s. d.		Males.	Females.	Males.	Females.
15 years of age or under	34 6	28 0	DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—	s. d.	s. d.	s. d.	s. d.
16 years of age ..	41 6	35 0		158 0	112 6	158 0	112 6
17 years of age ..	53 0	42 6		168 6	126 6	168 6	126 6
18 years of age ..	68 0	50 6					
19 years of age ..	84 0	58 0					
20 years of age ..	100 6	65 0					
PROPORTIONS (by any employer).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.							
An indenture of apprenticeship has been prescribed by the Board.							
<i>Improvers.</i>							
Two improvers to each adult worker receiving not less than 132s. per week of 40 hours in the case of a male adult and 71s. 6d. per week of 40 hours in the case of a female adult.			(a) Employed in connexion with the sale or distribution of newspapers—	135 0	76 6	132 0	71 6
			(b) Employed at any other work—	142 6	80 6	139 6	75 0

Clauses, other than clause 2, of the said Determination shall remain in force.

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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

TEACHERS' (GIRLS' SCHOOLS) BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 237 of the 21st April, 1947, shall be replaced by the following clause:—

2.

Registered Teachers.	Column "A" Weekly Wage.	Column "B" Cost of Living Additions.	Column "C" Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
During first year's experience of teaching following registration	4 10 0	23 0	5 13 0
During second year's experience of teaching following registration	4 13 10	23 0	5 16 10
During third year's experience of teaching following registration	4 17 8	23 0	6 0 8
During fourth year's experience of teaching following registration	5 1 6	23 0	6 4 6
During fifth year's experience of teaching following registration	5 5 5	23 0	6 8 5
During sixth year's experience of teaching following registration	5 9 3	23 0	6 12 3
During seventh year's experience of teaching following registration	5 13 1	23 0	6 16 1
During eighth year's experience of teaching following registration	5 16 11	23 0	6 19 11
During ninth year's experience of teaching following registration	6 0 9	23 0	7 3 9

For the purposes of this clause experience prior to 1st January, 1947, shall be calculated as follows:—

- (a) Any fraction of a year's experience shall be disregarded.
- (b) Experience of five years or more shall be deemed to be experience of five years only, and teachers with such five or more years of experience shall be paid at the sixth year rate for their next year of service and progress from year to year to the seventh, eighth, and ninth year in accordance with the above scale.
The provisions of this paragraph shall not apply after the 31st December, 1949.
- (c) Experience of less than five years shall be taken into account and teachers with such experience shall be paid in accordance with the above scale.

Clauses, other than clause 2, of the said Determination shall remain in force.

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[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

BAG MAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1192 of the 6th December, 1948, shall be replaced by the following clause:—

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 40 Hours. Commencing Age.							Wages—Per Week of 40 Hours. Commencing Age.						
	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.		15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	36 6	43 0	51 3	80 0	105 3	128 0	1st 6 months ..	37 6	44 3	52 6	61 9	68 0	76 6
2nd 6 months	43 0	51 3	80 0	105 3	128 0	..	2nd 6 months..	44 3	52 6	61 9	68 0	76 6	..
2nd year	51 3	80 0	105 3	128 0	..	..	2nd year ..	52 6	61 9	68 0	76 6	..	..
3rd year	80 0	105 3	128 0	..	..	..	3rd year ..	61 9	68 0	76 6	..	..	..
4th year	105 3	128 0	..	..	..	..	4th year ..	68 0	76 6	..	..	..	..
5th year	128 0	..	..	..	..	..	5th year ..	76 6	..	..	..	..	..
<p>PROPORTION. <i>Males.</i></p> <p>One male improver to every three or fraction of three male workers receiving not less than 148s. per week of 40 hours.</p>							<p>PROPORTION. <i>Female Improvers.</i></p> <p>Two female improvers to every six or fraction of six female workers receiving not less than 95s. per week of 40 hours.</p> <p>JUVENILE WORKERS.</p> <p>Two juvenile workers to every six or fraction of six female workers receiving not less than 95s. per week of 40 hours.</p> <p>NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.</p>						

OTHER EMPLOYEES.

										Per Week of 40 Hours.		
										s.	d.	
<i>Males.</i>												
Combination bag-making machine attendant	148	0
Repairers by hand	148	0
Repairers by machine	148	0
All others	130	0
<i>Females.</i>												
Bag-making machinist	98	9
Repairers by hand	105	0
Repairers by machine	105	0
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—												
1st 3 months	77	3
2nd 3 months	84	3
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—												
1st 3 months	77	3
All others	95	0

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

Clauses, other than clause 2, of the said Determination shall remain in force, provided that the percentage shown in the margin of clause 13, shall be altered from 74½ per cent. to 78¼ per cent.



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Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

CANTEEN WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 927 of the 16th September, 1948, shall be replaced by the following clause:—

2. WAGES.
(a) Improvers.*

Male.	Female.
£ s. d.	£ s. d.
Under 16 years 1 14 6	Under 16 years 1 14 6
16 and under 17 years 2 8 6	16 and under 17 years 2 12 3
17 and under 18 years 3 6 3	17 and under 18 years 3 0 9
18 and under 19 years 4 3 3	18 and under 19 years 3 5 3
19 and under 20 years 5 4 0	19 and under 20 years 3 18 3
20 and under 21 years 6 4 6	20 and under 21 years 4 2 9

Proportion:—One improver to every three or fraction of three workers receiving not less than the minimum wage.

* The Board has determined that no apprentice shall be taken to the trade.

(b) Adults.

	Male.	Female.
	£ s. d.	£ s. d.
Cook (Grade 1)	8 4 6	6 5 0
Cook (Grade 2)	7 4 6	4 17 9
Cook working alone	7 9 6	5 7 0
Supervisor .. .. .	.. .. .	4 17 9
Attendant	6 16 0	4 6 6

Clauses, other than clause 2, of the said Determination shall remain in force.

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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS.
Secretary for Labour.

COAL AND COKE BOARD.

Clause 2 of Part 1 and clause 1 of Part 2 of the Determination published in *Government Gazette* No. 15 of the 7th January, 1949, shall be replaced by the following clauses:—

PART 1.—Persons OTHER THAN those employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

2. (a)

Improvers.		Other Employees.	
WAGES PER WEEK.		WAGES PER WEEK.	
	s. d.		s. d.
Under 17 years of age	77 3	Persons trimming or spreading coal that is heated or on fire	227 4
17 years of age	90 6	Persons employed driving and/or operating power-driven coal-loading machines, i.e., persons riding on, driving and/or operating mechanical or other levers of such coal-loading machines	171 4
18 " "	104 9	Persons employed trimming coal and/or feeding coal to and from coal loaders	161 4
19 " " or over—the appropriate rate prescribed under the heading "other employees".		Persons trimming coal from the "Grab"	168 8
		Other coal trimmers	161 4
		Coal baggers or loaders	161 4
		Persons employed loading by shovel or fork loose coal from railway trucks to vehicles	161 4
		Persons employed loading by shovel or fork loose coal from vehicles to railway trucks	183 4
		Persons loading by shovel or fork loose coal from the ground into railway trucks	194 4
		Coke stackers at wharf coal yards	170 6
		Coke yard employees	132 0
		Carters driving one horse	130 0
		Carters driving two horses	135 0
		Carters driving three horses	138 0
		Carters driving four horses	140 0
		Carters driving five horses	141 0
		And 6d. extra per day for every additional horse.	
		Drivers of motor vehicle, including girlinger, having a maker's capacity of—	
		(a) 25 cwt. or less	135 0
		(b) Over 25 cwt., but not over 3 tons	139 0
		(c) Over 3 tons, but under 6 tons	142 0
		Further tonnage—for each complete ton over 5 an extra 1s. per week	
		All other coal yard employees	154 4

NOTE.—The Board has determined, in accordance with Section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no apprentices shall be taken in the trade.

No. 99.—811/49.—PRICE 3d.

- (b) **GAS PRODUCER UNITS.**—The following provisions shall apply to drivers of gas producer units :—
- (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
 - (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
 - (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
 - (iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

(c) **WAR LOADINGS FOR CARTERS AND DRIVERS.**—In addition to the weekly rates prescribed herein, war loadings shall be paid as follows :—

						Per Week.
						<i>s. d.</i>
Juniors under 19 years of age	..	..	..	..	..	1 0
All other classifications	..	..	..	..	..	3 0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates hereinbefore provided, and shall not be entitled to war loadings.

PART 2.—Persons employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal, in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

1. (a)

Improvers.	Other Employees.
WAGES PER WEEK OF 40 HOURS.	WAGES PER WEEK OF 40 HOURS.
<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age	Wood cutters, using axe, power crosscut circular saw, or other method ..
17 years of age	Carters driving one horse
18 " "	Carters driving two horses
19 " " or over—the appropriate rate prescribed under the heading "other employees".	Carters driving three horses
	Carters driving four horses
	Carters driving five horses
	And 6d. extra per day for every additional horse
	Drivers of vehicle (including girlinger) having maker's capacity of—
	(a) 25 cwt. or less
	(b) Over 25 cwt., but not over 3 tons
	(c) Over 3 tons, but under 6 tons
	Further tonnage—for each complete ton over 5 an extra 1s. per week.
	Charcoal burning by retorts, metal or brick kilns, or pits—
	(a) Operator in charge of plant
	(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading
	Grinding or grading charcoal—
	(a) Attendant in charge of plant—
	(i) With four or more persons under his supervision
	(ii) With three or fewer persons under his supervision
	(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags
PROPORTION (BY ANY EMPLOYER.)	
One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 130s. per week.	
NOTE. —The Board determines that no person shall be employed as an apprentice.	

- (b) **GAS-PRODUCER UNITS.**—The following provisions shall apply to drivers of gas-producer units :—
- (i) Driver of a motor vehicle fitted and operated with a charcoal gas-producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
 - (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
 - (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
 - (iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

(c) **WAR LOADINGS FOR CARTERS AND DRIVERS.**—In addition to the weekly rates prescribed in clause (1) (a), war loadings shall be paid as follows :—

						Per Week.
						<i>s. d.</i>
Juniors under 20 years of age	..	..	..	..	..	1 0
Juniors 20 years of age and over	..	..	..	..	..	1 6
All other classifications	..	..	..	..	..	3 0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates set out in sub clause (b) and shall not be entitled to war loadings.

Clauses, other than clause 2 of Part 1 and clause 1 of Part 2, of the said Determination shall remain in force.



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[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

CONDENSERIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 12 of the 19th January, 1948, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		
	Wages per Week.			Wages per Week.	
	Shift Workers.	All Others.		Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
Under 16 years	67 9	Under 16 years	56 9	54 9
16-17 years	78 9	16-17 years	64 0	59 9
17-18 years	90 0	17-18 years	78 9	67 6
18-19 years	102 0	18-19 years	87 3	79 9
19-20 years	114 3	19-20 years	102 3	86 0
20-21 years	122 3	20-21 years	117 0	95 9

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 146s. per week.

One improver to every eight or fraction of eight workers receiving not less than 140s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 112s. 6d. per week.

Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.

Female juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

OTHER EMPLOYEES.

	Wages per Week.	
	Shift Workers.	All Others.
	<i>s. d.</i>	<i>s. d.</i>
Milk or cream grader or tester	175 0	164 0
Neutralizer	172 0	161 0
Foreman of shift or department	172 0	161 0
Operator of any of the following machines :—		
Milk drier (roller system)	165 0	154 0
Milk drier (spray system)	166 0	155 0
Assistant to milk drier (spray system)	165 0	154 0
Sugar boiler	160 0	149 0
Vacuum pan—condensery	167 0	156 0
Vacuum pan-dried milk	166 0	155 0
Vacuum pan-milk sugar	166 0	155 0
Evaporator	165 0	154 0
Homogenizer or visiolizer	163 6	152 6
Cream retort	161 0	150 0
Powder sifter	159 0	148 0
Tubular heater or ejector	160 0	149 0
Separator	158 0	147 0
Pasteurizer	158 0	147 0
Weighing machine (milk receiving)	165 0	154 0
Wire-hoopers, storeman, stackers or packers	159 0	148 0
Washers of vacuum pan, vacuum holding vats, or evaporator	160 0	149 0
Male adult washing or sterilizing cans or bottles	159 0	148 0
Operator of a fork lift truck	160 0	149 0
All other male adults not covered by a Determination of any other Wages Board	157 0	146 0
Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman .. .. .	..	112 6
Females operating dried milk automatic filler .. .. .	..	112 6
All other females .. .. .	..	112 6

Female workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.

Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

Persons employed clearing or cleaning horizontal drying boxes shall be paid 5s. per week for mid-clearance, or 3s. per week for morning clearance, in addition to their ordinary weekly wage.

Persons operating more than two vacuum pans shall be paid 4s. per pan extra.

Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed cleaning milk tankers and vacuum pan vapour pipes, when the employee enters the latter, shall receive 9d. for each clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed on a Dennington Spray Control floor shall be paid 15s. per week additional to the rates for milk drier (spray system).

Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.

Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.

Clauses, other than clause 2, of the said Determination shall remain in force.



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[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

DISPENSARIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 42 of the 2nd February, 1948, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 40 HOURS.				WAGES PER WEEK OF 40 HOURS.			
	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months' experience ..	20 6	0 6	21 0	Chief Pharmaceutical Chemist ..	228 0	6 0	234 0
2nd ,, ,, ..	31 9	1 0	32 9	Assistant Pharmaceutical Chemist	188 0	6 0	194 0
3rd ,, ,, ..	43 0	1 3	44 3	Unqualified Assistant ..	178 0	6 0	184 0
4th ,, ,, ..	54 3	1 9	56 0	Female Shop Assistant not			
5th ,, ,, ..	66 0	2 0	68 0	engaged in dispensing or			
6th ,, ,, ..	76 0	2 3	78 3	compounding medicines, drugs,			
7th ,, ,, ..	86 6	2 6	89 0	or medicinal preparations ..	113 0	3 0	116 0
8th ,, ,, ..	107 9	3 0	110 9				
and thereafter the appropriate rate prescribed herein under the heading "Other Employees".							
PROPORTION (IN ANY PLACE).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than 19s. per week.							
<i>Improvers.</i>							
One improver to every ten or fraction of ten workers receiving not less than 19s. per week.							

Clauses, other than clause 2, of the said Determination shall remain in force.

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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION
21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

GARDEN EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette*, No. 686 of the 5th July, 1948, shall be replaced by the following clause:—

2.

Apprentices or Improvers.										Wages per Week of 40 Hours.
										s. d.
15 years of age or under	..	..	..	..	..	..	..	..	..	35 3
16 years of age	..	..	..	..	..	..	..	..	..	39 3
17 years of age	..	..	..	..	..	..	..	..	..	44 0
18 years of age	..	..	..	..	..	..	..	..	..	62 3
19 years of age	..	..	..	..	..	..	..	..	..	74 6
20 years of age	..	..	..	..	..	..	..	..	..	89 0

PROPORTION (WITHIN ANY PLACE).

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

Other Employees.	Wages per Hour.	Wages per Week.	Hours per Week.
	<i>s. d.</i>	<i>s. d.</i>	
(a) Persons employed as gardeners or gardeners' labourers by a master gardener—			
Foremen gardeners in charge of two or more employees	3 11 ¹¹ / ₂₀	158 6	} 40
Gardeners†	3 7 ¹³ / ₂₀	145 6	
Gardeners' labourers	3 5 ² / ₂₀	138 0	
(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
(1) Employed on Jobbing Work—			
Gardeners†	3 7 ¹³ / ₂₀	145 6	} 40
Gardeners' labourers	3 5 ² / ₂₀	138 0	
(2) All others—			
Foremen gardeners in charge of two or more employees	3 11 ¹¹ / ₂₀	158 6	} 40
Gardeners†	3 7 ¹³ / ₂₀	145 6	
Gardeners' labourers	3 5 ² / ₂₀	138 0	
(c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employees	3 11 ¹¹ / ₂₀	158 6	} 40
Gardeners†	3 7 ¹³ / ₂₀	145 6	
Gardeners' labourers	3 5 ² / ₂₀	138 0	
(d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court	3 7 ¹³ / ₂₀	145 6	40
Provided that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.			
(e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green.			
Foremen gardeners in charge of two or more employees	3 11 ¹¹ / ₂₀	158 6	} 40
Gardeners†	3 7 ¹³ / ₂₀	145 6	
Gardeners' labourers	3 5 ² / ₂₀	138 0	
(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
Foremen	3 11 ¹¹ / ₂₀	158 6	} 40
All others	3 7 ¹³ / ₂₀	145 6	

* Except in the case of an apprentice, improver, or juvenile worker the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See Clause 17—Definitions.

Clauses, other than clause 2, of the said Determination shall remain in force.



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Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 16 (HARDWARE).

Clause 2 of the Determination published in *Government Gazette* No. 532 of the 18th May, 1948, shall be replaced by the following clause:—

2.

Apprentices or Improvers. (The Masculine to include the Feminine.)				Other Employees. (The Masculine to include the Feminine.)		Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.				WAGES.		Per week of 40 hours.	Per week of 40 hours.
Per week of 40 hours.				Per week of 40 hours.		£ s. d.	£ s. d.
s. d.							
Under 16 years of age	..	..	..	29	0		
16 years of age	..	..	..	38	6		
17 "	..	..	..	49	3		
18 "	..	..	..	65	3		
19 "	..	..	..	83	9		
20 "	..	..	..	109	6		
PROPORTION (in any shop or place).				Departmental managers, or branch managers, having under their control—			
One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage.				5 or more salesmen, 21 years of age or over		8 16 0	8 12 0
One improver to one worker				4 salesmen		8 9 0	8 5 0
Two improvers to two, three or four workers				3 salesmen		8 1 0	7 17 0
Three improvers to five, six or seven workers				Other Branch Managers		7 16 0	7 12 0
Four improvers to eight workers				Outside salesmen		7 16 0	7 13 0
Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers.				Salesmen or Buyers		7 12 6	7 9 6
Receiving not less than the rates fixed for assemblers of ordered goods.				Assemblers of Ordered Goods		7 5 6	7 5 6
				NOTE.—See Clause 20 re Definitions.			

Clauses, other than clause 2, of the said Determination shall remain in force.

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I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

BRICK TRADE BOARD.

Clauses 2 (a) and 17 of the Determination published in *Government Gazette* No. 114 of the 5th March, 1948, shall be replaced by the following clauses:—

2.

(a)	Improvers.	Other Employees.	Per Hour.	Wage per Week of 40 Hours.
	WAGES.	FIREBRICKS AND TEXTURE BRICKS.	<i>s. d.</i>	<i>s. d.</i>
	FIREBRICKS AND TEXTURE BRICKS.	Burners	3 9 ⁵ / ₁₀	151 0
	Per Week of 40 Hours.	Crusher attendants who also haul	3 8 ¹ / ₂	147 6
	<i>s. d.</i>	Crusher attendants who do not haul	3 7 ¹ / ₂	145 0
	14 years of age	Wet or dry pan attendants who do not haul	3 8 ¹ / ₂	148 0
	15 " "	Machine drivers, wire cut attendant, column man, or off-bearers from wire cut machine	3 8 ¹ / ₂	147 6
	16 " "	Hand moulders, dressers and cutters	3 10 ¹ / ₂	154 0
	17 " "	Drawers	3 9 ⁵ / ₂₀	150 6
	18 " "	Setters	3 10 ¹ / ₂	154 0
	19 " "	Facemen working in a clayhole 25 feet or less in depth	3 11 ¹ / ₂	153 0
	20 " "	All other facemen	4 0	160 0
	OTHER BRICKS.	Wheelers of green or burnt bricks	3 8 ¹ / ₂	147 6
	14 years of age	Clayhole men (employer to provide tools)	3 10 ¹ / ₂	155 0
	15 " "	Pressers	3 7 ¹⁵ / ₂₀	146 6
	16 " "	Loftmen	3 7 ¹⁵ / ₂₀	146 6
	17 " "	Yardmen and wastemen	3 7 ¹ / ₂	145 0
	18 " "			
	19 " "	OTHER BRICKS.		
	20 " "	Burners	3 9 ⁵ / ₁₀	151 0
	Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 106s. 4d. per week of 40 hours plus an allowance at the rate of 3s. 6d. per week as compensation for time lost through wet weather.	Machine drivers or machine riggers	3 10 ¹ / ₂	155 0
	Provided also that improvers trucking from a single brick machine or taking off or trucking from a double brick machine shall be paid not less than the rate fixed for truckers.	Wet or dry pan attendants who do not haul	3 9 ⁵ / ₁₀	153 0
	PROPORTION (in any factory or place).	Crusher attendants who do not haul	3 9 ⁵ / ₂₀	151 6
	One improver to every eight or fraction of eight employees receiving not less than 145s. per week of 40 hours.	Crusher and wet or dry pan attendants who also haul	3 11 ¹ / ₂	157 6
		Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)	3 11 ¹ / ₂	158 0
		Other drawers	4 0 ⁵ / ₂₀	160 6
		Other setters	4 0 ⁵ / ₂₀	160 6
		Facemen working in a clayhole 25 feet or less in depth	4 0 ⁵ / ₁₀	163 0
		All other facemen	4 2 ⁷ / ₁₀	169 0
		Clayhole men (employer to provide tools)	4 0	160 0
		Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen	3 10 ¹⁵ / ₂₀	155 6
		Off-bearers from wire cut machines	3 9 ¹ / ₂	152 6
		Truckers	3 9 ¹ / ₂	152 6
		Adults taking off brick machines	3 9 ¹ / ₂	152 6
		Dampermen or kiln cleaners	3 10 ¹ / ₂	154 0
		Loftmen	3 9 ⁵ / ₁₀	151 0
		Yardmen and wastemen	3 9	150 0

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

PIECWORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

17. The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards	4 2½	4 5½	4 0½	4 4½
26 to 36 yards	4 7	4 11½	4 5½	4 9½
36 to 46 yards	4 9½	5 1	4 8	4 11½
Over 46 yards	5 4½	5 8	5 3½	5 6½
Drawing, wheeling, and loading on railway trucks—				
	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Not more than 26 yards	5 5½	5 9	5 9½	6 0½
26 to 36 yards	5 10½	6 1½	6 2½	6 5½
36 to 46 yards	6 1	6 3½	6 4½	6 7½
Over 46 yards	6 8½	6 11½	6 11½	7 2½
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks <i>s. d.</i>				
" " " " in sheds .. .. .	.. .. .	.. .. .	.. .. .	30 0
" " " " from bowling stool and placing on grass hacks (where material is placed on the table) .. .. .	.. .. .	.. .. .	.. .. .	25 10
" " " " from bowling stool in sheds (where material is placed on the table) .. .. .	.. .. .	.. .. .	.. .. .	21 0
" " fancy bricks and off-bearing to hacks or in sheds .. .. .	.. .. .	.. .. .	.. .. .	19 5
" " " " from bowling stool .. .. .	.. .. .	.. .. .	.. .. .	30 0
Setting .. .. .	.. .. .	.. .. .	.. .. .	27 1
Picking blues .. .. .	.. .. .	.. .. .	.. .. .	4 9
	.. .. .	.. .. .	.. .. .	20 0

An amount at the rate of 5s. per week of 40 hours has been added to the earnings of piece workers as compensation for time lost through wet weather.

Clauses, other than clauses 2 (a) and 17, of the said Determination shall remain in force.



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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

CARETAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 500 of the 13th May, 1948, shall be replaced by the following clause:—

(2)

IMPROVERS.

Wages per week of 42 hours.		PROPORTION (in any place).	
Under 18 years of age	s. d. 63 6	One improver to every worker receiving not less than 147s. 6d. per week of 42 hours.	
18 to 19 years of age .. .. .	.. 79 9	NOTE.—The Board has determined that no apprentice shall be taken in the trade.	
19 to 20 years of age .. .. .	.. 99 0		
20 to 21 years of age .. .. .	.. 116 9		

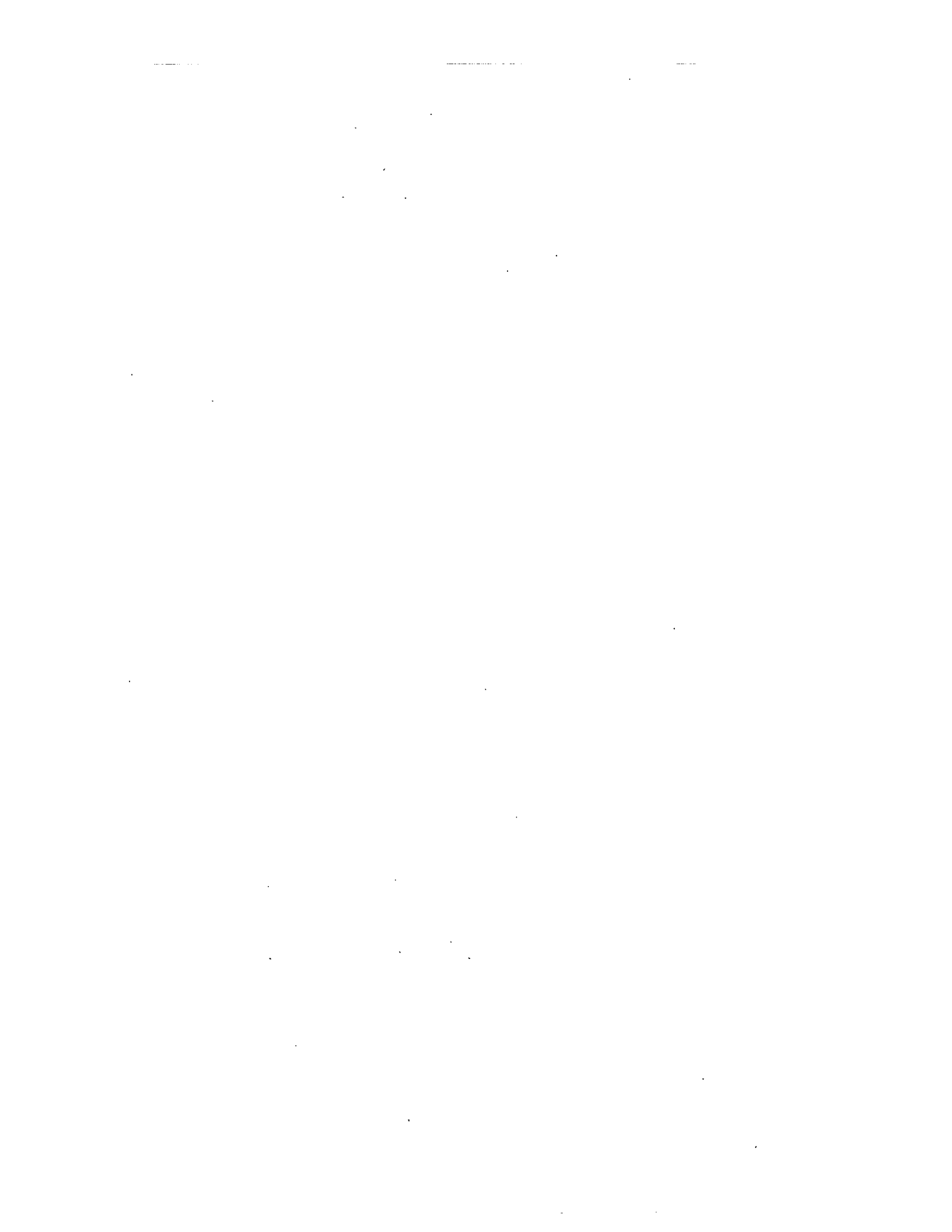
OTHER EMPLOYEES.

WAGES PER WEEK OF 42 HOURS.

	Within the Metropolitan and Geelong Districts as defined in the Factories and Shops Acts and the City of Warrnambool.		All Other Parts of Victoria where this Determination Applies.
	s.	d.		s. d.
Persons engaged weekly to take care of buildings which contain—			
41 or more flats	139	0	136 0
21 to 40 flats	135	0	132 0
20 or less flats	133	6	130 6
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes	130	0	127 0
Other caretakers of buildings in charge of—			
11 or more cleaners	169	6	166 6
4 to 10 cleaners	159	6	156 6
1 to 3 cleaners	147	6	144 6
All others	138	6	135 6

Clauses, other than clause 2, of the said Determination shall remain in force.

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Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

CHARWORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1204, of the 14th December, 1948, shall be replaced by the following clause:—

2.

Improvers.		Other Employees.		Within the Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the Orders in Council thereunder: the cities of Ballarat, Bendigo, and Warrnambool, and the boroughs of Eaglehawk and Sebastopol.		Elsewhere in Victoria.
MALES.		WAGES.*				
WAGES.		Males.		Per week of 40 hours.		Per week of 40 hours.
				<i>s. d.</i>		<i>s. d.</i>
Under 19 years of age .. .. .	.. .. . 71 6	Office cleaners or general cleaners in charge of—				
19 and under 20 years of age .. .. .	.. .. . 87 6	4 or more office cleaners or general cleaners ..	159 0		156 0	
20 years of age .. .. .	.. .. . 104 6	1, 2, or 3 office cleaners or general cleaners ..	147 6		144 6	
		Other office cleaners or general cleaners ..	138 6		135 6	
PROPORTION.		Females.		Per week of 40 hours.		Per week of 40 hours.
<i>Improvers.</i>				<i>s. d.</i>		<i>s. d.</i>
One male improver to every five male workers receiving not less than 138s. 6d. per week of 40 hours.		Office cleaners or general cleaners in charge of—				
		4 or more office cleaners or general cleaners ..	141 6		138 6	
		1, 2, or 3 office cleaners or general cleaners ..	130 6		127 6	
		Other office cleaners or general cleaners ..	126 6		123 6	
FEMALES.						
WAGES.						
				<i>s. d.</i>		
Under 19 years of age .. .. .	.. .. . 65 6	* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel or light.				
19 and under 20 years of age .. .. .	.. .. . 79 6	NOTE.—The employer shall supply all necessary tools and materials free.				
20 years of age .. .. .	.. .. . 95 6					
PROPORTION.						
<i>Improvers.</i>						
One female improver to every ten female workers receiving not less than 126s. 6d. per week of 40 hours.						

Clauses, other than clause 2, of the said Determination shall remain in force.

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DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

COMMERCIAL TRAVELLERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 32 of the 2nd February, 1948, shall be replaced by the following clause -

2. WEEKLY WAGES.

—	Town Travellers.	Country Travellers.
	£ s. d.	£ s. d.
Probationary Travellers	7 14 0	9 7 6
Special Travellers	8 14 0	10 7 6
Other Travellers	8 14 0	10 7 6

An additional amount of £1 shall be paid to a Traveller required by his employer to be away from his home or headquarters for any week-end.

(See Clause 12 for Definitions.)

Clauses, other than clause 2, of the said Determination shall remain in force.

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Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

DENTAL MECHANICS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 25 of the 11th January, 1949, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

* Dentist's Mechanic. (Apprentices.)	Dentist's Attendant. (Apprentices and Improvers.)	Other Employees.	Minimum Wage.
1st year .. s. d. 31 6	1st year .. s. d. 46 6	Dentist's Surgical Assistant	255 0
2nd 41 6	2nd 64 6	Dentist's Mechanic	188 0
3rd 57 6	3rd 85 6	Dentist's Attendant	111 0
4th 84 0			
5th 125 6			
6th 151 0			

Provided that no apprentice shall have his legal rate of payment as prescribed in the Determination hereby revoked reduced in consequence of the operation of this Determination.

* NOTE. Clause 3. Special conditions regarding the employment of juniors. And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

APPRENTICES.

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

An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.

IMPROVERS.

(Dentists' Attendants.)

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

Clauses, other than clause 2, of the said Determination shall remain in force.

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I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

Clause 2 of the Determination published in *Government Gazette* No. 506 of the 13th May, 1948, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

Wages per week of 40 Hours.

Males—	s.	d.	Females—	s.	d.
15 years of age or under	35	6	15 years of age or under	33	0
16 years of age	50	6	16 years of age	39	0
17 years of age	69	0	17 years of age	50	6
18 years of age	89	0	18 years of age	62	6
19 years of age	111	0	19 years of age	74	6
20 years of age	129	6	20 years of age	86	6

PROPORTION (IN ANY SHOP).

Apprentices.

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

Improvers.

One male improver to every male worker receiving not less than the minimum wage.

Two female improvers to every female worker receiving not less than the minimum wage.

Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.

OTHER EMPLOYEES.

Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles, a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas, or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies:—

Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)

Departmental manager or managers (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department)—

Male

Female—

Where one or more adult males are under her control

In other cases

Other employees

Wages per week of 40 hours.

Males. Females.

s. d. s. d.

165 0 165 0

156 3 ..

.. 156 3

150 0 111 9

101 6

Clauses, other than clause 2, of the said Determination shall remain in force.

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



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[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne this
11th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 19 (CONFECTIONERY, PASTRY, FRUIT AND VEGETABLE).

Clause 2 of the Determination published in *Government Gazette* No 535 of the 18th May, 1948, shall be replaced by the following clause:—

2.

Apprentices or Improvers.		Other Employees.	
Males.	Females.	Wages per Week of 40 Hours.	
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.		
15 years of age or under	15 years of age or under	(a) Manager or Departmental Manager ..	146 6
.. 33 6	.. 31 3	(b) Manageress or Departmental Manageress ..	104 0
16 years of age ..	16 years of age ..	(c) Shop Assistants—	
.. 42 9	.. 35 9	(i) Males	136 3
17 years of age ..	17 years of age ..	(ii) Females	93 0
.. 52 9	.. 44 3		
18 years of age ..	18 years of age ..		
.. 66 0	.. 52 6		
19 years of age ..	19 years of age ..		
.. 80 9	.. 61 9		
20 years of age ..	20 years of age ..		
.. 96 3	.. 71 3		

PROPORTION (in any Shop or Place).
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.

Clauses, other than clause 2, of the said Determination shall remain in force.



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WEDNESDAY, FEBRUARY 16.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1949.

Dated at Melbourne, this
11th day of February, 1949.

RAY H. BEERS,
Secretary for Labour.

CARPENTERS BOARD.

Clauses 2 and 27 of the Determination published in *Government Gazette* No. 753, of the 30th July, 1948, shall be replaced by the following clauses:—

2.

Wages.

Adult Employees (other than Apprentices).	Total Wage Payable—					
	Within 20 miles of G.P.O., Melbourne: 10 miles of G.P.O., Geelong; at Warrambol, and within Mildura and Gippsland Districts.		At Yallourn.		Other Parts of Victoria.	
	per week £ s. d.	per hour s. d.	per week £ s. d.	per hour s. d.	per week £ s. d.	per hour s. d.
(i) For stock work	7 19 0	4 3½	8 5 6	4 5½	7 16 0	4 2½
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	8 19 0	4 10½	9 5 6	5 0½	8 16 0	4 9½
(iii) For work of employees in a mixed enterprise	8 19 0	4 10½	9 5 6	5 0½	8 16 0	4 9½
(iv) For building construction work	9 4 6	5 0	9 11 0	5 2	9 1 6	4 11

A casual hand (as defined) shall be paid an additional amount at the rate of 4d. per hour with a minimum payment as for two hours of employment.

EXCEPTIONS AND MODIFICATIONS.

NOTE.—Notwithstanding anything elsewhere in this Determination contained or prescribed—

- (a) The provisions of clauses 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 21, 22, 23, 24, and 25 of this Determination shall not apply to or in respect of the employment of an employee ordinarily employed by the employer upon maintenance in or in connexion with a mixed enterprise but in lieu thereof the employer shall be bound to observe towards any such employee the provisions of any award, determination or agreement applicable to the majority of the other persons employed by him in such a mixed enterprise. The employer shall nevertheless be bound to apply to and in respect of such an employee the provisions of the other clauses not specifically in this sub-clause mentioned of this Determination.
- (b) The provisions of clauses 9, 15, and 21 shall not apply to or in respect of the employment of an employee in or in connexion with a carpentry or joinery shop or a carpentry or joinery mill.
- (c) (i) Where an employee, employed in an employer's shop, works by direction of his employer on a building, fixing therein or thereon material made in such shop, he shall be paid for such work as for shop work and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 31, for building construction work, for the time so employed.

- (ii) Where a maintenance carpenter or joiner is employed on building construction work, as herein defined, he shall be paid for such work as for work on a mixed enterprise and in addition shall be paid (to the nearest ld.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 31, for building construction work for the time so employed; for the purposes of this sub-clause a maintenance carpenter or joiner shall be regarded as employed on building construction when he is required to and does work on the site in connection with the erection or demolition of a building exceeding 250 square feet in floor area; or the repair, maintenance, renovation or ornamentation of buildings or structures which are not directly concerned with the activities of the establishment in which, or the employer by whom, he is employed. In the event of any dispute arising out of this sub-clause it shall be referred to the Wages Board.

JUNIOR LABOUR.

Part I.—Unapprenticed.

27. (a) The proportion of unapprenticed junior employees to journeymen employed by any employer shall not exceed one to four on building construction work performed on site and one to six on work performed in shops or joinery mills: Provided nevertheless that an employer who employs two adult employees may employ one unapprenticed junior employee.

(b) Unapprenticed junior employees shall be paid the same wages as are proscribed in sub-clause (f) of Part II. of this clause and they shall also be paid the special rates proscribed in clause 3 of this Determination according to the exigencies of their employment.

(c) The provisions of clauses 2 to 25 (both inclusive) of this Determination shall be applicable to and in respect of the employment of unapprenticed junior employees.

(d) No unapprenticed junior employee shall be permitted or required by his employer to attend winches, sling timber or work power-driven machinery.

Part II.—Apprenticed.

(Except those covered by the Apprenticeship Commission.)

(a) All apprenticed junior employees shall be indentured for five years in accordance with the form of indenture proscribed by the Wages Board: Provided that a period of probation of three months shall be allowed to each such junior employee, which shall be reckoned as part of the period of his apprenticeship should he at the commencement thereof, or during, or at the termination thereof become indentured as aforesaid.

(b) All documents of indentures and transfers thereof shall be lodged with the Secretary of the Wages Board.

(c) (i) The proportion of apprenticed junior employees to journeymen employed in shops or joinery mills shall not exceed two to three or a fraction of three after any full multiple of three. The calculation of the proportion shall be based, when it is proposed to take an apprentice, upon the aggregate numbers of employees on full-time employment with the employer for the preceding six months. If an employer is actually working in the trade he shall count as a journeyman.

(ii) The proportion of apprenticed junior employees to journeymen employed elsewhere than in shops or joinery mills shall be in accordance with the proportion as proscribed by the Apprenticeship Commission for such apprentices as come within the jurisdiction of such Commission.

(d) If an employer is unable to fulfil his obligations to an apprentice, the apprentice shall be entitled to complete his term of apprenticeship with another employer, who may take and employ him as such an apprentice and for that purpose the apprentice shall, if required so to do, sign a deed of apprenticeship to such other employer.

(e) No employer shall be entitled to take an apprentice unless he has been in business for at least one year: Provided that this sub-clause shall not apply to the case of an employer or an apprentice in a joinery mill.

(f) The minimum ordinary rates of payment to be paid by employers to apprentices shall be as follows:—

	Per Week.		
	£	s.	d.
1st year	1	15	6
2nd year	2	7	6
3rd year	3	5	6
4th year	4	12	0
5th year	6	0	0

The said minimum rates shall be calculated to the nearest 6d. per week, any fraction not exceeding 3d. to be disregarded.

(g) A tool allowance of 2s. per week shall be paid to apprentices in their third, fourth and fifth years of apprenticeship.

(h) Should an apprentice at the time of being apprenticed produce a certificate from a technical school that he has attended a technical school in two of the three subjects named for one year prior to being apprenticed, he shall be entitled to 2s. 6d. extra per week in addition to the wages hereinbefore provided in sub-clause (f) hereof.

(i) Should an apprentice during the third or any subsequent year of his apprenticeship produce a certificate from the examiners that he has attended a two years' course and passed an examination at a technical school in two out of the three subjects named, he shall be entitled to be paid an additional sum of 2s. 6d. per week in addition to the wages proscribed by sub-clause (f) hereof and in addition to the 2s. 6d. proscribed in clause (h) hereof, where payable, for the remainder of the term of his apprenticeship.

(j) The provisions of clauses 2 to 13 (both inclusive) and clauses 15 to 24 (both inclusive), of this Determination shall be applicable to and in respect of the employment of apprenticed junior employees to the extent that they are consistent with the provisions of any articles of indenture in accordance with the terms of indenture as proscribed by the Wages Board.

Clauses, other than clauses 2 and 27, of the said Determination shall remain in force.