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GOVERNMENT GAZETTE.

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[1950

Factories and Shops Acts.

DETERMINATION OF THE BRUSHMAKERS BOARD.

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

[N accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a brushmaker” has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 9th December, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

| (a) APPRENTICES OR IMPROVERS.  |   |   | (b) OTHER EMPLOYEES.  |         | Wages per week of 40 hours. |
|--|---|---|---|---------|-----------------------------|
| Experience.  | Wages per week of 40 hours.   |   | Males.  |         |                             |
|  | Males.  | Females.  |   |         | s. d.                       |
|  |   |   | Persons employed at—  |         |                             |
|  |   |   | Paint brush making .. .. .                                      | .. .. . | 170 0                       |
|  |   |   | Hair pan work .. .. .   | .. .. . | 170 0                       |
|  |   |   | Bass pan work .. .. .   | .. .. . | 170 0                       |
|  |   |   | Hair dressing and mixing .. .. .                                | .. .. . | 170 0                       |
|  |   |   | Making twisted brushes .. .. .                                  | .. .. . | 170 0                       |
|  |   |   | Making wire brushes .. .. .                                     | .. .. . | 170 0                       |
|  |   |   | Bass broom drawing .. .. .                                      | .. .. . | 170 0                       |
|  |   |   | Finishing .. .. .   | .. .. . | 170 0                       |
|  |   |   | Boring (hand) .. .. .   | .. .. . | 170 0                       |
|  |   |   | Lacquering or ducoing .. .. .                                   | .. .. . | 164 0                       |
|  |   |   | Trimming machine (when employed solely at such machine) .. .. . | .. .. . | 155 0                       |
|  |   |   | Automatic boring and filling machinists .. .. .                 | .. .. . | 155 0                       |
|  |   |   | Filing machinists .. .. .                                       | .. .. . | 155 0                       |
|  |   |   | Boring machinists .. .. .                                       | .. .. . | 155 0                       |
|  |   |   | Females.  |         |                             |
|  |   |   | Automatic boring and filling machinists .. .. .                 | .. .. . | 105 0                       |
|  |   |   | Filing machinists .. .. .                                       | .. .. . | 105 0                       |
|  |   |   | Trimming machinists .. .. .                                     | .. .. . | 105 0                       |
|  |   |   | Boring machinists .. .. .                                       | .. .. . | 105 0                       |
|  |   |   | Bench drawing .. .. .   | .. .. . | 107 0                       |
|  |   |   | Treadle knot-sizing machinists .. .. .                          | .. .. . | 105 0                       |
|  |   |   | Persons employed at lacquering or ducoing .. .. .               | .. .. . | 105 0                       |
| 1st year .. .. .   | s. d. 31 3  | s. d. 36 3  |   |         |                             |
| 2nd year .. .. .   | 41 9  | 48 0  |   |         |                             |
| 3rd year .. .. .   | 60 0  | 67 6  |   |         |                             |
| 4th year .. .. .   | } minimum wage or earnings on piecework and thereafter the minimum wage or full piecework prices. | 86 0  |   |         |                             |
| 5th year .. .. .   |   | and thereafter the minimum wage or full piecework prices. |   |         |                             |
| 6th year .. .. .   |   |   |   |         |                             |
|  |   |   |   |         |                             |
| <p>PROPORTION.<br/>(Within any factory or place.)</p> <p>APPRENTICES.<br/>One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.</p> <p>IMPROVERS.<br/>Males.<br/>One male improver to one or two .. .. .<br/>Two to three .. .. .<br/>Three to five .. .. .<br/>Four to nine .. .. .<br/>Six to twelve .. .. .<br/>Seven to fifteen .. .. .<br/>Nine to eighteen .. .. .<br/>} Male workers receiving not less than 184s. per week of 40 hours or earning full piecework prices.</p> <p>Females.<br/>One female improver to one or two .. .. .<br/>Two to three .. .. .<br/>Three to five .. .. .<br/>Four to nine .. .. .<br/>Six to twelve .. .. .<br/>Seven to fifteen .. .. .<br/>Nine to eighteen .. .. .<br/>} Female workers receiving not less than 105s. per week of 40 hours or earning full piecework prices.</p> |   |   |   |         |                             |

FEMALE TO BE PAID ADULT MALE RATE.

3. Females (adults or juniors) employed on any work for which a classification is provided for adult males, other than work listed in the adult female classifications, shall be paid the adult male rate for such work.

ORDINARY WEEK'S WORK.

4. Forty hours shall constitute a week's work, to be worked between 7.30 a.m. and 5.45 p.m. on Mondays to Fridays inclusive and between 7.30 a.m. and 12 noon on Saturdays if worked. Provided that the fixed starting and finishing times shall not be altered unless by seven days' notice to the employees.

## OVERTIME.

5. For all work done in excess of 40 hours in any week, or outside the fixed starting and finishing times in any establishment payment shall be made as follows:—

Time workers .. .. . Time and a half.  
 Pieceworkers:—

For all time worked:—

Piecework earnings plus one half of time workers' ordinary rate.

All time lost by an employee during ordinary working hours in any week because of holidays or of the employer's establishment being closed shall, for the purpose of calculating overtime, be deemed to have been time actually worked.

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

## SPECIAL RATES.

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

(b) All pieceworkers called upon to perform duty on the holidays mentioned in sub-clause (a) hereof, and on Sundays shall be paid, in addition to their piecework rates, the equivalent of the appropriate weekly rate calculated on a pro rata basis according to the number of hours worked.

## HOLIDAYS.

7. (a) All employees shall be entitled to the following holidays, with payment at ordinary rates therefor:—The days observed as New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

(b) An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed in sub-clause (a) of this clause.

(c) Where an employee is dismissed within 7 days prior to any such holiday, the re-engagement of such employee within 14 days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where an employee is absent from his or her employment on the working day before or after a holiday without reasonable cause or without the employer's consent, the employee shall not be entitled to payment for such holiday; provided that in the event of a dispute arising as to what shall be deemed "reasonable cause" such dispute shall be referred to the Wages Board.

## ANNUAL HOLIDAYS.

8. The annual holidays for employees covered by this Determination shall be two weeks in accordance with the provisions as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act 1946—No. 5111*.

## SICK LEAVE.

9. (a) An employee who has been in the service of an employer for not less than three months shall be entitled to 40 hours of sick leave of absence with full pay during each twelve months' service provided he or she produces within 24 hours of the commencement of such absence satisfactory evidence to his or her employer that such absence was caused by personal ill-health or an accident.

(b) Notwithstanding the provisions of sub-clause (a) hereof if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 80 hours, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purpose of this sub-clause service prior to 13th June, 1946, shall be disregarded.

## TERMS OF ENGAGEMENT.

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

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

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

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

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

## MID-DAY MEAL.

11. An interval of not less than 30 minutes shall be allowed for the mid-day meal between the hours of 12 noon and 2 p.m.

## TEA MONEY.

12. Employees required to work overtime after 6 p.m. shall be paid 2s. 6d. for tea money.

## RIGHT OF ENTRY OF UNION OFFICIAL.

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

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

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

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

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

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

## PIECE-WORK PRICES.

14. That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be:

HAIR PAN WORK, which includes any or all of the following operations, namely:—Setting, boring (except in the case of setting wings in punched brooms) and/or finishing.

Section A. 1s. 7½d. per 100 knots—

Brooms and banisters made of kitool, union or double-drafted fibre.

Section B. 1s. 9½d. per 100 knots—

Ordinary, all hair and all bristle brooms up to 15 inches in length.

Ordinary, all hair and all bristle banisters.

Brooms and banisters made entirely or in part of single-drafted or rough fibre.

All brooms and banisters made of fibre in the inside and of any other material on the outside.

Flat-faced wall brooms (H.G. & Co. Pat.).

Baker's brushes (Banister Pat.).

Setting wings in punched brooms with holes bored ready for setting.

NOTES.—(a) The piecework prices stated herein shall be increased by 10 per cent. and to the resultant shall be added the sum of 62s. in the case of a male employee and 40s. in the case of a female employee for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

HAIR PAN WORK—continued.

- Section C. 2s. 0½d. per 100 knots—  
 Ordinary, all hair and all bristle brooms over 15 inches to 18 inches inclusive.  
 Turk's-heads fibre or fibre centre.  
 Whisk or millet brooms and banisters.  
 Foundry brushes.
- Section D. 2s. 4d. per 100 knots—  
 Ordinary, all hair and all bristle brooms over 18 inches to 24 inches inclusive.  
 All hearth brushes, picture dusters, toy banisters, venetian blind dusters, vailance brushes, bedroom sweepers, and telescope hearth.  
 Sanitary brushes, carpet sweepers, carpet brooms, banisters, and double banisters all over.  
 Turk's-heads, Turk's-head banisters, paperhangers, set painters, dusters, slipper hearth brushes, and jamb dusters.  
 Baker's bench brushes (paperhanger pattern).  
 Setting wings in punched brooms, boring included.
- Section E. 2s. 8½d. per 100 knots—  
 Ordinary, all hair and all bristle brooms over 24 inches in length.  
 Double-ended wall brooms, round stock (J.Z. & Co. Pat.).  
 Winging hair brooms 7½d. per 100 extra on pan rates.  
 Refrigerating brushes 6s. 9½d. each.  
 Pipe spiral brushes 7½d. per foot per row.  
 Stipplers 3s. 4½d. per 100 knots.  
 Turk's-head banisters if marked ready for boring 11½d. per dozen less.  
 Dutching stocks 4d. per dozen stocks.  
 Pegging set work 7½d. per 100 holes extra.  
 Time rate for work unspecified, 2s. 5½d. per hour; odd jobs, 2½d. under 1s. and 4½d. under 2s. 6d.

BASS PAN WORK, which includes any or all of the following operations, namely:—Setting, boring and/or finishing.

|   | <i>s. d.</i>            |
|---|-------------------------|
| Brooms and banisters made of African bass, Giboon patent bass, bamboo bassine, Bahia, and extra fine round stalks .. .. . | 1 7½ per 100 knots      |
| Over 16 inches and up to and including 18 inches .. .. .  | 1 11½ " "               |
| Over 18 inches and up to and including 24 inches .. .. .  | 2 2 " "                 |
| Over 24 inches} .. .. .   | 2 6½ " "                |
| Brooms and banisters made of cane and bass mixture and extra stiff bass .. .. .   | 1 10 " "                |
| Brooms made of cane, kingia, and palmyra stalks, also caning bass brooms .. .. .  | 2 1½ " "                |
| Refilling scavenger brooms, bass (setting only) .. .. .   | 1 4½ " "                |
| Refilling scavenger brooms, magpie (setting only) .. .. .   | 1 5½ " "                |
| Refilling scavenger brooms, kingia cane or palmyra stalks (setting only) .. .. .  | 1 7½ " "                |
| Refilling street sweepers, bass (setting only) .. .. .  | 1 6½ " "                |
| Refilling street sweepers, magpie (setting only) .. .. .  | 1 7½ " "                |
| Refilling street sweepers, kingia cane or palmyra stalks (setting only) .. .. .   | 1 9½ " "                |
| Sweep's heads .. .. .   | 0 11 each               |
| Dutching bass stocks .. .. .  | 0 5½ per dozen extra    |
| Time rate for work unspecified, 2s. 5½d. per hour; odd jobs, 2½d. under 1s. and 5½d. under 2s. 6d.                        |                         |
| Marking and boring street rollers .. .. .   | 0 7½ per 100 holes      |
| Preparing wigfall stocks .. .. .  | 0 9½ per dozen          |
| All materials over 8 inches .. .. .   | 0 1 per 100 holes extra |

BENCH DRAWING AND CUTTING OFF.

Schedule A.—5½d. per 100 holes.

Scrubbing brushes, laundry or stocking brushes, blanket scrubs, or Chinese battery scrubs, brewers' scrubs, dumb-bell scrubs, concave scrubs, deck scrubs, or ship paint scrubs, butchers' scrubs, can or dairy scrubs, verandah scrubs, sink scrubs, tufted scrubs, black-lead or stove brushes, oval stove brushes, porcupine stove brushes, shoe brushes, viz., bachelor shoe, compo or harness brushes, improved shoe brushes, tan boot brushes, stencil shoe brushes, clothes brushes, viz., long-handled cloth brushes, hat brushes, bent hat brushes, button brushes, plate brushes, long and short handled flesh brushes, crumb brushes, nail brushes, lye brushes, pick brushes, dandruff brushes, horse body brushes, spoke brushes, water brushes, tailors' brushes, curriers' brushes, scouring brushes, furniture brushes, boat scrubs, bristle scrubs, drawn pot scrubs, dog brushes, porcupine cream can long or short handle, grease or pudding brushes, billiard brushes, common oil, thistle oil, blacking dabbers, elbow pot scrubs, boot scraper brushes, drawn tar brushes, sand brushes, drawn hair or fibre banisters, sanitary and pan drawn, with other than stiff bass, drawn hair or fibre paperhangers

|  | <i>s. d.</i>                |
|--|-----------------------------|
| Rock brushes and all brushes drawn with stiff broom bass .. .. .   | 0 8½ per 100 holes          |
| Military hair brushes, revolving hair brushes, toilet brushes, and all drawn penetrating .. .. .   | 0 7½ " "                    |
| Root drawing bristle .. .. .   | 0 9½ " "                    |
| Drawn bristle paperhangers and banisters, and iron venetian blinds .. .. .   | 0 9½ " "                    |
| Stereotype brushes .. .. .   | 1 4½ " "                    |
| Car-roof brushes .. .. .   | 1 0½ " "                    |
| Drawn bottle brush tips .. .. .  | 1 3 per doz. tips           |
| Drawn bottle brush shafts .. .. .  | 2 4½ per doz. shafts        |
| Combing and cleaning wool, shoe, or stove brushes .. .. .  | 0 5½ per doz. brushes extra |
| Billiard brushes (fixing up wings) .. .. .   | 1 3 per doz. brushes        |
| Seaming brushes .. .. .  | 1 9½ " "                    |
| Round brushes, jam, hat, tomato, preparing brushes, and all other brushes of a similar design or pattern not otherwise provided for, and of any material .. .. . | 0 9½ per 100 holes          |
| Dry rubbers .. .. .  | 0 6½ " "                    |
| All wheel brushes (other than wire wheel) .. .. .  | 0 6½ per 100 holes          |
| Wire wheel brushes, with soft brass wire .. .. .   | 1 3 " "                     |
| Wire wheel brushes, with stiff brass wire .. .. .  | 1 9½ " "                    |
| Bristle ring .. .. .   | 0 9½ " "                    |
| All bone .. .. .   | 0 5½ " "                    |
| Sprigging .. .. .  | 0 5½ per doz. brushes extra |
| Refill hair brushes .. .. .  | 0 8½ per 100 holes net      |
| Leather dog and horse body brushes .. .. .   | 0 7½ " "                    |
| Hair brooms .. .. .  | 0 5½ " "                    |
| All mill work to be paid for at the time rate of 1s. 5½d. per hour net.  |                             |
| Time rate for work unspecified 1s. 4½d. per hour net.  |                             |

NOTES.—(a) The piecework prices stated herein shall be increased by 10 per cent. and to the resultant shall be added the sum of 62s. in the case of a male employee and 40s. in the case of a female employee for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

| DRAWN BASS WORK.   |    |    |    |    |    |    |    |    |    | <i>s. d.</i> |   |     |               |
|--------------------|----|----|----|----|----|----|----|----|----|--------------|---|-----|---------------|
| African and Bahia  | .. | .. | .. | .. | .. | .. | .. | .. | .. | ..           | 1 | 3   | per 100 holes |
| Bassine            | .. | .. | .. | .. | .. | .. | .. | .. | .. | ..           | 1 | 1½  | ..            |
| Cut off to pattern | .. | .. | .. | .. | .. | .. | .. | .. | .. | ..           | 1 | 7½  | ..            |
| Split cane         | .. | .. | .. | .. | .. | .. | .. | .. | .. | ..           | 1 | 11½ | ..            |

| STEEL WIRE BRUSHES.                            |    |    |    |    |    |    |    |    |    | <i>s. d.</i> |   |     |               |
|--|----|----|----|----|----|----|----|----|----|--------------|---|-----|---------------|
| Filling only with hard or soft wire laced      | .. | .. | .. | .. | .. | .. | .. | .. | .. | ..           | 0 | 11½ | per 100 knots |
| Filling only with hard wire                    | .. | .. | .. | .. | .. | .. | .. | .. | .. | ..           | 0 | 7½  | ..            |
| Making tube brushes on screwed shanks          | .. | .. | .. | .. | .. | .. | .. | .. | .. | ..           | 3 | 4½  | per doz.      |
| Tube brushes on screwed shanks, if trimmed     | .. | .. | .. | .. | .. | .. | .. | .. | .. | ..           | 3 | 9   | ..            |
| Drawing flat steel wire brushes                | .. | .. | .. | .. | .. | .. | .. | .. | .. | ..           | 1 | 7   | per 100 knots |
| Drawing flat steel wire brushes, if trimmed    | .. | .. | .. | .. | .. | .. | .. | .. | .. | ..           | 1 | 9   | ..            |
| Drawing round steel wire brushes               | .. | .. | .. | .. | .. | .. | .. | .. | .. | ..           | 1 | 2½  | ..            |
| Drawing round steel wire brushes, if trimmed   | .. | .. | .. | .. | .. | .. | .. | .. | .. | ..           | 1 | 4½  | ..            |
| Filling with wire 2 inches in length and under | .. | .. | .. | .. | .. | .. | .. | .. | .. | ..           | 1 | 4   | ..            |

| HAIRS.  |          |          |           |            |                 |                |                 |                  |           | <i>s. d.</i> |   |     |  |
|---|----------|----------|-----------|------------|-----------------|----------------|-----------------|------------------|-----------|--------------|---|-----|--|
| DRESSING.   |          |          |           |            |                 |                |                 |                  |           | <i>s. d.</i> |   |     |  |
|   | 2½ Inch. | 2¾ Inch. | 3 Inch.   | 3½ Inch.   | 3½ and 3¾ Inch. | 4 and 4½ Inch. | 4½ and 4¾ Inch. | 5 Inch and over. |           |              |   |     |  |
| Per doz. lb. ..   | ..       | ..       | 15s. 7½d. | 13s. 10½d. | 11s. 3½d.       | 10s. 5½d.      | 8s. 8d.         | 7s. 10d.         | 6s. 11½d. | 6s. 0½d.     |   |     |  |
| Cleaning any one size* of own job   | ..       | ..       | ..        | ..         | ..              | ..             | ..              | ..               | ..        | ..           | 1 | 8½  | per doz. lb. extra                               |
| All dressing jobs where there is more than ½ inch in size to be taken off               | ..       | ..       | ..        | ..         | ..              | ..             | ..              | ..               | ..        | ..           | 0 | 5   | in size per doz. lb. extra                       |
| All bristles or mixings usually tied up in two handfuls or under                        | ..       | ..       | ..        | ..         | ..              | ..             | ..              | ..               | ..        | ..           | 0 | 3½  | per doz. lb. less on above rates, if not tied up |
| All bristles or mixings usually tied up over two handfuls                               | ..       | ..       | ..        | ..         | ..              | ..             | ..              | ..               | ..        | ..           | 0 | 2½  | per doz. lb. less on above rates, if not tied up |
| Three or more colours   | ..       | ..       | ..        | ..         | ..              | ..             | ..              | ..               | ..        | ..           | 0 | 10½ | per doz. lb. extra                               |
| Black and white mixings   | ..       | ..       | ..        | ..         | ..              | ..             | ..              | ..               | ..        | ..           | 0 | 10½ | ..   |
| Mixing one or more sizes of a dressing job to be paid for at the rate of bottom prices. |          |          |           |            |                 |                |                 |                  |           |              |   |     |  |
| * The size shall mean ¼ of an inch.   |          |          |           |            |                 |                |                 |                  |           |              |   |     |  |

| MIXING AND SHAKE-UP JOBS.   |          |          |            |          |                 |                |                 |                  |          | <i>s. d.</i> |    |     |              |
|---|----------|----------|------------|----------|-----------------|----------------|-----------------|------------------|----------|--------------|----|-----|--------------|
| Fibre, Horsehair, or Kitool Material.   |          |          |            |          |                 |                |                 |                  |          | <i>s. d.</i> |    |     |              |
|   | 2½ Inch. | 2¾ Inch. | 3 Inch.    | 3½ Inch. | 3½ and 3¾ Inch. | 4 and 4½ Inch. | 4½ and 4¾ Inch. | 5 Inch and over. |          |              |    |     |              |
| Per doz. lb. ..   | ..       | ..       | 13s. 10½d. | 12s. 2d. | 10s. 5½d.       | 8s. 8d.        | 7s. 10d.        | 6s. 11½d.        | 6s. 0½d. | 5s. 2½d.     |    |     |              |
| Cutting own material 5d. per dozen lb. extra on above prices.   |          |          |            |          |                 |                |                 |                  |          |              |    |     |              |
| Mixing Drafts and Fibre, if cut taper for painters' brushes, 10½d. per dozen lb. extra.   |          |          |            |          |                 |                |                 |                  |          |              |    |     |              |
| Mixing White Fibre—   |          |          |            |          |                 |                |                 |                  |          |              |    |     |              |
| 5-in. and over 5-in. material   | ..       | ..       | ..         | ..       | ..              | ..             | ..              | ..               | ..       | ..           | 5  | 7½  | per doz. lb. |
| 4½-in. and 4¼-in. material  | ..       | ..       | ..         | ..       | ..              | ..             | ..              | ..               | ..       | ..           | 6  | 0½  | ..           |
| 4¼-in. and 4-in. material   | ..       | ..       | ..         | ..       | ..              | ..             | ..              | ..               | ..       | ..           | 6  | 11½ | ..           |
| 3¾-in. and 3½-in. material  | ..       | ..       | ..         | ..       | ..              | ..             | ..              | ..               | ..       | ..           | 7  | 10  | ..           |
| 3½-in. material   | ..       | ..       | ..         | ..       | ..              | ..             | ..              | ..               | ..       | ..           | 8  | 8   | ..           |
| 3-in. material  | ..       | ..       | ..         | ..       | ..              | ..             | ..              | ..               | ..       | ..           | 10 | 5½  | ..           |
| 2¾-in. material   | ..       | ..       | ..         | ..       | ..              | ..             | ..              | ..               | ..       | ..           | 12 | 2   | ..           |
| 2½-in. material   | ..       | ..       | ..         | ..       | ..              | ..             | ..              | ..               | ..       | ..           | 13 | 10½ | ..           |
| Mixing cocoa fibre material, dressed, up to 1½ lb. to dozen lb., 5d. per dozen lb. extra on mixing rates.                       |          |          |            |          |                 |                |                 |                  |          |              |    |     |              |
| Mixing cocoa fibre material, dressed, up to 3 lb. to dozen lb., 10½d. per dozen lb. extra on mixing rates.                      |          |          |            |          |                 |                |                 |                  |          |              |    |     |              |
| Mixing cocoa fibre material, dressed, over 3 lb. and not over 6 lb. to dozen lb., 1s. 8½d. per dozen lb. extra on mixing rates. |          |          |            |          |                 |                |                 |                  |          |              |    |     |              |
| Mixing drafts and bristles, 5d. per dozen lb. extra on sizes 3½ inch, 3¾ inch, and 4 inch.                                      |          |          |            |          |                 |                |                 |                  |          |              |    |     |              |
| If rough cocoa fibre be used, the rates to be double the above on mixing rates.   |          |          |            |          |                 |                |                 |                  |          |              |    |     |              |
| Sorting ordinary material   | ..       | ..       | ..         | ..       | ..              | ..             | ..              | ..               | ..       | ..           | 2  | 7½  | per doz. lb. |
| Sorting Lily material from Souchoy material   | ..       | ..       | ..         | ..       | ..              | ..             | ..              | ..               | ..       | ..           | 5  | 2½  | ..           |
| Dressing riftings   | ..       | ..       | ..         | ..       | ..              | ..             | ..              | ..               | ..       | ..           | 13 | 10½ | ..           |
| Cutting back of material  | ..       | ..       | ..         | ..       | ..              | ..             | ..              | ..               | ..       | ..           | 2  | 7½  | ..           |
| Turning hairs, 10½d. per dozen lb. extra.   |          |          |            |          |                 |                |                 |                  |          |              |    |     |              |
| Bass and cane mixing—time rates.  |          |          |            |          |                 |                |                 |                  |          |              |    |     |              |

| CHINA MIXING.                                     |    |    |    |    | <i>s. d.</i> |            |
|---|----|----|----|----|--------------|------------|
| Per dozen lb.                                     | .. | .. | .. | .. | ..           | ..         |
| China draggings, 50 per cent. on dressing rates.  | .. | .. | .. | .. | ..           | ..         |
| Time rate for work unspecified—2s. 5½d. per hour. | .. | .. | .. | .. | ..           | ..         |
|   |    |    |    |    | 3 Inch.      | 3½ Inch.   |
|   |    |    |    |    | 12s. 3d.     | 10s. 10½d. |
|   |    |    |    |    | 9s. 6½d.     | 8s. 2d.    |

NOTES.—(a) The piecework prices stated herein shall be increased by 10 per cent. and to the resultant shall be added the sum of 62s. in the case of a male employee and 40s. in the case of a female employee for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates set out in clause 2 (b) are based upon the following basic wage rates and base rate for adult females, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 16.

Provided that the wages of apprentices and improvers shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence to be disregarded.

Provided also that the piecework prices shall at the same time be increased or decreased in the same proportion as the weekly rates for the same class of work.

*Basic Wage.*

| Place.                       | Basic Wage for Adult Males.    |                     |                   | Base Rate for Adult Females. | Index Number Set Assigned. |
|------------------------------|--------------------------------|---------------------|-------------------|------------------------------|----------------------------|
|                              | Needs Basic Wage (Adjustable). | Loading (Constant). | Total Basic Wage. |                              |                            |
| Throughout the State .. .. . | £ s. d.<br>6 4 0               | £ s. d.<br>0 6 0    | £ s. d.<br>6 10 0 | £ s. d.<br>4 8 6             | Melbourne                  |

## ADJUSTMENT OF BASIC WAGE.

16. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expressions 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, 1950, the amounts of the Basic Wage shall be as prescribed in clause 15.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's 'all items' retail price index number by the factor '087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 16th January, 1950.





# VICTORIA GOVERNMENT GAZETTE.

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No. 261]

FRIDAY, MARCH 31.

[1950

Factories and Shops Acts.

## DETERMINATION OF THE PLUMBERS BOARD.

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

(2) Plumbing and Gasfitting were proclaimed as Apprenticeship Trades under the *Apprenticeship Act 1928* for various parts of the State as follows :—

(a) Metropolitan District, 10th October, 1928 ;

(b) City of Ballarat, and the Borough of Sebastopol, and the Cities of Geelong and Geelong West, the Town of Newtown and Chilwell, and the Moorpanyal riding of the Shire of Corio, 23rd March, 1938 ;

(c) The remainder of the State, 26th July, 1949.

Full particulars of the *Apprenticeship Regulations* for these trades may be obtained on application to the Secretary, *Apprenticeship Commission*, 103 Russell-street, Melbourne, C.2.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, since the 24th April, 1939, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in any plumbing work (including electrical or gasfitting) or employed in fixing any material used instead of metal for pipes, guttering, or roof covering (other than slates or tiles) in connexion with the erection or repair of buildings"—has made the following Determination, namely—

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

### PART I.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

1. WAGES FOR WEEK OF 40 HOURS.

The wages rates prescribed in columns lettered "A" are payable until the beginning of the first pay period to commence in February, 1950 ; Thereafter the wages rates prescribed in columns lettered "B" shall be paid.

(a) Apprentices (other than those covered by the Apprenticeship Commission).

| —           | Adjustable Wage. |       | Loading. | Total Wage. |       |
|-------------|------------------|-------|----------|-------------|-------|
|             | "A"              | "B"   |          | "A"         | "B"   |
|             | s. d.            | s. d. |          | s. d.       | s. d. |
| 1st year .. | 37 6             | 38 6  | 2 8      | 40 2        | 41 2  |
| 2nd year .. | 50 6             | 52 0  | 5 4      | 55 10       | 57 4  |
| 3rd year .. | 89 0             | 71 0  | 8 0      | 77 0        | 79 0  |
| 4th year .. | 97 6             | 100 6 | 10 8     | 108 2       | 111 2 |
| 5th year .. | 127 0            | 131 0 | 13 4     | 140 4       | 144 4 |
| 6th year .. | 157 0            | 161 0 | 16 0     | 173 0       | 177 0 |

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £10 7s. 6d. per week

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

Improvers.\*

| —           | Improvers.* |        |
|-------------|-------------|--------|
|             | "A"         | "B"    |
|             | s. d.       | s. d.  |
| 1st year .. | 50 9        | 51 9   |
| 2nd year .. | 65 9        | 67 3   |
| 3rd year .. | 84 4        | 86 4   |
| 4th year .. | 126 3       | 129 3  |
| 5th year .. | 164 11      | 168 11 |

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four

Two improvers to fifteen

Three improvers to thirty

and thereafter one additional improver to every seven additional

workers receiving not less than £10 7s. 6d. per week.

\*The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1928* for the various parts of the State, as set out in the preamble of this Determination.

" A "

(b)

OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

(ii) Applying to other work, including 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 employment in workshops.

| Person employed—  | Wages Per Week.<br>£ s. d. | Wages Per Hour.<br>s. d. | Person employed—  | Wages Per Week.<br>£ s. d. | Wages Per Hour.<br>s. d. |
|---|----------------------------|--------------------------|---|----------------------------|--------------------------|
| (a) Where the artificial temperature is—  |                            |                          | (a) Where the artificial temperature is—  |                            |                          |
| Over 130° F. . . . .  | 14 7 1                     | 7 2                      | Over 130° F. . . . .  | 14 2 10                    | 7 0½                     |
| 115° F., but not exceeding 130° F. . . . .  | 13 10 3                    | 6 9                      | 115° F., but not exceeding 130° F. . . . .  | 13 6 0                     | 6 7½                     |
| 50° F. or lower . . . . .   | 14 7 1                     | 7 2                      | 50° F. or lower . . . . .   | 14 2 10                    | 7 0½                     |
| (b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower . . . . .   | 12 8 7                     | 6 2½                     | (b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower . . . . .   | 12 4 4                     | 6 1½                     |
| (c) Lead burning or at lead work connected therewith . . . . .  | 11 11 9                    | 5 9½                     | (c) Lead burning or at lead work connected therewith . . . . .  | 11 7 6                     | 5 8½                     |
| (d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) . . . . . | 10 7 6                     | 5 2½                     | (d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) . . . . . | 10 3 3                     | 5 1                      |
| (e) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .   | 10 7 6                     | 5 2½                     | (e) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .   | 10 3 3                     | 5 1                      |
| (f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .   | 10 7 6                     | 5 2½                     | (f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .   | 10 3 3                     | 5 1                      |

NOTE.—See clause 9 of this Part re casual rate, and clause 5 re ship work.

Notwithstanding anything contained in clause 1 (b) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

" B "

(b)

OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

(ii) Applying to other work, including 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 employment in workshops.

| Person employed—  | Wages Per Week.<br>£ s. d. | Wages Per Hour.<br>s. d. | Person employed—  | Wages Per Week.<br>£ s. d. | Wages Per Hour.<br>s. d. |
|---|----------------------------|--------------------------|---|----------------------------|--------------------------|
| (a) Where the artificial temperature is—  |                            |                          | (a) Where the artificial temperature is—  |                            |                          |
| Over 130° F. . . . .  | 14 11 4                    | 7 3½                     | Over 130° F. . . . .  | 14 7 1                     | 7 2                      |
| 115° F., but not exceeding 130° F. . . . .  | 13 14 6                    | 6 10½                    | 115° F., but not exceeding 130° F. . . . .  | 13 10 3                    | 6 9                      |
| 50° F. or lower . . . . .   | 14 11 4                    | 7 3½                     | 50° F. or lower . . . . .   | 14 7 1                     | 7 2                      |
| (b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower . . . . .   | 12 12 10                   | 6 3½                     | (b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower . . . . .   | 12 8 7                     | 6 2½                     |
| (c) Lead burning or at lead work connected therewith . . . . .  | 11 16 0                    | 5 10½                    | (c) Lead burning or at lead work connected therewith . . . . .  | 11 11 9                    | 5 9½                     |
| (d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) . . . . . | 10 11 9                    | 5 3½                     | (d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) . . . . . | 10 7 6                     | 5 2½                     |
| (e) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .   | 10 11 9                    | 5 3½                     | (e) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .   | 10 7 6                     | 5 2½                     |
| (f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .   | 10 11 9                    | 5 3½                     | (f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .   | 10 7 6                     | 5 2½                     |

NOTE.—See clause 9 of this Part re casual rate, and clause 5 re ship work.

Notwithstanding anything contained in clause 1 (b) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

ALLOWANCES.

2. The following allowances in addition to wages rates shall be paid to a person employed—

- |  |   |
|--|---|
| (i) On work requiring a swing scaffold, swing seat, or rope, or on a ladder exceeding 25 feet in height; or . . . . .                | } 1s. for the first four hours or any portion thereof, and 3d. for each hour thereafter on any day. |
| (ii) Clearing stoppages in soil or waste pipes, or sewer drain pipes, also repairing, and putting same in proper order; or . . . . . |   |
| (iii) On work in any confined space other than in a ship; or . . . . .   |   |
| (iv) On work in wet places, other than in a ship . . . . .   |   |



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

2A. (a) Subject to sub-clauses (b) and (c) hereof the following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres:—

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

(b) In the case of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof these allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

(c) In all cases other than provided for in sub-clause (b) hereof if the employer provides or offers to provide transport free of charge, 1s. 4d. per day travelling allowance shall be paid: Provided that this sub-clause shall not operate if the employee is transported in the employer's time.

(d) Where fares are necessarily incurred on distant jobs, as defined in clause 3 (a) of this Part, or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

(e) Sub-clauses (a), (c), and (d) of this clause shall not operate when an employee is employed on maintenance work at his recognized centre.

## ALLOWANCES IN RESPECT OF DISTANT JOBS.

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

|  | <i>s.</i> | <i>d.</i>  |
|--|-----------|------------|
| For less than a full week .. .. .              | 12        | 9 per day  |
| For a full working week at the rate of .. .. . | 52        | 6 per week |

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

(b) In lieu of the payments prescribed in clause 2 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary: Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

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

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

(d) Any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment, to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

## DEFINITION.

4. "Centre" shall mean the employer's usual place of business.

## SHIP WORK.

5. (i) All work done on a ship of any class—

- (a) whilst it is under way; or
- (b) in wet places or confined spaces; or
- (c) in a ship which has done one trip or more, in oil fuel tanks, in bilges under engine-room or stokehold or on soil pipes—shall be paid for at the rate of 8d. per hour in addition to the ordinary wage.

(ii) For the purposes of this paragraph—

"Wet Place" means one in which the clothing of the workman necessarily is wetted to an uncomfortable degree, or one in which water accumulates underfoot to a depth exceeding two inches.

"Confined Space" means one of which the dimensions are such that the workman must work in a stooped or cramped position, or without adequate ventilation, or where confinement within a limited space is productive of unusual discomfort to him.

(iii) Should the employer and the workman be unable to agree whether or not any work done by the latter is such as entitles him to the additional wage provided by this paragraph, the question is to be submitted to a Referee, chosen by the parties, whose decision will be binding on both of them. In the event of the parties being unable to agree on a Referee, application is to be made to the Secretary of the Department of Labour of the State of Victoria to appoint an Inspector to determine the matter in dispute, and the decision of such Inspector will be binding on both of them.

## ORDINARY WEEK'S WORK.

6. The ordinary hours for a week's work shall be 40 which shall be worked in five days (Monday to Friday inclusive) of 8 hours each.

A meal break of not less than 42 minutes shall be allowed each day between noon and 2 p.m.

## TIMES OF BEGINNING AND ENDING WORK.

7. The ordinary times of beginning and ending work shall be between the hours of 7.30 a.m. and 5.30 p.m.

## OVERTIME.

8. Overtime shall be paid for as follows—

(a) Outside the hours fixed in clause 7 of this Part—

- (i) Before the time of beginning work .. .. . Double time.
- (ii) After the time of ending work .. .. . Time and a half for the first hour and double time thereafter.

(b) Within the hours fixed in clause 7 of this Part in excess of 40 hours in any week—

- First hour .. .. . Time and a half.
- Thereafter .. .. . Double time.

NOTE.—Work done on a Saturday shall be deemed to be outside the times of beginning and ending work, and be paid for as prescribed in sub-clause (a) (ii) hereof.

(c) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time, and commenced prior to midnight shall be entitled to be absent until he has eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

If, on the instructions of his employer, any employee resumes work without having had such eight hours off duty, he shall be paid at double rates until he is relieved from duty to take such rest period and he shall then be entitled to be absent until he has eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.

- (d) An employee recalled to work overtime after leaving his employer's business premises shall be paid at the appropriate rate for such work with a minimum of four and a half hours' pay at the ordinary rate for each time he is so recalled.
- (e) An employee shall not be compelled to work for more than six hours without a break for a meal.
- (f) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 2s. and 2s. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.
- (g) An employee working overtime after the evening meal break shall be allowed a crib-time of twenty minutes after each four hours of overtime work, if the employee continues work after such crib-time. Such crib-time shall be paid for at the ordinary rate.

## CASUAL LABOUR.

9. Casual employees (i.e. persons employed during the week for not more than one-half maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary rate hourly with an addition of 10 per centum.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

10. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (by persons not subject to *Anzac Day Act 1928*), King's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rates shall only be payable for the day so substituted.

## EMPLOYEE ATTENDING FOR DUTY.

11. When an employee in accordance with directions given by an employer or his responsible representative, attends for duty at the place so directed, but his services are not required, such employee shall be paid 5s. and an amount equal to the fares to and from such place: Provided that where on any day work is commenced and is stopped before noon owing to wet or inclement weather, the employee shall be paid up to noon and then released from further attendance on that day. Where owing to wet or inclement weather work is stopped after noon, the employee shall be paid up to the time at which work usually ends.

## TOOLS AND APPLIANCES.

12. That if any employee is required to provide any or all of the following tools or appliances:—  
Caulking-irons, drilling frame and chain, tap key, chain wrenches, files, grips or tongs of over 12 inches in length, hacksaw frame or blades, mandrils, dummies, metal pots, pipe cutters, plumbing irons, ratchets, stocks, dies, drills for stone, taps and drills for brass or iron threads, or vyces—  
1s. per hour in addition to the ordinary rates fixed by this Part shall be paid by the employer.

## DAMAGE TO CLOTHING AND TOOLS.

13. 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 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.

## DAY FOR PAYMENT OF WAGES.

14. Wages, allowances, and other monies due, shall be paid not later than the time of ceasing work on Thursday of each working week. On termination of employment by the employer, all wages, allowances, and other monies shall be paid at the time of dismissal. The employee shall not be deemed to have ceased employment until he has been paid.

## REST PERIOD.

15. There shall be a rest period of ten minutes from the time of ceasing to the time of the resumption of work, between the hours of 9 a.m. and 11 a.m., without deduction of pay.

## SUPPLY OF HOT WATER.

16. The employer shall provide facilities to enable the employee to obtain an adequate supply of hot water at meal times and during the morning rest period.

## ANNUAL HOLIDAY.

17. 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.

## ADDITIONAL ANNUAL LEAVE AND SICK LEAVE.

18. When it is a constant condition of employment that an employee is continuously required to work, or on call for work, on week ends (i.e., Saturdays and Sundays) such employee shall be entitled to:—

- (a) one week's additional annual leave with pay, and  
(b) payment for a maximum of forty hours for sickness (duly certified) in any one year, provided that in the event of an employee not claiming payment in whole or in part in any year, the number of days not claimed shall be held to his credit the following year or years, subject to a maximum payment of 120 hours for sickness.

For the purposes of sub-clause (b) hereof service prior to the 1st July, 1945, shall be disregarded.

## TIME OFF FOLLOWING ACCIDENT.

19. 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 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.

## TERMINATION OF EMPLOYMENT.

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

**Part II.**

This Part applies to all persons employed by Gas Companies.

The wages rates prescribed in columns lettered "A" are payable until the beginning of the first pay period to commence in February, 1950: Thereafter the wages rates prescribed in columns lettered "B" shall be paid.

| 1. WAGES.   |                             |
|---|-----------------------------|
| Nature of Employment.   | Wages Per Week of 40 Hours. |
|   | "A" "B"<br>£ s. d. £ s. d.  |
| Persons employed—   |                             |
| (a) Leadburning or at lead work connected therewith .. .. .   | 10 11 9 10 15 9             |
| (b) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power) .. .. . | 9 7 6 9 11 6                |
| (c) In fixing any material used instead of metal for pipes, guttering or roof covering .. .. .  | 9 7 6 9 11 6                |
| (d) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) .. .. .   | 9 7 6 9 11 6                |

**Provided—**

- (i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.
- (ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue provided that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.

**WAR LOADING.**

NOTE.—The wages prescribed in clause 1 hereof include as a war loading the sum of 6s. per week.

2.

**APPRENTICES AND IMPROVERS.**

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £9 11s. 6d. per week of 40 hours.

(b) IMPROVERS\*.

| (i) WAGES.            |                        | (ii) PROPORTION (within any factory or place).  |
|-----------------------|------------------------|---|
| Per Week of 40 Hours. |                        |   |
|                       | "A" "B"<br>s. d. s. d. |   |
| 1st year .. .. .      | 50 9 51 9              | One improver to four }<br>Two improvers to fifteen }<br>Three improvers to thirty } workers receiving not less than<br>and thereafter one addi- } £9 11s. 6d. per week.<br>tional improver to every }<br>seven additional } |
| 2nd year .. .. .      | 65 9 67 3              |   |
| 3rd year .. .. .      | 84 4 86 4              |   |
| 4th year .. .. .      | 126 3 129 3            |   |
| 5th year .. .. .      | 164 11 168 11          |   |

and thereafter the minimum wage.

\* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1928* for the various parts of the State, as set out in the preamble of this Determination.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

**PART III.**

This Part applies to all persons employed under this Determination.

**PERIODICAL ADJUSTMENT OF WAGES.**

1. The wages rates set out in clause 1 of Part I., and clause 1 of Part II., are based upon the following basic wage and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 2 of this Part. Provided that the method of adjustment as regards clause 1 of Part I. shall be in accordance with the provisions of clause 3 of this Part.

*Basic Wage.*

| Place.                       | Needs Basic Wage (Adjustable) | Loading (Constant). | Total Basic Wage. | Index Number Set Assigned. |
|------------------------------|-------------------------------|---------------------|-------------------|----------------------------|
| Throughout the State .. .. . | £ s. d.<br>6 8 0              | s. d.<br>6 0        | £ s. d.<br>6 14 0 | Melbourne                  |

**ADJUSTMENT OF BASIC WAGE.**

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

(b) Until the beginning of the first pay period to commence in May, 1950, the amounts of the Basic Wage shall be as prescribed in clause 1 of this Part.

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

3. (a) The amount of the weekly wages prescribed for employees classified under classifications (i) (f) and (ii) (f) in clause 1 (b) of Part I. have been ascertained by the following method:—

|                      |    |    |    |    |    |    |    |    |    |    | £        | s.        | d.       |
|----------------------|----|----|----|----|----|----|----|----|----|----|----------|-----------|----------|
| Total basic wage     | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6        | 14        | 0        |
| Margin for skill     | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 2        | 6         | 0        |
| War loading ..       | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 0        | 6         | 0        |
| Tool allowance       | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 0        | 4         | 0        |
| Disabilities loading | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 0        | 5         | 6        |
| <b>Total</b>         | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | <b>9</b> | <b>15</b> | <b>6</b> |

The amount payable for a year would be £9 15s. 6d. × 52 = £508 6s. Allowing two weeks on account of time lost through public holidays, one week for absence through ill health, and further in respect of classification (i) (f) only one week for following the job; the weekly wage payable in respect of classification (i) (f) was ascertained by dividing the amount payable for a year by 48, and in respect of classification (ii) (f) by dividing such amount by 49.

Future adjustments of the wages mentioned are to be made by a similar method.

Remaining classifications in the said clauses are to retain their existing margins over classifications (i) (f) and (ii) (f) after adjustment.

(b) The hourly rates shall in respect of each classification be 1/40th of the weekly rate.

4. The rates for Apprentices wheresoever appearing shall be amended from time to time in order to conform with rates payable to Apprentices for the trade under the jurisdiction of the Apprenticeship Commission.

5. The rates of remuneration for Improvers shall be amended to preserve the differences between the rates payable for Apprentices, and those payable for Improvers as are shown in the Determination gazetted on March 14th, 1947, and operative as from the beginning of the first pay period to commence on or after the first December, 1946.

The resultant rates for Improvers from time to time shall therefore be—

|             |    |  |    |    |                    |
|-------------|----|--|----|----|--------------------|
| 1st year .. | .. | The appropriate rate as amended for Apprentices plus | .. | .. | 10s. 7d. per week. |
| 2nd year .. | .. | The appropriate rate as amended for Apprentices plus | .. | .. | 9s. 11d. per week. |
| 3rd year .. | .. | The appropriate rate as amended for Apprentices plus | .. | .. | 7s. 4d. per week.  |
| 4th year .. | .. | The appropriate rate as amended for Apprentices plus | .. | .. | 18s. 1d. per week. |
| 5th year .. | .. | The appropriate rate as amended for Apprentices plus | .. | .. | 24s. 7d. per week. |

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

J. W. RYAN, Secretary.

Melbourne, 2nd February, 1950.

[1849]



VICTORIA  
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No. 262]

FRIDAY, MARCH 31.

[1950

Factories and Shops Acts.

DETERMINATION OF THE MARINE STORES 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 of payment which may be paid to any persons or person or classes of persons employed either inside or outside a factory in the process, trade, or business of a marine store dealer or a dealer in old metals or bottles" has made the following Determination namely:—

1. That as from the beginning of the first pay period to commence in February, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 40 HOURS.

2. (a)

*Adult Males.*

| Classification.   | Within a Radius of 25 Miles of G.P.O., Melbourne, 5 Miles of G.P.O., Geelong and in Mildura. | Elsewhere. |
|---|--|------------|
| Bottle washer, machine or hand and yardman or general hand . . . . .  | 7 19 0   | 7 16 0     |
| Leading hand, i.e., an employee who is authorized to exercise and does exercise supervision over the work of other employees. . . . . | 8 5 0  | 8 2 0      |

*Adult Female and Male Junior Rates.*

(b) The minimum rates of wage for adult females and junior males shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed and in addition thereto the constant and additional amounts specified.

|                                 | Percentage of Needs Basic Wage. | Constant Loading.         | Additional Amounts.       | Total Wage Payable.  |                             |
|---------------------------------|---------------------------------|---------------------------|---------------------------|--|-----------------------------|
|                                 |                                 |                           |                           | Within a Radius of 25 Miles of G.P.O., Melbourne, 5 Miles of G.P.O., Geelong and in Mildura. | Elsewhere.                  |
|                                 |                                 | Per Week.<br><i>s. d.</i> | Per Week.<br><i>s. d.</i> | Per Week.<br><i>£ s. d.</i>  | Per Week.<br><i>£ s. d.</i> |
| (i) Adult Females . . . . .     | 75                              | 3 0                       | 7 0                       | 5 6 0  | 5 4 0                       |
| (ii) Junior Males—              |                                 |                           |                           |  |                             |
| Under 17 years of age . . . . . | 35                              | 0 9                       | 3 0                       | 2 8 6  | 2 7 6                       |
| 17 years of age . . . . .       | 47½                             | 1 0                       | 4 0                       | 3 6 0  | 3 4 6                       |
| 18 years of age . . . . .       | 60                              | 1 0                       | 5 0                       | 4 3 0  | 4 1 0                       |
| 19 years of age . . . . .       | 75                              | 2 0                       | 6 0                       | 5 4 0  | 5 2 0                       |
| 20 years of age . . . . .       | 90                              | 2 0                       | 7 0                       | 6 4 0  | 6 1 6                       |

The total wage shall be calculated to the nearest sixpence, any exact threepence in the result to be reckoned as sixpence.

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## CASUAL WORK.

3. A casual employee shall mean and be deemed to be an employee engaged for a period of less than a week. Such casual employee shall be paid at the rate of 25 per cent. in addition to the ordinary rate of pay.

## TERMS OF EMPLOYMENT.

4. (a) All employees except casual employees shall be engaged by the week and shall be paid on the Thursday or Friday in each week. A week's notice shall be given by the employer or employee to determine employment or in lieu of such notice a week's wages shall be paid by the employer or forfeited by the employee.

(b) This clause shall not affect the right of an employer to deduct payment for any day or portion thereof during which the employee is stood down as a result of refusal of duty, malingering, inefficiency, neglect of duty or misconduct on the part of the employee, or to deduct payment for any day during which the employee cannot be usefully employed because of any strike or through any breakdown of machinery or due to any cause for which the employer cannot reasonably be held responsible; or affect the right of an employer to dismiss an employee without notice for refusal of duty, malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be payable up to the time of dismissal only.

## HOURS OF WORK.

5. Each employee shall have a fixed starting and finishing time alterable at seven days' notice. The ordinary hours of labour for all employees shall be 40 per week; on Monday to Friday inclusive 8 hours per day exclusive of meal hours. The said hours shall be worked between 7 a.m. and 6 p.m. or on five nights (Monday to Friday inclusive) between the hours of 4 p.m. and midnight with a crib time of 20 minutes which shall be counted as time worked. Employees required to work afternoon shift shall be paid an extra rate of 2s. per shift.

## OVERTIME.

6. (a) All work performed in excess of eight hours on any one day Monday to Friday inclusive or before the fixed starting time or after the fixed ceasing time or in excess of 40 hours per week shall be regarded as overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter. In the computation of overtime each day shall stand alone.

*Compulsory Overtime.*

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

## MEAL MONEY.

7. An employee required to work overtime in excess of two hours after the usual finishing time without having been notified on the previous day that he would be so required to work shall be paid an amount of 2s. 6d.

## SUNDAY AND HOLIDAY RATES.

8. (a) All work performed on Sunday shall be paid for at the rate of double ordinary time.

(b) When an employee works on a holiday he shall be paid ordinary rates in addition to the ordinary rates prescribed by this Determination.

## HOLIDAYS.

9. 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 Monday, King's Birthday, Labour Day, Union Picnic Day, Anzac Day, Christmas Day, Boxing Day, Show Day, Melbourne Cup Day,

or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

## ANNUAL LEAVE.

10. A period of three weeks' annual leave additional to the public holidays prescribed by clause 9 of this Determination shall be granted on the completion of twelve months' service.

Such leave shall be granted within two months after the date on which it becomes due, provided that such leave may be observed between the months of May and October inclusive.

Pro rata leave of absence shall be granted to any employee who has worked for one month or more and such pro rata leave shall be taken between the months of May and October inclusive.

Fourteen days' notice of annual leave shall be given by an employer and such leave shall commence as from the ordinary starting time on Monday morning.

Payment must not be given or accepted in lieu of annual leave except at the termination of employment. If the employment is lawfully terminated, annual leave or pro rata annual leave shall be adjusted immediately. In the case of employment being lawfully terminated, the period expressed between the months of May and October shall not have application.

## SICK LEAVE.

11. An employee on weekly hiring who is absent from work on account of personal illness or on account of injury shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations:—

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

(2) He shall not be entitled to paid leave of absence unless he has been in the service of the employer concerned for at least three months immediately prior to such absence.

(3) He shall, within 48 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 absence.

(4) He shall provide satisfactory evidence 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. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident, the employer shall defray the cost of same if payment is involved for such certificate but such payment shall not exceed a sum of 12s. 6d.

(5) He shall not be entitled in respect of any year of employment (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time, or 10 hours of working time for each completed three months of service, provided that to the extent sick leave is not used in any one year of employment equivalent payment shall be paid to the employee concerned.

## DINING ROOMS.

12. Each employer shall provide adequate dining-rooms and hot and cold water showers when practicable.

## FIRST-AID KIT.

13. An adequate first-aid kit shall be provided by the employer.

## MIXED FUNCTIONS.

14. Where an employee is called upon to perform two or more classes of work on any one day he shall, for the purpose of assessing wages to be paid, be deemed to have worked a day at the class for which the highest rate of wages is prescribed.

## PROPORTION OF BOYS AND YOUTHS.

15. The maximum number of boys or youths to be employed shall be one boy or youth to every three adults receiving the minimum rate of wage prescribed by this Determination for 40 hours per week.

## PROTECTIVE CLOTHING AND BOOTS.

16. (a) Where an employee is required to work on a bottle-washing machine he shall be provided with a waterproof apron and clogs free while he is employed on such work.

(b) Where an employee is called upon to work with acid he shall be provided with a pair of rubber gloves and when working among broken glass he shall be provided with a pair of leather gloves.

(c) Yardmen, sorters or general hands, if required to work in rain shall be supplied with adequate protective clothing while so working.

## UNION OFFICIALS.

17. An official of the Federated Liquor and Allied Trades Employees' Union of Australasia authorized by the Secretary in writing, and who has first reported to the employer or his representative in responsible charge at the place of employment may interview members of the organization working there, provided that he does not thereby interfere with the work of the employees during actual working hours or enter any part of the business premises whereto the employer or his representative may reasonably refuse permission.

## EXHIBITION OF DETERMINATION.

18. This Determination shall be exhibited by each employer on his premises in a place accessible to all employees.

## PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 20.

The wages of adult females and junior males shall be the percentages of the needs basic wage, and in addition thereto the constant and further additional amounts specified in clause 2 of this Determination.

## Basic Wage.

| Place.  | Needs Basic Wage (Adjustable). | Loading (Constant). | Total Basic Wage. | Index Number Set Assigned. |
|---|--------------------------------|---------------------|-------------------|----------------------------|
|   | £ s. d.                        | s. d.               | £ s. d.           |                            |
| Within a radius of 25 miles of G.P.O., Melbourne . . . . .  | 6 8 0                          | 6 0                 | 6 14 0            | Melbourne                  |
| Within a radius of 5 miles of G.P.O., Geelong and in Mildura same as contemporaneous basic wage for Melbourne |                                |                     |                   |                            |
| Elsewhere in Victoria 3s. respectively less than the contemporaneous basic wage for Melbourne                 |                                |                     |                   |                            |

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1950, the amounts of the Basic Wage shall be as prescribed in clause 19.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 13th January, 1950.





[1853]



# VICTORIA GOVERNMENT GAZETTE.

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No. 263]

FRIDAY, MARCH 31.

[1950

Factories and Shops Acts.  
**DETERMINATION OF THE ENTERTAINMENT EMPLOYEES (PERFORMERS)  
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 (other than persons subject to the jurisdiction of any Wages Board heretofore appointed) engaged as performers in radio or other entertainments conducted for private gain has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

**PART I.—Theatrical or Other Entertainments.**

(OTHER THAN RADIO ENTERTAINMENTS.)

RATES OF PAY.

2. The minimum rates of pay to be paid by an employer to an employee for work, inclusive of work in or incidental to either performances or rehearsals or both, shall be as set out hereunder:—

A—CLASS "A" PRODUCTIONS.

| <i>Engaged by the Week—</i>  | (Per Week) |
|--|------------|
|  | £ s. d.    |
| (i) Actor (18 years of age and over) .. .. .   | 9 2 0      |
| (ii) Actress (18 years of age and over) .. .. .  | 8 11 0     |
| (iii) Male engaged in the chorus or ballet (18 years of age and over) .. .. .  | 7 12 0     |
| (iv) Female engaged in the chorus or ballet (18 years of age and over) .. .. .   | 6 12 0     |
| (v) Supernumeraries engaged by the week shall be paid 5s. for each rehearsal and 6s. for each performance with a minimum payment per week of £2 10s. Supernumeraries on tour shall be paid the applicable chorus or ballet rates of pay together with "on tour allowances" as hereinafter prescribed.  |            |
| (vi) Walking understudy and/or supernumerary understudying one of the other roles in the production and speaking not more than 80 words in the production  |            |
| (a) Male (not on tour) .. .. .   | 8 2 0      |
| (on tour) .. .. .  | 9 2 0      |
| (b) Female (not on tour) .. .. .   | 7 8 0      |
| (on tour) .. .. .  | 8 11 0     |
| (vii) A member of the chorus or ballet speaking not less than seven lines containing in the aggregate not less than 30 words shall be paid an additional sum of not less than 10s. per week.   |            |
| (viii) Juveniles—  |            |
| (a) Male   |            |
| Under 14 years of age and not under sub-clause (c) hereof .. .. .  | 2 15 0     |
| 14 years of age and under 16 years of age .. .. .  | 3 10 0     |
| 16 years of age and under 18 years of age (not on tour) .. .. .  | 4 10 0     |
| (on tour) .. .. .  | 6 10 0     |
| (b) Female   |            |
| Under 14 years of age and not under sub-clause (c) hereof .. .. .  | 2 15 0     |
| 14 years of age and under 16 years of age .. .. .  | 3 10 0     |
| 16 years of age and under 18 years of age (not on tour) .. .. .  | 4 10 0     |
| (on tour) .. .. .  | 5 10 0     |
| (c) Children under fourteen years of age who are engaged in pantomime who do not appear in night performances shall be paid £1 per week for 6 performances or £1 12s. 6d., for 12 performances and shall perform one rehearsal on the stage before commencement of production without payment. The material for the wardrobe for these children shall be supplied by the employers; if the employer makes the costume it shall remain the employers' property but otherwise it shall be the property of the child. |            |

(ix) When "on tour" the following "on tour allowances" shall be added to the rates hereinbefore specified:—

|   | (Per Week) |
|---|------------|
|   | £ s. d.    |
| (a) Playing in Melbourne .. .. .              | 1 1 0      |
| (b) Playing in other cities and towns .. .. . | 1 11 0     |

(x) A member of the ballet or chorus who acts as deputy ballet or chorus master or mistress or who, under the instructions and supervision of the producer or stage manager supervises the numbers or acts to be performed by the ballet or chorus during a performance shall be paid not less than 10s. per week in addition to the per week rate.

(xi) If an employee is required by his or her employer to act as understudy he or she shall be paid an additional five (5) shillings per week for each part understudied as required except that in cases where the part or one of the parts understudied is that of the leading actor or comedian or leading actress or comedienne ten shillings per week shall be paid for that part instead of or in addition to the five shillings as the case may be.

**B—CLASS "B" PRODUCTIONS.**

NOTE.—In the case of any theatrical performance conducted in a temporary structure in the city of Melbourne, such performance shall be classified as a B Class production only if such performance is conducted at a distance which is not less than two miles from the Town Hall in the City of Melbourne, and provided also, that maximum admission charge to such performance is not more than five shillings exclusive of any entertainment tax.

|   | (Per Week) |
|---|------------|
|   | £ s. d.    |
| (i) Actor or Actress (17 years of age and over) .. .. .   | 8 17 0     |
| (ii) Male engaged in the chorus or ballet (17 years of age and over) .. .. .  | 7 12 0     |
| (iii) Female engaged in the chorus or ballet (17 years of age and over) .. .. .   | 6 8 0      |
| (iv) Juveniles (i.e. those employees who are not more than 16 years of age): The appropriate rates provided in sub-clause A hereof. |            |
| (v) When "on tour" the sum of £1 5s. "on tour allowance" shall be added to the rates hereinbefore specified.                        |            |

**C—AGGREGATE PAYMENTS.**

Notwithstanding any contract or arrangement no employee engaged by the week shall be paid or receive from his employer in respect of the whole period of his employment an aggregate of payments and allowances less than the aggregate of the minimum payments and allowances for ordinary work, overtime work, extra performances, and travelling fares and expenses payable to or receivable by an employee under this Determination in respect of similar employment in the absence of any such contract or arrangement.

**REHEARSALS.**

3. A person who attends rehearsals at the direction of an employer for a future production and who is not at that time employed in any current production by that employer shall for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production be paid as follows:—

|  | Per Week |
|--|----------|
|  | £ s. d.  |
| (a) Actors and Actresses—Musical Productions and Variety—  |          |
| Up to 24 hours' rehearsal per week .. .. .   | 3 0 0    |
| More than 24 and not more than 36 hours' rehearsal per week .. .. .  | 4 10 0   |
| More than 36 and not more than 48 hours' rehearsal per week .. .. .  | 6 0 0    |
| All work in excess of 48 hours per week shall be paid for at overtime rate.  |          |
| (b) Actors and Actresses—Legitimate Productions.   |          |
| Up to 30 hours' rehearsals per week .. .. .  | 3 0 0    |
| All work in excess of 30 hours per week shall be paid for at rates to be arranged between the employer and the Union.  |          |
| (c) Ballet, Chorus, Showgirls, &c.   |          |
| Up to 24 hours' rehearsals per week—one half of the appropriate per week rate prescribed in clause 2 hereof.   |          |
| More than 24 and not more than 36 hours' rehearsals per week—three quarters of the appropriate per week rate prescribed in clause 2 hereof.  |          |
| More than 36 and not more than 48 hours' rehearsals per week—the appropriate per week rate prescribed in clause 2 hereof.  |          |
| All work in excess of 48 hours per week shall be paid for at overtime rate.  |          |
| (d) Rehearsal hours shall (subject to clause 15 hereof) be at the discretion of the employer.  |          |
| (e) No rehearsal shall be called on Christmas Day, Good Friday or on a Sunday except in an emergency and in that case the employee shall be paid one-third of the prescribed per week rate for any work carried out on that day. |          |
| (f) Rehearsals for supernumeraries may be called at any time mutually agreed on between the employer and the Union. Such rehearsals shall not exceed two and a half hours in length.   |          |

**CASUAL ENGAGEMENTS.**

4. (a) Casual employees (other than supernumeraries) shall for each performance be paid one-sixth, plus 15 per cent thereof, of the appropriate per week rate. The maximum length of such a performance shall be three hours (exclusive of making up and taking off &c.).

(b) In the case of actors, actresses, and dance band vocalists the foregoing casual rate shall include one rehearsal of not more than 2 hours' duration and which shall be held not more than 48 hours before the time of the performance.

(c) In the case of vaudeville, variety acts, specialty artists, specialists, singers, dancers, chorus and ballet, the foregoing casual rate shall include one rehearsal of not more than one hour's duration and which shall be held not more than 48 hours before the time of the performance.

(d) Any rehearsal required by the employer additional to the foregoing shall be paid for at the rate of 7s. 6d. for two hours (minimum) and over and above two hours at the rate of 2s. per half hour or part thereof, provided, however, that if the employee desires to leave the rehearsal before the completion of two hours, payment shall be at the rate of 2s. per half hour or part thereof for the time actually worked.

(e) Casual supernumeraries shall for each day of employment be paid as follows:—

|  | Per Day |
|--|---------|
|  | s. d.   |
| For attending a rehearsal and performance in one day .. .. . | 16 0    |
| For attending two performances in one day .. .. .            | 15 0    |
| For attending a performance only in one day .. .. .          | 7 0     |
| For attending a rehearsal only in one day .. .. .            | 8 0     |

**TRAVELLING.**

5. (a) An employee who lives in and is under casual engagement to perform any work at any place outside the Metropolitan area shall have first class rail or other transport provided by the employer and if required to travel at night shall be provided with a sleeping compartment in the case of rail travel. Should the employer not provide such sleeping compartment the employer shall pay to the employee the sum usually charged to the employer by the Railway Authorities therefor.

(b) The employer shall provide reasonable accommodation at a hotel or boarding house for any such casual employee who is obliged to remain and lodge overnight at any place other than his usual place of abode and in default thereof shall pay such employee the sum of 12s. 6d. for each night that the employee is obliged to remain and lodge overnight at any place other than his usual place of abode, and shall also provide the employee with suitable meals or in lieu of each such meal the employer shall pay the employee the sum of 2s. 6d. per meal.

(c) Should the total time of an employee's absence from the Metropolitan area plus the time occupied in the outward and return journey of a casual employee travelling to and from employment outside such Metropolitan area exceed twenty-four hours, such employee shall be paid in addition to the applicable rate one half of the casual rates hereinbefore provided for each period of twelve hours or part thereof of such excess, in addition to the provision of lodging.

(d) An employee engaged by the week, when travelling on duty, shall be provided by his employer with first class accommodation by rail.

(e) A weekly employee, when travelling on duty at night by train, shall be provided with sleeping accommodation, and if such sleeping accommodation is not available the employee shall be paid the sum which would be charged to the employer by the railway department for such sleeping accommodation if it were available.

(f) Employees engaged by the week while, on tour shall be paid their weekly wages from the time the employees leave the place of engagement until they return to that place at the end of the tour, broken weeks at the beginning of the tour to be paid *pro rata*, and the days of departure and return other than Sundays to be each counted as one day worked.

(g) Provided that where employees engaged in performances of a B class production, travel by rail on rail lines which are not reasonably considered as main lines, but could be construed as branch lines, it shall be allowable for the employer to provide such employees with second class rail accommodation if the distance to be travelled to the next town of performance is less than 100 miles. Where such employees travel at night on rail lines where sleeping compartments are not provided the employer shall be exempt from sub-clause (e) of this clause if he ensures that not more than four employees travel in each compartment.

(h) Where employees are required to travel by land transport other than rail transport, the employer shall ensure adequate and comfortable and covered conveyances with seating for each employee.

#### AGREEMENT FOR LOWER RATES.

6. Where the Federal or State Executive of the Union agrees with any employer that for special reasons rates lower than those prescribed herein should be accepted by an employee, such lower rates may be agreed upon between the said Union and the employer and paid.

#### SPECIAL ATTENDANCES.

7. If for the purpose of wardrobe, photography, or any other matter connected with an employer's business, he requires an employee to attend at any place before the commencement of his period of employment, he shall pay the employee for the time of such attendance *pro rata* at the minimum rate prescribed for the employee by clause 2 of this Determination with a minimum payment as for three hours.

This time of any such attendance during the period of employment shall be counted as time worked.

#### WAGES WHEN PAID.

8. Wages shall be paid to an employee without any deductions (other than advances on account of wages, fines or tax or other deductions which the employer is bound by law to deduct) not later than 10 p.m. on the Friday of each week, except in the case of a broken week, when payment shall be made not later than the same hour on the night of the last performance: Provided that should any employee be short paid or over paid in any week, in the case of short payment he shall receive the amount short paid on the following pay day or as soon thereafter as possible, and in the case of over payment, the amount overpaid shall be deducted from the employee's wage on the following pay day or as soon thereafter as possible: Provided further that this clause shall not affect sub-clause (f) of clause 9 and clauses 11 and 20 of this Determination.

#### ENGAGEMENT.

9. (a) In the case of employees not engaged for a tour and not paid the rates for those casually engaged, the employment shall be terminated on either side only by a week's notice, either given in writing or plainly posted up on the call board or other place seen by the employees in the ordinary course of their employment, which notice may be given at any time during the week, and the employee shall only be entitled to payment *pro rata* for the time up to the expiration of the notice.

(b) In the case of an employee engaged for a tour the employment shall continue until the employee is returned to the place of engagement, but may, in the absence of any agreement to the contrary, be then terminated without notice. Should the employee leave the employer's employ during the course of the tour such employee shall be responsible for his own return fare unless such leaving be justified by and directly attributable to a breach of the Determination by the employer with respect to such employee during the employment, in which case the fare shall be payable by the employer.

(c) If any work is done by an employee for the employer after the time of the expiration of the notice under sub-clause (a) hereof or after the termination of a touring engagement under sub-clause (b) hereof otherwise than in pursuance of a separate weekly or touring engagement, it shall be paid for at casual rates.

(d) Employees, to become entitled to be treated as being engaged by the week, must perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(e) Nothing in this Determination shall affect any legal right of an employer to dismiss without notice any employee, whether on tour or not, for malingering, neglect of duty or misconduct; and in case of such dismissal, wages shall be payable for the employment up to, but not after, the time of the dismissal.

(f) Notwithstanding anything contained in this Determination an employer may deduct payment of wages for any day on which an employee cannot be employed in his usual class of employment because of—

- (i) any strike;
- (ii) any breakdown of machinery;
- (iii) any stoppage of work unavoidable by the employer.

#### TRY-OUTS.

10. The engagement shall not be deemed to have commenced until after a "try-out" if such try-out is desired: and an employee shall not be entitled to any payment until he or she is definitely engaged, except as prescribed herein and for any rehearsals as prescribed in this Determination. Any try-out involving an appearance in public shall be paid for at the prescribed casual rate for the class of employee in question and any try-out not involving public appearance shall not be paid for unless the number thereof exceeds three in any calendar month, in which case there shall be paid for each try-out in excess the casual rate as aforesaid. No try-out shall be held on a Sunday.

#### ABSENCE FROM DUTY.

11. (a) Any employee paid per week absent from duty shall lose pay proportionate to the time of such absence unless he produces or forwards to his employer within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the absence was reasonable, because of either—

- (i) Any illness of himself due neither to his own default nor to accident arising otherwise than out of and in the course of his employment;
- or
- (ii) any bodily injury to himself caused by accident arising out of and in the course of his employment,

(b) If any dispute shall arise as to deduction of pay on the ground that satisfactory evidence has not been produced or forwarded, the question whether the evidence should have been accepted by the employer as satisfactory may be determined by the local secretary or other authorized representative of the Union and the employer or his representative.

(c) This clause shall not affect any right of the employer to determine the employment in accordance with clause 9 of this Determination.

#### HOURS.

12. Hours of duty shall not exceed 8½ in any one day nor 96 in any one fortnight, including both performances and rehearsals.

#### OVERTIME.

13. (a) For all time worked over 8½ hours in any one day or 96 hours in any one fortnight, the employee shall be paid at the rate of time and a quarter.

(b) If an employee is detained in the theatre by the employer or his representative until after 11.30 p.m. he or she shall be paid for the time he or she is detained after 11.30 p.m. at the rate of time and a half.

(c) If a female employee is detained too late to travel by the last tram or train to her home (temporary or permanent), as the case may be, the employer shall provide for her proper conveyance to her home. This provision shall also apply to a male employee if his home is more than a mile from the theatre.

#### TIMES OF PERFORMANCE AND REHEARSAL.

14. (a) Where a rehearsal is held on the same day as a performance the rehearsal shall not exceed 4½ hours in duration. Such rehearsal shall not commence before 10 a.m. and shall finish at or before 4 p.m., with an interval of at least one hour, or at the employer's option the rehearsal may commence at 10 a.m. and continue until 1.30 p.m. without any interval. If no performance is held on the same day as a rehearsal, such rehearsal shall not exceed 8½ hours in duration, with an interval of at least one hour. The employee shall be dressed and ready to begin rehearsal at the time fixed to start. Each of the intervals shall contain at least one continuous hour clear of any dressing, undressing, re-dressing, making-up or other work. The said intervals shall be given during the period between the hours of noon and 2 p.m. and 6 p.m. and 8 p.m. as the case may be. If the aforesaid hours are exceeded or the said continuous clear hour is curtailed, overtime shall be paid for the extra time worked or for the time of the curtailment.

(b) Where in the ordinary course of business not more than eight performances are given in any one week, no call of any kind shall be made on a day where more than one performance is given except in case of emergency.

#### TIME FOR DRESSING.

15. Thirty minutes shall be allowed an employee for preparatory duties incidental to a performance such as undressing, making-up and re-dressing, and fifteen minutes shall be allowed after a performance for undressing, washing off grease paint, and re-dressing; such time shall count as working time.

#### NUMBER OF PERFORMANCES.

16. (a) The wages prescribed in paragraphs (i), (ii), (iii), (iv), (vi), (vii), and (viii) of clause 2 of this Determination as adjusted under clause 51 of this Determination shall be the weekly wage for the purposes of calculating hourly rates, overtime, Sunday and holiday rates, rehearsal rates under clause 3 of this Determination and any other rates of pay based on the weekly wage.

(b) When extra performances exceeding eight, but not exceeding twelve are presented in Christmas week, Easter week or during the pantomime season in December, and January, employees shall be paid a total of one-ninth of their weekly wage extra for such performances.

(c) When an extra performance is presented in any week in which a public holiday occurs, employees shall be paid one-ninth of their weekly wage extra for such performance.

(d) Where employees give more than eight performances in any one week they shall be paid one-eighth of their weekly wage extra for each such additional performance.

(e) In the circumstances set out in sub-clause (b) hereof, employees (being in the chorus or Ballet), shall in addition be entitled to holidays equal to one-twenty-fifth of the period worked for twelve performances per week or alternatively shall be entitled to payment in lieu thereof.

(f) In the case of B class productions (as defined in B of clause 2 of this Determination) when extra performances exceeding 8, but not exceeding 12 are presented during a season of not more than 3 weeks commencing on Boxing Day, and which includes presentation of pantomime, employees shall receive in addition to their usual weekly wage and in addition to any "on tour allowance" for which they may qualify the following additional sums:—

(i) For each performance in excess of 8 up to and including an eleventh performance in one week—a sum equal to 10 per cent of the employee's total weekly wage and allowance for each such performance.

(ii) For a twelfth performance in any one week—a sum equal to 5 per cent of the employee's total weekly wage and allowance.

(iii) For each performance over and above 12 in any such week—a sum equal to one eighth of the employee's total weekly wage and allowance for each such performance.

(iv) When extra performances exceeding eight are given in any other circumstances in respect of B class productions the employee shall receive in addition to his week's wage a sum equalling one eighth of the employee's weekly wage in addition to such wage and allowance for each performance over and above 8.

#### SUNDAYS AND PUBLIC HOLIDAYS.

17. For any work done on Sundays or public holidays, payment shall be made at least as follows:—

(a) On Sundays—

(i) If the engagement is by the week, one-third of the weekly wage received by the employee in addition to his wage for the week.

(ii) If the engagement is not by the week, at least double the prescribed minimum per day rate.

(b) On Good Friday, Christmas Day and Labour Day—

(i) If the engagement is by the week, one-sixth of the weekly wage received by the employee in addition to his wage for the week or tour.

(ii) If the engagement is not by the week, double the prescribed minimum per day rate.

(c) On other holidays—

(i) If the engagement is by the week, one-twelfth of the weekly wage received by the employee in addition to his wage for the week or tour.

(ii) If the engagement is not by the week, one and a half times the prescribed minimum rate per day.

The said other holidays are the days observed as New Year's Day, Australia Day, Easter Monday, Anzac Day, King's Birthday, Boxing Day and all other days regarded and observed as holidays throughout the State, but where any of the holidays named are observed on different days in different parts of the State, employees shall only be entitled to extra payment from the one employer for work on one of such days in each year.

(d) In the case of employees engaged by the week, if by reason of any of the holidays referred to in this clause being a holiday no work is done thereon, the wage for the week or tour shall nevertheless be paid without deduction therefor and such holiday shall, for the purpose of clause 13 of this Determination be treated as if there had occurred thereon one of the eight or two of the twelve performances for which that clause provides.

(e) If an employee is required by his employer to travel on a Sunday, he shall, unless he is paid in pursuance of this clause for working on the said Sunday, receive therefor, if engaged by the week one-twelfth, or if not so engaged, one-half of the prescribed minimum per week or per day rate appropriate for him.

## TRANSPORTATION OF LUGGAGE.

18. All luggage required by the employee in the execution of his duties shall be taken from the wharf or railway station to the theatre and from the theatre to the wharf or railway station, and from theatre to theatre, at the employer's expense. All reasonable care, but no responsibility, shall be taken by the employer.

In the case of canvas theatres (country touring tent shows) if the employer's canvas theatre or other place of performance is over half a mile by the shortest available route from the wharf or railway station and there are no trams or other public transport services readily available at the time of arrival or departure of the employees for the commencement or at the conclusion of the show in the town the employer shall at his expense provide transport for the employees and their luggage to and from the station or wharf and the place of performance.

## WARDROBE AND MAKE-UP.

19. (a) The employer shall provide make-up for supernumeraries when such employees are not receiving at least the prescribed chorus or ballet rates of pay.

(b) Actors and Actresses shall provide their own make-up. When the employer requires the employee to use special body make-up (other than facial or in cases of specialty acts) the employer shall provide such make-up.

(c) The employer shall provide wardrobe "wigs" and appurtenances required by him to be used in performance or rehearsal and they must be clean when so provided.

(d) All laundry made necessary by the work of the employee for the employer shall be done at the employer's expense.

## PENALTY FOR BREACH OF DUTY.

20. An employer may at his discretion inflict a fine of 5s. upon an employee or suspend him for one performance with loss of pay or instantly dismiss him for any unpunctuality or missing of an entrance, or any dereliction of duty during a performance and/or rehearsal: Provided that whenever a penalty as aforesaid has been imposed the employer shall when paying the employee give a written notice to the employee so penalised stating the amount of the fine, and the offence committed and the date thereof, and the employee shall have the right of appeal to a committee of two, one to be nominated by the employee and the other by the employer or his representative.

## TIME BOOKS TO BE KEPT, ETC.

21. (a) The employer shall keep a time book or time sheet properly posted in ink, showing the names of and times worked by each employee, and the wages paid to each employee from week to week.

(b) The time book or time sheet shall, after all the time worked previous to the entry by an employee has been entered therein, be produced to such employee, and such entry if correct, shall be vouched by his signature in the time book or time sheet, and the entries of the time so worked may be checked by an accredited representative of the Union if he be available at the place of business and by the employer's representative who shall, if the entries be correct, vouch for them by their signatures in the time book or time sheet.

(c) The time book or time sheet with all the entries therein, and the relevant wages' receipts shall on demand, be produced by the employer for inspection at the place where they are kept, at any time between the hours of 10 a.m. and 1 p.m. during any day except pay day, to an official of the Union who has been authorized in writing to inspect the same by the General Secretary or Secretary of the State Branch or Division of the Union. One clear day's notice, setting out the grounds for desiring such inspection, shall be given to the employer of any intended inspection. No authority to inspect shall be given by the Union unless the General Secretary or State Branch or Divisional Secretary has good reason to suspect that a breach of this Determination has been committed by the employer, whose time book or time sheet or wages' receipts are to be inspected.

## ACCESS FOR UNION REPRESENTATIVE.

22. The President and General Secretary or any other two officers of the Union, duly authorized in writing, shall, not more than three times in any one week, have access to any place of rehearsal and/or performance to interview employees when they are off duty. The Union representatives shall not attempt to interview any employee on or in the precincts of the stage during any actual performance or rehearsal and shall not detain any employee from making an entrance.

## DEFINITIONS.

23. (a) "Union" means the Actors' and Announcers' Equity Association of Australia.

(b) "Engaged by the week" means being engaged for at least a week of employment terminable only in the manner prescribed by clause 9 of this Determination or being engaged for employment to last longer than a week.

(c) "Engaged casually" means being engaged otherwise than by the week.

(d) "Actor or Actress" means a person who takes part in a performance and is required to speak by himself or herself in the aggregate more than 80 words, or to sing by himself or herself more than 40 bars of music, or to dance solo more than 40 bars of music, or to perform any specialty.

(e) "Supernumerary" means a person who takes part in a performance, but is not required therein to speak by himself or herself in the aggregate more than two, or in Shakespearean productions more than five lines, exclusive of shouts, exclamations and utterances marked by authors or stage direction for all (Omnes) the players on the stage to speak at the same time, or required to sing in the aggregate more than sixteen, or in Shakespearean productions more than thirty-two bars of the musical score, if any, and includes anyone appearing as extra lady, show girl or mannequin.

(f) "Time and a quarter", "time and a half" and "double time" used in relation to pay, respectively mean at the rate of one and a quarter, one and a half and twice the actual pay of the employee in question, calculated *pro rata* for the time for which the payment is to be made.

(g) "Playing" means taking part in an actual performance.

(h) "On tour" means being away at the direction of the employer from the actual city, town or other place where the employee was originally engaged by the employer.

(i) "Hometown" means the city or town where the employee was actually engaged by the employer.

(j) "Variety" (performance or production) means a production which contains a number of variety or vaudeville acts and which is not connected by a single or central theme or plot. It may or may not contain a ballet or chorus.

(k) "Run of the show"—"Run of the play"—"Run of the piece" means the period which in any one city commences on the opening night or day of a production and concludes on the last day or night of the presentation of the production in that city.

(l) "Call" means a call or direction to the employee by the employer to attend at a rehearsal at a particular time, or at a particular place and time for the purpose of photography, wardrobe or other legitimate reason.

(m) "Wages" means the rate of wage per week paid to an employee and is exclusive of any overtime or additional payments such as (but not limited to) overtime, holiday remuneration, additional performances, travelling, understudy, ballet or chorus master or mistress rates and the appropriate on tour or travelling allowance.

(n) "Pantomime" is a production with an appeal primarily for children presented during the Christmas holiday period and shall include (in addition to the nursery stories and fairy tales hitherto presented as Pantomime) such productions as "Peter Pan", "Alice in Wonderland", "The Wizard of Oz", "Snow White and the Seven Dwarfs" and the like.

**PART II.—Radio Entertainments.**

**RECORDING.**

*Casual Employees.*

24. (a) These, whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows :—

|  | £ | s. | d. |
|--|---|----|----|
| Musical presentations—   |   |    |    |
| Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per “side” .. .. .  | 1 | 1  | 0  |
| Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof .. .. .  | 0 | 5  | 6  |
| Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of .. .. .   | 1 | 1  | 0  |
| Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d .. .. .  | 0 | 7  | 6  |
| A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.         |   |    |    |
| When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of .. .. .        | 0 | 10 | 6  |
| Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour or “side.”   |   |    |    |
| “Legitimate” or “Straight” presentations—  |   |    |    |
| Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per “side” .. .. .  | 1 | 1  | 0  |
| Beyond one (1) hour on any one day for each quarter (¼) of an hour or part thereof .. .. .   | 0 | 5  | 6  |
| Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of .. .. .   | 1 | 1  | 0  |
| Preliminary rehearsals in which no recording is done per hour or part thereof .. .. .  | 0 | 10 | 6  |
| A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means          |   |    |    |
| When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of .. .. .                        | 0 | 5  | 0  |
| Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus. |   |    |    |
| Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½) hours or part thereof of .. .. .                                    | 0 | 5  | 0  |

*Weekly Employees.*

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week.

|   |   |    |   |
|---|---|----|---|
| These employees whether actors, actresses, or radio artists, shall for a week's work be paid .. .. .                          | 9 | 16 | 0 |
| For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half. |   |    |   |

*Provided that—*

- Any such employee who in any week takes part in more than twelve (12) recorded “sides of fifteen (15) minutes” shall for each “side” in excess of that number be paid at the rate herein fixed for casual employees.
- If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.
- If the hours of work of any such employee on any one day are “scattered” so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

**COMMERCIAL ANNOUNCEMENTS.**

|  | £ | s. | d. |
|--|---|----|----|
| 25. Actors and actresses when used as such or as announcers, comperes or commentators, shall for each hour or part thereof be paid .. .. . | 1 | 1  | 0  |
| If used in more than one half (½) the aggregate number of announcements in any one hour, an additional amount of .. .. .                   | 0 | 10 | 6  |

**LIVE SHOWS, ACTUAL BROADCASTS, ETC.**

*Casual Employees.*

26. (a) These whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows :—

|   | £ | s. | d. |
|---|---|----|----|
| Musical presentations—  |   |    |    |
| Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half (1½) hours—per fifteen (15) minute broadcast .. .. .   | 1 | 1  | 0  |
| Rehearsal beyond one and a half (1½) hours on any one day, for every quarter (¼) hour or part thereof .. .. .   | 0 | 5  | 6  |
| Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of .. .. .  | 1 | 1  | 0  |
| Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.) .. .. .  | 0 | 7  | 6  |
| When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of .. .. .  | 0 | 10 | 6  |
| Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour broadcast or performance.   |   |    |    |
| “Legitimate” or “Straight” presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance .. .. . | 1 | 1  | 0  |
| Beyond one (1) hour on any one day for every quarter (¼) of an hour or part thereof .. .. .   | 0 | 5  | 6  |
| Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with minimum per call of .. .. .  | 1 | 1  | 0  |
| Preliminary rehearsals in which no broadcasting is done, per hour or part thereof .. .. .   | 0 | 10 | 6  |
| When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of .. .. .   | 0 | 5  | 0  |
| Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus                                 |   |    |    |
| Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½ hrs.) or part thereof .. .. .   | 0 | 5  | 0  |

*Weekly Employees.*

(h) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week—

These employees whether actors, actresses, or radio artists, shall for a week's work be paid . . . . . £ s d.  
9 16 0

For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one "side," such singer shall be paid for each solo item beyond the first in the same programme the sum of . . . . . 0 10 6

Rehearsal time for each such solo item beyond the first shall be one half ( $\frac{1}{2}$ ) the rehearsal time allowed for the first period of fifteen (15) minutes or one "side."

## AUDITIONS, SAMPLE RECORDINGS, OR TRIAL BROADCASTS.

27. These according to their specific type as set out in this Determination, and whether broadcast for public or private purposes, or recorded for any reason whatever, shall be paid for in full, but this shall not apply to any voice test in private unless it entails a previous rehearsal.

## REMAKES OF RECORDINGS.

28. Should a remake be necessary owing to the mistake of any member of the cast, the remake shall be made by the cast without charge provided that no longer interval occurs than is necessary for a replay of the disc, for which time the cast shall remain in attendance.

If the necessity for a remake owing to such mistake is not discovered until later than as aforesaid the cast shall perform the remake at half rates, and if the remake is necessary owing to any technical fault or to any mistake other than that of one of its members, the cast shall be paid as for a new recording.

## PERFORMANCES BY MEMBERS OF STAFF.

29. Where a member of the management's staff, other than an actor, or actress, is called upon to perform any duty within the scope of this Determination he shall be paid a sum not less than that payable under this Determination for the particular duty so performed, except where such member receives a staff salary or wages greater than the minimum weekly pay herein prescribed for an actor or actress. Provided that when process discs are being recorded he shall be paid the sum as prescribed in clause 24 in addition to his ordinary salary or wages.

## BROADCASTS OR RECORDING IN THE PRESENCE OF AN AUDIENCE.

30. Where a broadcast or a recording is made before an audience, members generally of which have paid for admission, each employee taking part in such broadcast or recording shall be paid the additional sum of one quarter ( $\frac{1}{4}$ ) the rate to which he is otherwise entitled, but this shall not apply to community singing advertised and/or announced as such, or to performances of which fifty per cent. at least of the proceeds is donated to charity.

## MAKE-UP.

31. (a) Make-up in excess of that normally provided by an actor, or actress, shall be provided at the expense of the management and all dress other than that usually and ordinarily worn by the employee (i.e., such dress as would be worn to and from the place of employment) shall be provided by the management in a clean and fresh condition. The employee shall nevertheless, if so required by the management, provide one dinner dress in a reasonably good condition.

(b) Any cleaning or laundering made necessary by such make-up or by "Business" occasioned for the management's benefit shall be at its expense, but cleaning or laundering which in the ordinary course of events is necessary is excluded from this rule.

## LATE ARRIVALS.

32. If an employee is late for a call, the burden shall be borne by the cast. If a producer or any person other than one of the actors, or actresses, delays the rehearsal or recording the burden shall be borne by the management.

## CANCELLED CALLS.

33. Should a call be cancelled within twelve (12) hours of the time of such call for any reason other than the non-attendance of an employee the call shall be paid for in full.

## MEAL BREAKS.

34. One hour shall be allowed for lunch between 12 o'clock noon and 2 p.m. and one hour for dinner between 5 p.m. and 7 p.m. or at a time to be agreed upon. Should the cast require a "break" for morning or afternoon tea, the time thus occupied shall not be counted as in the time of employment.

## PHOTOGRAPH CALLS.

35. All photograph and publicity calls shall be paid for at rehearsal rates.

## TIME SHEETS.

36. Every employee shall sign a time sheet provided by the management whereon shall be shown the time occupied, number of records, and footage of films. A copy of this time sheet, together with pay sheets, shall be open for inspection by Actors' Equity representatives if required for checking purposes.

## NOTICE BOARD.

37. The management shall provide and place in a position a suitable and easy of access notice board for the display of announcements and notices, and on which the Actors' Equity shall have the right to place relevant notices.

## ACCESS.

38. Actors' Equity officials, provided they are duly authorized in writing, shall have access to broadcasting or recording premises for the purpose of interviewing members, when off duty, on union matters, the place of the interview to be arranged between the Actors' Equity and the management, and to be reasonably suitable for the purpose.

## ACTORS' EQUITY MEMBERSHIP.

39. No objection shall be taken to nor shall any discrimination be exercised against any employer because of Equity membership or activity.

ONE EMPLOYEE—ONE PART.

40. A broadcast or recording shall be taken as the performance by an employee of one part or character only. In the event of an employee being required to perform more than one part or character he shall be paid an additional sum of one quarter ( $\frac{1}{4}$ ) the prescribed amount, but only if and when the additional part or parts consists of more than 25 words in the aggregate.

SOUND EFFECTS.

41. Should an actor be required to produce sound effects not incidental to his particular part in the broadcasting or recording he shall be paid an additional sum of one quarter ( $\frac{1}{4}$ ) the prescribed amount.

TRAVELLING.

42. First class return fares and reserved seats, wherever obtainable, shall be provided by the management for all employees who may be required to travel in the management's interests. When such travel involves any employee spending the night in the train he shall be provided with a sleeping berth at the expense of the management wherever such berth is procurable, and where not procurable the employee shall be paid the sum usually charged to the public by the Railway Commissioners.

PRODUCERS AND ASSISTANT PRODUCERS.

43. These shall be paid at not less than actors' rates.

STAR ARTISTS.

44. Where an artist is announced as "starred" in any broadcast or recording he shall be paid an additional sum of not less than one quarter ( $\frac{1}{4}$ ) the prescribed rate.

PAYMENT OF WAGES.

45. Casual employees shall be paid within 24 hours after the termination of their work. Weekly employees shall be paid weekly and not later than Friday of each week.

RATES FOR CHILDREN.

46. Children shall be paid at one half ( $\frac{1}{2}$ ) the rates specified in clauses 24 to 26 inclusive.

DETENTION.

47. If a female employee is detained by the employer beyond the hour of 11.30 p.m. the employer shall provide for her proper conveyance to her home whether temporary or permanent. This provision shall apply also to a male employee who is so detained after the hour of midnight.

BROADCAST OF RELIGIOUS SERVICES.

48. Nothing in this Determination shall apply to the broadcasting of religious services.

DEFINITIONS.

49. "Actor" or "Actress" means a person who, having previously so appeared three times within any period of twelve months, appears in any broadcast or recording in which he is required to speak in the aggregate more than five words, or to sing by himself during any such broadcast or recording, or to perform any specialty.

"Casual Employee" means an employee engaged otherwise than as a weekly employee.

"Child" or "Children" means a person or persons under the age of sixteen years.

"Legitimate" or "Straight Presentation" means tragedy, drama, comedy drama, farce comedy, cavalcade of events presented in play form, presentation of events past, present, and future (actual or fictional), presented in play form in which the instrumental music used is only incidental to the presentation for theme, bridge, or link, or to heighten the dramatic value or create atmosphere, and any other presentation other than musical presentation.

"Musical Presentation" means grand opera, opera bouffe, light opera, musical comedy, musical farce, vaudeville, revue, minstrel show, pantomime, or any other presentation in which the dialogue is interspersed with either vocal solos, duets, trios, quartettes, quintettes, octettes, or chorus.

"Time and a half" used in relation to pay means at the rate of one and a half ( $1\frac{1}{2}$ ) times the actual pay of the employee in question, and calculated *pro rata* for the time for which the payment is to be made.

"Weekly Employee" means an employee engaged on a weekly basis, and for a minimum period of eight consecutive weeks.

ANNUAL HOLIDAY.

50. 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.

PART III.

This Part applies to all persons covered by the Determination.

PERIODICAL ADJUSTMENT OF WAGES.

51. The wages rates set out in paragraphs (i), (ii), (iii), (iv) and (vi) of sub-clause A and paragraphs (i), (ii), and (iii) of sub-clause B of clause 2 and those for weekly employees in clauses 24 and 26 are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 52.

Basic Wage.

| Place.               | Needs Basic Wage.<br>(Adjustable). | Loading<br>(Constant). | Basic Wage. | Index Number Set<br>Assigned.            |
|----------------------|------------------------------------|------------------------|-------------|--|
|                      | £ s. d.                            | s. d.                  | £ s. d.     |  |
| Throughout the State | 6 8 0                              | 6 0                    | 6 14 0      | Six Capital Cities<br>(Weighted Average) |

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1950, the amounts of the Basic Wage shall be as prescribed in clause 51.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the needs basic wage shall be adjusted by the following method, namely by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 19th January, 1950.



[ 1861 ]



# VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, MARCH 31.

[1950

Factories and Shops Acts.

## DETERMINATION OF THE WICKER AND BABY CARRIAGE BOARD.

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

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

(a) Manufacturing—

- (i) baby carriages, dolls' carriages, mobile chairs, or parts thereof;
- (ii) reed tex, hy-tex, or similar materials;
- (iii) any goods made of wicker, bamboo, cane, reed tex, hy-tex, or similar materials;

(b) Assembling or putting together any parts of baby carriages or dolls' carriages—  
has made the following Determination, namely:—

That, as from the beginning of the first pay period to commence on or after the 1st February, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

| Adults, Journeymen or Journeywomen.                            | Weekly Wages.   |                           |
|--|---|---------------------------|
|  | Within 20 Miles<br>of G.P.O.,<br>Melbourne,<br>10 Miles of G.P.O.,<br>Geelong, at<br>Warrnambool,<br>and in the<br>Mildura and<br>Gippsland<br>Districts. | Elsewhere in<br>Victoria. |
| GROUP "A"—WICKER AND BASKET WORK.                              | £ s. d.   | £ s. d.                   |
| Basket maker or repairer .. .. .                               | 9 1 6   | 8 18 6                    |
| Employee fitting lining or lettering baskets .. .. .           | 9 1 6   | 8 18 6                    |
| Wicker frame maker .. .. .                                     | 9 1 6   | 8 18 6                    |
| Wicker furniture maker .. .. .                                 | 8 14 0  | 8 11 0                    |
| Employee making reed tex, hy-tex, or similar materials .. .. . | 8 14 0  | 8 11 0                    |

WAGES—continued.

| Adults, Journeymen or Journeywomen.   | Weekly Wages.  |                        |
|---|--|------------------------|
|   | Within 20 Miles of G.F.O., Melbourne, 10 Miles of G.F.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts. | Elsewhere in Victoria. |
| <b>GROUP "B"—BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.</b>  |  |                        |
| <i>Males.</i>   |  |                        |
| Upholsterers .. .. .  | 8 14 0   | 8 11 0                 |
| Body-makers .. .. .   | 8 14 0   | 8 11 0                 |
| Hood makers .. .. .   | 8 14 0   | 8 11 0                 |
| Assembler of baby carriages, dolls' carriages and mobile chairs .. .. .   | 8 14 0   | 8 11 0                 |
| Painters .. .. .  | 8 14 0   | 8 11 0                 |
| Sprayers .. .. .  | 8 14 0   | 8 11 0                 |
| Ironworkers .. .. .   | 8 14 0   | 8 11 0                 |
| Wicker workers .. .. .  | 8 14 0   | 8 11 0                 |
| Employee making reed tex, hy-tex, or similar materials .. .. .  | 8 14 0   | 8 11 0                 |
| Wheel maker .. .. .   | 8 14 0   | 8 11 0                 |
| Assembler of parts of dolls' carriages, baby carriages or mobile chairs .. .. .   | 7 0 0  | 6 17 0                 |
| <i>Females.</i>   |  |                        |
| Machinists, sewers, or cutters .. .. .  | 6 0 6  | 5 18 3                 |
| Folding hood makers .. .. .   | 6 0 6  | 5 18 3                 |
| <b>GROUP "C"—LEADING HANDS.</b>   |  |                        |
| Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra. |  |                        |

APPRENTICES AND IMPROVERS—RATES OF PAY.

3. The following shall be the rates of pay for apprentices and improvers :—

|  | Within 20 miles of G.F.O., Melbourne, 10 Miles of G.F.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts. | Elsewhere in Victoria. |
|--|--|------------------------|
| <i>Male Apprentices.</i>   |  |                        |
| <i>5-year Term—</i>  |  |                        |
| 1st year's experience .. .. .                                    | 38 0   | 37 0                   |
| 2nd year's experience .. .. .                                    | 53 0   | 52 0                   |
| 3rd year's experience .. .. .                                    | 71 0   | 69 0                   |
| 4th year's experience .. .. .                                    | 112 0  | 109 0                  |
| 5th year's experience .. .. .                                    | 140 0  | 137 0                  |
| <i>4-year Term—</i>  |  |                        |
| 1st year's experience .. .. .                                    | 43 0   | 42 0                   |
| 2nd year's experience .. .. .                                    | 70 6   | 68 6                   |
| 3rd year's experience .. .. .                                    | 112 0  | 109 0                  |
| 4th year's experience .. .. .                                    | 140 0  | 137 0                  |
| <i>Male Improvers.</i>   |  |                        |
| Under 16 years of age .. .. .                                    | 32 6   | 31 6                   |
| 16 and under 17 .. .. .  | 38 0   | 37 0                   |
| 17 and under 18 .. .. .  | 53 0   | 52 0                   |
| 18 and under 19 .. .. .  | 71 0   | 69 0                   |
| 19 and under 20 .. .. .  | 112 0  | 109 0                  |
| 20 and under 21 .. .. .  | 139 0  | 136 0                  |
| <i>Female Apprentices.</i>                                       |  |                        |
| 1st year's experience .. .. .                                    | 46 0   | 44 6                   |
| 2nd year's experience .. .. .                                    | 67 0   | 65 6                   |
| 3rd year's experience .. .. .                                    | 89 0   | 87 0                   |
| 4th year's experience .. .. .                                    | 102 0  | 99 6                   |
| (A female shall not be apprenticed until she is 16 years of age) |  |                        |
| <i>Female Improvers.</i>   |  |                        |
| 16 years and under .. .. .                                       | 33 0   | 32 0                   |
| 17 years .. .. .   | 46 0   | 44 6                   |
| 18 years .. .. .   | 67 0   | 65 6                   |
| 19 years .. .. .   | 89 0   | 87 0                   |
| 20 years .. .. .   | 102 0  | 99 6                   |

APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

4. (a) (i) Males.—One male apprentice shall be allowed to the first three adult male workers or fraction thereof, and thereafter one additional apprentice to every three such workers.
- (ii) Females.—One female apprentice shall be allowed to each adult female worker.
- (b) (i) One male improver shall be allowed to each six adult male workers or fraction thereof: Provided that at least three adult male workers must be employed before a male improver can be employed.
- (ii) One female improver shall be allowed to each six adult female workers or fraction thereof.
- (c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.

(d) The terms "adult male workers" and "adult female workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory: Provided that an apprentice shall not be an adult worker until he has completed his term of apprenticeship prescribed by this Determination.

(e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.

(f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

#### APPRENTICESHIP.

5. (a) *Apprenticeship Trades.*—For the purpose of indentures the following shall be apprenticed trades:—

*Wicker and Baby Carriages.*—Wicker work, basket making, and baby carriage making.

Provided that in all types of machining instruction and practice shall be given in one of the following machines, viz. :—shaper, moulder, or router.

(b) *Term of Apprenticeship:*—

(i) *Males.*—The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years, and for those entering apprenticeship trades in their eighteenth and nineteenth years shall be four years.

(ii) *Females.*—The term of apprenticeship for females shall be four years.

(c) *General Conditions of Apprenticeship*—

(i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.

(ii) All present contracts of apprenticeship shall be deemed to include and all future contracts of apprenticeship shall include the following provision:—

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

If there occurs a breakdown of power necessitating the standing down of adult employees apprentices may also be stood down over the same period.

(d) *Technical Training*—

(i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.

(ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

#### CONTRACT OF EMPLOYMENT.

6. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

(ii) *Terminating Employment*—

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

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be *prima facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

#### LIMITATION OF EMPLOYMENT.

7. (a) Except as hereinafter provided no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned provide for temporary transfer of employees during the ordinary working hours of the week, but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 6 hereof.

#### CASUAL LABOUR.

8. (a) Casual labour at hourly rates may be engaged provided the rates are 10 per centum higher than those prescribed for weekly hands.

(b) "Casual Labour" means labour where an employer does not provide a full week's work, but does not include a weekly hand whose engagement is terminated in the middle of the week.

#### DEFINITIONS.

9. (a) A "journeyman" is a person other than an apprentice who:—

(i) has served the time prescribed by this Determination as an apprentice; or

(ii) not being an apprentice, has attained the age of 21 years; or

(iii) at any time within three calendar months prior to this Determination coming into operation was in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged whether on time or piece-work.

- (b) "A journeywoman" is a person other than an apprentice who :—
- (i) has served the time proscribed by this Determination as an apprentice; or
  - (ii) not being an apprentice, has attained the age of 21 years; or
  - (iii) at any time within three calendar months prior to this Determination coming into operation was in receipt of at least the minimum weekly wage proscribed for the class of work on which such person is engaged whether on time or piece-work.
- (c) "An apprentice" is a person who is bound by indentures of apprenticeship.
- (d) Subject to sub-clauses (a) and (b) hereof "an improver" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

#### HOURS OF WORK.

10. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of 8 hours per day.
- (b) The hours of employment may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday inclusive.

#### SHIFT WORK.

11. Shift work may be worked and where such shift work is worked the following conditions shall apply :—

  - (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid for at the rate of time and a half.
  - (b) Except as herein provided, employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid ten per cent more than ordinary rates.
  - (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
  - (d) Employees who during a period of engagement work only on night shifts shall be paid at the rate of time and a quarter.
  - (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid ten per cent. above ordinary rates for both shifts.
  - (f) When employees work day and afternoon shifts only they shall change over week and week about and shall be paid ten per cent. extra for afternoon shifts.
  - (g) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on shift shall not exceed :—
    - (i) 8 in any one day; or
    - (ii) 44 in any one week; or
    - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
  - (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

#### OVERTIME.

12. (a) Except in the case of shift work all time worked :—
  - (i) before or after the usual times of beginning and ending work;
  - (ii) in excess of 8 hours per day;
  - (iii) in excess of 40 hours in any week;
 shall be paid for at the rate of time and one half for the first two hours and double time thereafter: provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.
- (b) All work done outside the times of beginning and ending work on any holiday specified in clauses 19 and 20 of this Determination shall be paid for at the rate of double ordinary time.
- (c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.
- (d) In computing overtime each days' work shall stand alone.
- (e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.
- (f) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

#### MID-DAY MEAL.

13. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m. but such interval may be reduced to 30 minutes if an employer and the Union mutually arrange for a 30 minutes break.

#### MEAL MONEY.

14. All employees required to work beyond the usual finishing time shall be allowed 2s. 6d. tea money in addition to overtime rates as prescribed for in this Determination, when the usual finishing time is exceeded by two hours.

#### TRAVELLING TIME ALLOWANCE AND BOARD.

15. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the shop, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the shop.
- (b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.
- (c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.
- (d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.
- (e) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him travelling shall be borne by the employer.

#### REST PERIOD.

16. When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period the employees may leave their seats, but not the premises.
- An interval of five minutes to be selected by the employer shall be allowed to male employees on the same conditions as the allowance to females herein.

## SEATING ACCOMMODATION.

17. (a) All chairs provided for employees shall be reasonably comfortable.  
 (b) A chair provided for any female shall have a back to it, unless the work of such employee cannot conveniently be done in such a chair, or unless the employee requests to be allowed to use a seat without a back to it.

## PAY DAY.

18. (a) All employees shall be paid weekly not later than Thursday.  
 (b) No employer shall hold more than two days' pay in hand except under the provisions of clause 21—Loaded Rate.  
 (c) Any employee kept waiting for his pay on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime rates for that quarter of an hour and as for a quarter of an hour at the least.  
 (d) Any employee dismissed during the course of a week shall have any wages due to him paid to him forthwith or posted to him within 24 hours of his dismissal.  
 (e) Should an employee leave his employment without giving a week's notice as required by this Determination any moneys, due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.

## HOLIDAYS.

19. The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day, and any day generally observed in the locality as a holiday in lieu of the holidays herein mentioned. All work done on the said holidays shall be paid for at ordinary rates in addition to the provisions of sub-clause (b) of clause 21.

## PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

20. (a) Any time-work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.  
 (b) All work done on Sundays shall be paid for at the rate of double time.

## LOADED RATE TO COVER HOLIDAYS SICK LEAVE AND ANNUAL LEAVE.

21. (a) All weekly wage employees shall be granted their annual leave at Christmas time. Such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 19 hereof and if any of such holidays falls within the period of annual leave and is observed on a day which would have been an ordinary working day there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas—New Year holidays.

Provided that skeleton staffs may be retained in the following sections of the industry and for the purposes mentioned :—

- (i) In all Sections where employers are under contract to service ships in port;
  - (ii) In any other Section where the said representatives of the parties consider special provision necessary.
- (b) Loaded rate shall provide credits from which payment for holidays annual leave and sick pay shall be made under the following conditions :—
- (i) Each weekly wage employee shall be credited by the employer with a sum equal to 4 hours' pay for each week of continuous service, and shall be continued each year from the beginning of the second week in each year until the end of the fifty-first week in each year.
  - (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the wage equivalent of such time shall be ascertained.
  - (iii) If on the pay day following the holiday there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent the employer shall on that pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas—New Year holidays any payments due under this paragraph will be made on the day preceding such holidays.
  - (iv) If on the pay day following the holiday the amount standing to such credit is less than such wage equivalent the employer shall on that pay day pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas—New Year holidays any payment due under this paragraph will be made on the pay day preceding such holidays.
  - (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated the employee may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
  - (vi) On the pay day preceding the Christmas holidays the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty second week in the year.
  - (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year the employer may reduce the amount to be credited to such employee by an amount *pro rata* to such absence.

## BOILING WATER.

22. Employers shall make available an adequate and proper supply of boiling water at rest periods and at meal hours.

## FIRST-AID OUTFIT AND ATTENDANT.

23. (a) Every factory, shop, or work-shop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment :—

Antiseptic solution 1 bottle; Bandages, cotton and gauze 1 dozen assorted sizes; Castor oil 2 ozs; Iodine, tincture of 2 ozs; Manual, First-aid I; Petrolatum carbolized 1 jar; Picric acid solution made according to the following recipe or prescription :— $\frac{1}{2}$  teaspoonful of powdered picric acid, 3 ozs of absolute alcohol, and 2 pints of distilled water; 1 pint; Pins safety 1 packet; sal volatile 6 ozs; Scissors 1 pair; Tourniquet 1; Tweezers 1 pair; Gauze, sterilized plain, Cotton, absorbent, Lint absorbent, Plaster, adhesive, an adequate assortment.

(b) In factories, shops, workshops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first-aid attendant an additional 5s. per week for each week in which three days or more have been worked shall be paid to such employee and shall be payable in addition to any amounts paid for annual leave, sick leave and public holidays provided that this allowance shall not be subject to any premiums or penalty additions.

## AMENITIES.

24. (a) Each 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.
- (b) Each employer shall provide proper and sufficient washing facilities.
- (c) Each employer shall provide a dining room with adequate table and seating accommodation therein.
- (d) The amenities prescribed by sub-clauses (a) (b) and (c) hereof shall be provided not later than the 6th April, 1950, except where an extension of time is approved by the Chief Inspector of Factories.

## TIME AND WAGES BOOK OR RECORD.

25. (a) Employers shall provide at each shop, factory or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

## MIXED FUNCTIONS.

26. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under the Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class of work is less than half a week or half a day then he or she shall be paid at the rates fixed for the work he or she actually performs.

## RIGHT OF ENTRY OF UNION OFFICIAL.

27. A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers workshops during the midday meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

- (a) That he produces his authority to the gate-keeper or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the places where they are taking their meal.
- (c) That not more than one representative in all be in any workshop at any one time.
- (d) That no one representative visit a workshop more than once in each week.
- (e) 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 Chief Inspector of Factories.

## SHOP STEWARDS.

28. In cases where shop stewards have been appointed and recognized by the employers the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

## UNION DELEGATES.

29. Where the appointment of a shop steward is not approved of or recognized by the employer a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

## NOTICE BOARD.

30. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society of Australasia.
- (b) The notice boards shall be in a prominent position.
- (c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

## DETERMINATION TO BE POSTED.

31. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store or shop.

## WORK TO BE DONE IN FACTORY SHOP OR PLACE.

32. (a) All work shall be done in a factory, shop or place duly registered under State laws: but this shall not prevent an employer sending employees from his factory, shop or place to any building or ship for the purpose of repairing, completing, fitting or fixing any work covered by this Determination.

(b) For the purposes of this Determination "factory, shop or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired prepared or manufactured.

(c) No persons shall use allow or permit to be used as a sleeping place any part of a factory shop or place.

## CONTRACT WORK.

33. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piece-work in clause 34) by contracting, sub-contracting, sub-letting or other similar systems.

## \* PIECE-WORK PRICES.

34. (a) That the lowest piece-work price payable to any person for wholly or partly preparing or manufacturing any article of the description referred to in the following schedules shall be the price fixed by such schedules in respect of such article.

(b) Where the material is not stated in the schedules the articles may be made of willow or cane.

(c) Any piece-worker who works more than 40 hours in any week within the times of beginning and ending work, as set forth in clause 10 of this Determination, shall be paid for such extra time 7d. per hour in addition to piece-work earnings.

(d) For work done outside the times of beginning and ending work, as set forth in clause 10 of this Determination, piece-workers shall be paid, in addition to piece-work earnings, as follows:—

Between 5. p.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, and on Saturday until 12 noon . . . . . 7d. per hour.

After 12 noon on Saturday or 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, or before 7 a.m. on any day . . . . . 3s 6d. per hour.

(e) Every piece-worker shall complete in their entirety all processes or operations necessary for the production of the article the manufacture of which he or she is engaged.

(a) SQUARE WORK.

| Articles of Basketware.  | Bot-<br>tom<br>Sticks. | Length<br>on<br>Bottom. | Width<br>on<br>Bottom. | Depth.    | Length<br>on<br>Top. | Width<br>on<br>Top. | Side<br>Stakes. | End<br>Stakes. | Price.                                  |
|--|------------------------|-------------------------|------------------------|-----------|----------------------|---------------------|-----------------|----------------|---|
| <b>BASKETS—</b>  |                        |                         |                        |           |                      |                     |                 |                |   |
| <b>Arm</b>   | ..                     | 9 inches                | 5½ inches              | 6½ inches | ..                   | ..                  | ..              | ..             | 20s. 11d. per doz.                      |
|  | ..                     | 10 "                    | 6 "                    | 7 "       | ..                   | ..                  | ..              | ..             | 22s. 3d. "                              |
|  | ..                     | 11 "                    | 6½ "                   | 7½ "      | ..                   | ..                  | ..              | ..             | 24s. 1d. "                              |
|  | ..                     | 12 "                    | 7 "                    | 8 "       | ..                   | ..                  | ..              | ..             | 25s. 5d. "                              |
|  |                        |                         |                        |           |                      |                     |                 |                | Split Whole<br>Cane. Cane.<br>each each |
| <b>Grocers'—Cane stakes, blunt corners, cross handles; first five sizes three rounds of upsetting and one round of waleing on top; two largest sizes four rounds of upsetting, two rounds of waleing on top, and (if required) handles each end Wirebottom, same price</b>   | 5                      | 12 inches               | 9 inches               | 6 inches  | 16 inches            | 12 inches           | 8               | 6              | 2s. 8d. 3s. 0d.                         |
|  | 6                      | 14 "                    | 10 "                   | 7 "       | 18 "                 | 13 "                | 10              | 7              | 3s. 4d. 3s. 8d.                         |
|  | 6                      | 16 "                    | 11 "                   | 8 "       | 20 "                 | 14 "                | 10              | 7              | 3s. 10d. 4s. 1d.                        |
|  | 7                      | 18 "                    | 12 "                   | 9 "       | 22 "                 | 15 "                | 12              | 8              | 4s. 6d. 4s. 11d.                        |
|  | 7                      | 20 "                    | 13 "                   | 10 "      | 24 "                 | 16 "                | 12              | 8              | 5s. 0d. 5s. 10d.                        |
|  | 8                      | 22 "                    | 14 "                   | 11 "      | 26 "                 | 17 "                | 14              | 9              | 5s. 11d. 6s. 6d.                        |
|  | 8                      | 24 "                    | 15 "                   | 12 "      | 28 "                 | 18 "                | 14              | 10             | 7s. 3d. 7s. 11d.                        |
|  |                        |                         |                        |           |                      |                     |                 |                |   |
| <b>Grocers' open cane bottom</b>   | ..                     | 14 inches               | 10 inches              | 7 inches  | 18 inches            | 13 inches           | 10              | 7              | 3s. 6d.                                 |
|  | ..                     | 16 "                    | 11 "                   | 8 "       | 20 "                 | 14 "                | 10              | 7              | 4s. 1d.                                 |
|  | ..                     | 18 "                    | 12 "                   | 9 "       | 22 "                 | 15 "                | 12              | 8              | 4s. 9d.                                 |
|  | ..                     | 20 "                    | 13 "                   | 10 "      | 24 "                 | 16 "                | 12              | 8              | 5s. 11d.                                |
|  | ..                     | 22 "                    | 14 "                   | 11 "      | 26 "                 | 17 "                | 14              | 9              | 6s. 7d.                                 |
|  | ..                     | 24 "                    | 15 "                   | 12 "      | 28 "                 | 18 "                | 14              | 10             | 7s. 9d.                                 |
| <b>Corner pins—</b>  |                        |                         |                        |           |                      |                     |                 |                |   |
| 1st 3 sizes  | ..                     | ..                      | ..                     | ..        | ..                   | ..                  | ..              | ..             | 3½d each basket extra                   |
| Other sizes  | ..                     | ..                      | ..                     | ..        | ..                   | ..                  | ..              | ..             | 4½d. "                                  |
| <b>Iron worked in bottoms and across handles—</b>  |                        |                         |                        |           |                      |                     |                 |                |   |
| 1st 3 sizes  | ..                     | ..                      | ..                     | ..        | ..                   | ..                  | ..              | ..             | 3½d. "                                  |
| Other sizes  | ..                     | ..                      | ..                     | ..        | ..                   | ..                  | ..              | ..             | 4½d. "                                  |
| <b>Lemonade.—Three rounds of upsetting, one round of waleing on top, handle each end (24 bottles), split cane siding</b>   | 10                     | 21 inches               | 14 inches              | 6 inches  | ..                   | ..                  | 12              | 8              | 7s. 3d. each                            |
| <b>Lemonade.—Three rounds of upsetting, wale under and over holes (24 bottles); one deep partition and siding (split cane)</b>   | 10                     | 21 inches               | 14 inches              | 10 inches | ..                   | ..                  | 12              | 8              | 8s. 10d. each                           |
| If deep partitions whole cane  | ..                     | ..                      | ..                     | ..        | ..                   | ..                  | ..              | ..             | 6½d. each basket extra                  |
| <b>If footed (one round of waleing under foot)</b>   | ..                     | ..                      | ..                     | ..        | ..                   | ..                  | ..              | ..             | 11½d. "                                 |
| <b>Lemonade.—Three rounds of upsetting, one round of waleing on top handle or finger holes each end (24 bottles); two deep partitions, one each way; split cane siding</b>   | 10                     | 21 inches               | 14 inches              | 6 inches  | ..                   | ..                  | 12              | 8              | 9s. 11d. each                           |
| If deep partitions whole cane  | ..                     | ..                      | ..                     | ..        | ..                   | ..                  | ..              | ..             | 6½d. each basket extra                  |
| <b>Parcel.—Split cane sides, round cane bottoms, blunt corners, first four sizes, four rounds of upsetting; other size, five rounds, two rounds of waleing on top; handles on top of border; if made with holes, one round of waleing under holes and one on top</b>   | 6                      | 16 inches               | 10½ inches             | 9½ inches | 19½ inches           | 13 inches           | 11              | 8              | 3s. 6d. each                            |
|  | 7                      | 18 "                    | 12 "                   | 10 "      | 22 "                 | 15 "                | 12              | 9              | 4s. 0d. "                               |
|  | 7                      | 20 "                    | 13½ "                  | 12 "      | 25 "                 | 17 "                | 13              | 9              | 5s. 4d. "                               |
|  | 8                      | 22 "                    | 15 "                   | 14 "      | 27 "                 | 19 "                | 14              | 10             | 6s. 8d. "                               |
|  | 8                      | 24 "                    | 16 "                   | 18 "      | 31 "                 | 21 "                | 14              | 10             | 7s. 10d. "                              |
| <b>Parcel.—Fitched round cane bottoms, blunt corners, four rounds of upsetting on the first four sizes, five rounds on the other sizes, two rounds of waleing on top of three smallest sizes; other sizes three rounds; centre fitch on five largest sizes; one round of pairing on centre fitch of two largest sizes. (Depths are under the border)</b> | 6                      | 18 inches               | 11 inches              | 9 inches  | 22 inches            | 15 inches           | 19              | 13             | 3s. 8d. each                            |
|  | 7                      | 20 "                    | 12 "                   | 10 "      | 24 "                 | 16 "                | 19              | 13             | 4s. 5d. "                               |
|  | 7                      | 22 "                    | 13 "                   | 12 "      | 26 "                 | 17 "                | 21              | 14             | 5s. 4d. "                               |
|  | 7                      | 24 "                    | 14 "                   | 14 "      | 28 "                 | 18 "                | 23              | 15             | 6s. 5d. "                               |
|  | 8                      | 26 "                    | 16 "                   | 16 "      | 30 "                 | 19 "                | 24              | 16             | 7s. 8d. "                               |
|  | 8                      | 28 "                    | 17 "                   | 18 "      | 34 "                 | 22 "                | 26              | 17             | 8s. 6d. "                               |
|  | 9                      | 30 "                    | 18 "                   | 20 "      | 36 "                 | 23 "                | 28              | 17             | 10s. "                                  |
| Corner pins  | ..                     | ..                      | ..                     | ..        | ..                   | ..                  | ..              | ..             | 6½d. each basket extra                  |
| <b>Porter.—Split cane; blunt corners, two handles; clogged; three rounds of upsetting. One round of waleing; partitions to have four sticks—</b>   |                        |                         |                        |           |                      |                     |                 |                |   |
| (6 bottles)  | 5                      | 13½ inches              | 9 inches               | 6 inches  | ..                   | ..                  | 8               | 6              | 4s. 5d. each                            |
| (12 "  | 8                      | 18 "                    | 13 "                   | 6 "       | ..                   | ..                  | 10              | 8              | 5s. 10d. "                              |
| (24 "  | 12                     | 27 "                    | 18 "                   | 6 "       | ..                   | ..                  | 14              | 10             | 8s. 10d. "                              |

\* See Footnotes.

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piece-work prices.  
 (b) The weekly earnings of each piece-worker shall be increased by the sum of 50s.  
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.  
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece-work prices.

SQUARE WORK—continued.

| Articles of Basketware.   | Bot-<br>tom<br>Sticks. | Length<br>on<br>Bottom. | Width<br>on<br>Bottom. | Depth.     | Length<br>on<br>Top. | Width<br>on<br>Top. | Side<br>Stakes. | End<br>Stakes. | Price.                 |
|---|------------------------|-------------------------|------------------------|------------|----------------------|---------------------|-----------------|----------------|------------------------|
| <b>BASKETS—continued.</b>   |                        |                         |                        |            |                      |                     |                 |                |                        |
| Porter, deep, (24 bottles); clogged, three or four rounds of upsetting, one centre wale (wale under and over holes), shallow partition 7 inches, deep partition 11½ inches, whole cane neck, split cane sides, split and round cane bottoms, without lid, split cane partitions, short partition to have four sticks, long partitions three sticks, deep partitions seven sticks .. | 11                     | 26½ inches              | 17½ inches             | 12 inches  | ..                   | ..                  | 13              | 9              | 11s. 3d. each          |
| Lids, split cane filling, whole cane sticks, ends banded and back irons top clogged .. ..   | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 2s. 6d. ..             |
| Round cane partitions .. ..   | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 6½d. each basket extra |
| Short partitions deeper than 7 inches .. ..   | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 3½d. ..                |
| Clogs under lids .. ..  | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 3d. each clog extra    |
| Brewery—Four rounds of split cane upsetting, one round of waling in the centre and under and over holes, split cane sides and partitions, whole cane neck, split and round cane bottom, two partitions on sides, without lid ..   | 11                     | 24½ inches              | 17 inches              | 13½ inches | ..                   | ..                  | 13              | 9              | 10s. 5d. each          |
| Lids, split cane, with round cane each end, outside sticks batten lined with cane, iron hinges, two iron bands each end, clogs on top ..  | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 3s. 2d. ..             |
| Plate worked in centre of front lid, and bolted on to same .. ..  | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 3d. each extra         |
| Plunger (hole to be bored for it to pass through) .. ..   | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 6½d. .. "              |
| Two name plates, wired on .. ..   | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 6½d. .. "              |
| Number plates .. ..   | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 3½d. .. "              |
| Wire ties through two partitions on sides .. ..   | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 1d. .. "               |
| Clogs under lid .. ..   | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 5d. .. "               |
| Soiled Linen, Willow Skein—<br>Four rounds of upsetting, two four-rod centre wales, twelve rods on top, round corners (wood bottoms and skeins provided by employer)  | ..                     | 14 inches               | 14 inches              | 27 inches  | ..                   | ..                  | 44              | ..             | 10s. 11d. each         |
| ..  | ..                     | 16 "                    | 16 "                   | 30 "       | ..                   | ..                  | 48              | ..             | 12s. 6d. "             |
| ..  | ..                     | 18 "                    | 18 "                   | 33 "       | ..                   | ..                  | 50              | ..             | 14s. 2d. "             |
| Cane or willow bottoms—<br>12 inches .. ..  | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 9½d. extra             |
| 14 or 16 inches .. ..   | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 1s. 1d. "              |
| 18 inches .. ..   | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 1s. 3d. "              |
| Soiled Linen, Cane—Four rounds of upsetting, two four-rod centre wales, twelve rods on top, round corners, split cane sidings (wood bottoms provided by employer)   | ..                     | 14 inches               | 14 inches              | 27 inches  | ..                   | ..                  | ..              | ..             | 9s. 9d. each           |
| ..  | ..                     | 16 "                    | 16 "                   | 30 "       | ..                   | ..                  | ..              | ..             | 11s. 5d. "             |
| ..  | ..                     | 18 "                    | 18 "                   | 33 "       | ..                   | ..                  | ..              | ..             | 13s. 8d. "             |
| Corner Pins—<br>14 inch .. ..   | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 6½d. each basket extra |
| 16 " .. ..  | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 9½d. .. "              |
| 18 " .. ..  | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 1s. 1d. .. "           |
| Stakes nailed on—<br>14 inch .. ..  | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 7½d. each extra        |
| 16 " .. ..  | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 7½d. .. "              |
| 18 " .. ..  | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 11d. .. "              |
| Soiled Linen—Corner, three corner posts—<br>14x14, 26 round, 16 front stakes ..   | ..                     | 14 inches               | 14 inches              | 27 inches  | ..                   | ..                  | 10              | ..             | 8s. 9d. each           |
| 16x16, 28 " 17 " .. ..  | ..                     | 16 "                    | 16 "                   | 30 "       | ..                   | ..                  | 11              | ..             | 10s. 0d. "             |
| 18x18, 30 " 18 " .. ..  | ..                     | 18 "                    | 18 "                   | 33 "       | ..                   | ..                  | 12              | ..             | 11s. 5d. "             |
| (wood bottoms provided by employer)   | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | ..                     |
| Stakes nailed on—<br>14 inch .. ..  | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 7½d. each extra        |
| 16 " .. ..  | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 7½d. .. "              |
| 18 " .. ..  | ..                     | ..                      | ..                     | ..         | ..                   | ..                  | ..              | ..             | 11d. .. "              |

\* See Footnotes.

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piece-work prices.  
 (b) The weekly earnings of each piece-worker shall be increased by the sum of 50s.  
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.  
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece-work prices.



SQUARE WORK—continued.

| Articles of Basketware.   | Bottom Sticks. | Length on Bottom. | Width on Bottom. | Depth.    | Length on Top. | Width on Top. | Side Stakes | End Stakes. | Price.                              |
|---|----------------|-------------------|------------------|-----------|----------------|---------------|-------------|-------------|-------------------------------------|
| <b>BASKETS—continued.</b>   |                |                   |                  |           |                |               |             |             |                                     |
| Soiled Linen—Corner, three corner posts, made of whole cane, pith or willow skein—  |                |                   |                  |           |                |               |             |             |                                     |
| 14x14, 26 round, 16 front stakes  | ..             | 14 inches         | 14 inches        | 27 inches | ..             | ..            | 10          | ..          | 12s. 0d. each                       |
| 16x16, 28 " 17 "  | ..             | 16 "              | 16 "             | 30 "      | ..             | ..            | 11          | ..          | 13s. 10d. "                         |
| 18x18, 30 " 18 "  | ..             | 18 "              | 18 "             | 33 "      | ..             | ..            | 12          | ..          | 16s. 4d. "                          |
| (wood bottoms provided by employer)   |                |                   |                  |           |                |               |             |             |                                     |
| Stakes nailed on—   |                |                   |                  |           |                |               |             |             |                                     |
| 14 inches .. .. .   | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 7½d. each extra                     |
| 16 " " " " " "  | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 7½d. " "                            |
| 18 " " " " " "  | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 11d. " "                            |
| Tumbler—Square holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waling on top   | 8              | 16 inches         | 12 inches        | 4 inches  | ..             | ..            | 12          | 9           | 7s. 7d. each                        |
| Tumbler—Round holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waling on top.   | 8              | 16 inches         | 12 inches        | 4 inches  | ..             | ..            | 12          | 9           | 12s. 5d. each                       |
| Winchester—Three rounds of upsetting, one round of waling, handles each end (6 bottles)   | 8              | 18 inches         | 11½ inches       | 10 inches | ..             | ..            | 10          | ..          | 8s. each                            |
| Wine—Two rounds of upsetting on first two sizes; other size, three rounds, one round of waling on top—  |                |                   |                  |           |                |               |             |             |                                     |
| (6 bottles) .. .. .   | 5              | 12 inches         | 7½ inches        | 7 inches  | ..             | ..            | 9           | 6           | 4s. 5d. each                        |
| (12 " ) .. .. .   | 8              | 16 "              | 12 "             | 7 "       | ..             | ..            | 10          | 8           | 5s. 11d. "                          |
| (24 " ) .. .. .   | 12             | 24 "              | 16 "             | 7 "       | ..             | ..            | 14          | 10          | 8s. 10d. "                          |
| <b>HAMPERS.—</b>  |                |                   |                  |           |                |               |             |             |                                     |
| Picnic—Arch Top, corner posts, three rounds of upsetting, twelve rounds of waling on top, handles on lid, two holes in cover for staples, depth at sides                                      | 4              | 8 inches          | 5 inches         | 5 inches  | ..             | ..            | 8           | 5           | 3s. 8d. each                        |
|   | 4              | 9 "               | 5½ "             | 5½ "      | ..             | ..            | 8           | 5           | 4s. 4d. "                           |
|   | 4              | 10 "              | 6 "              | 6 "       | ..             | ..            | 9           | 6           | 4s. 10d. "                          |
|   | 5              | 12 "              | 7½ "             | 7½ "      | ..             | ..            | 10          | 7           | 5s. 8d. "                           |
|   | 6              | 14 "              | 10 "             | 8½ "      | ..             | ..            | 11          | 8           | 6s. 7d. "                           |
|   | 6              | 16 "              | 11 "             | 9½ "      | ..             | ..            | 12          | 8           | 7s. 8d. "                           |
|   | 7              | 17 inches         | 11 inches        | 8 inches  | ..             | ..            | 11          | 8           | 7s. 0d. "                           |
|   | 7              | 19 "              | 12 "             | 9 "       | ..             | ..            | 12          | 8           | 8s. 5d. "                           |
|   | 8              | 21 "              | 13 "             | 10 "      | ..             | ..            | 13          | 9           | 9s. 9d. "                           |
| Picnic—Randed, four rounds of upsetting, six rounds of waling on top  | 8              | 24 "              | 14 "             | 12 "      | ..             | ..            | 14          | 9           | 12s. 2d. "                          |
|   | 7              | 17 "              | 11 "             | 10 "      | ..             | ..            | 11          | 8           | 7s. 9d. "                           |
|   | 7              | 19 "              | 12 "             | 11 "      | ..             | ..            | 12          | 8           | 9s. 4d. "                           |
|   | 8              | 21 "              | 13 "             | 12 "      | ..             | ..            | 13          | 9           | 10s. 7d. "                          |
|   | 8              | 24 "              | 14 "             | 13 "      | ..             | ..            | 14          | 9           | 12s. 9d. "                          |
| Swing handles .. .. .   | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 1s. 2d. per basket extra            |
| Picnic (Slewed)—First three sizes, three rounds of upsetting, last four sizes four rounds of upsetting, six rounds of waling on top. Depth under wale outside. Two holes in cover for staples | 5              | 12 inches         | 8½ inches        | 6½ inches | ..             | ..            | 9           | 6           | 4s. 4d. each                        |
|   | 6              | 14 "              | 10 "             | 7 "       | ..             | ..            | 10          | 7           | 4s. 10d. "                          |
|   | 6              | 16 "              | 11 "             | 8 "       | ..             | ..            | 10          | 7           | 5s. 8d. "                           |
|   | 7              | 18 "              | 12 "             | 9 "       | ..             | ..            | 11          | 8           | 6s. 6d. "                           |
|   | 7              | 20 "              | 13 "             | 10 "      | ..             | ..            | 12          | 8           | 7s. 3d. "                           |
|   | 7              | 22 "              | 14 "             | 11 "      | ..             | ..            | 12          | 9           | 8s. 5d. "                           |
|   | 8              | 24 "              | 15 "             | 12 "      | ..             | ..            | 13          | 10          | 10s. 0d. "                          |
| Picnic—Skein—Flat top, two rounds of upsetting, handle on lid, one hole in lid for staple. Two rounds of waling on top  | 4              | 7 inches          | 4½ inches        | 4½ inches | ..             | ..            | 7           | 4           | 2s. 8d. "                           |
|   | 4              | 8 "               | 5 "              | 5 "       | ..             | ..            | 7           | 5           | 3s. 0d. "                           |
|   | 4              | 9 "               | 5½ "             | 5½ "      | ..             | ..            | 7           | 5           | 3s. 8d. "                           |
|   | 4              | 10 "              | 7 "              | 7 "       | ..             | ..            | 9           | 6           | 4s. 8d. "                           |
|   | 5              | 11 "              | 8 "              | 8 "       | ..             | ..            | 10          | 7           | 5s. 2d. "                           |
| If made Arch top—   |                |                   |                  |           |                |               |             |             |                                     |
| First three sizes .. .. .   | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 6½d. extra                          |
| Last two sizes .. .. .  | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 1s. 2d. "                           |
| Wool—Fitted, three rounds of upsetting, six rounds of waling on top. Two centre stitches—one round of waling on each, bi-staked   | 10             | 32 inches         | 27 inches        | 31 inches | 40 inches      | 32 inches     | 15          | 11          | 15s. 1d. each                       |
|   | 10             | 30 "              | 30 "             | 31 "      | 38 "           | 34 "          | 13          | 12          | 15s. 1d. "                          |
|   | 8              | 36 "              | 24 "             | 36 "      | 48 "           | 36 "          | 15          | 10          | 17s. 1d. "                          |
|   | 10             | 36 "              | 30 "             | 36 "      | 54 "           | 42 "          | 17          | 12          | 18s. 11d. "                         |
|   | 10             | 42 "              | 26 "             | 36 "      | 48 "           | 31 "          | 16          | 12          | 18s. 11d. "                         |
| Wood bi-stakes .. .. .  | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 1s. 3d. each basket extra           |
| Randing top or bottom—  |                |                   |                  |           |                |               |             |             |                                     |
| First two sizes .. .. .   | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 2d. per inch extra                  |
| Other sizes .. .. .   | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 3½d. "                              |
| Packing pillars over two or four stakes   | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 6½d. each pillar                    |
|   |                |                   |                  |           |                |               |             |             | Split Cane. Whole Cane. each. each. |
| Cart or Mill, made light—Four rounds of upsetting, two rounds of waling under border and under and over finger-holes (if any). Handles if required. Blunt corners                             | 5              | 18 inches         | 10 inches        | 10 inches | ..             | ..            | 10, 11      | 6           | 3s. 5d. 4s. 2d.                     |
|   | 6              | 20 "              | 11 "             | 11 "      | ..             | ..            | 11, 12      | 7           | 4s. 0d. 4s. 8d.                     |
|   | 7              | 22 "              | 12 "             | 12 "      | ..             | ..            | 12, 13      | 8           | 4s. 7d. 5s. 6d.                     |
|   | 8              | 24 "              | 14 "             | 14 "      | ..             | ..            | 13, 14      | 9           | 6s. 8d. 8s. 0d.                     |
| Scale of inches for above (L.B. + W.B + D.)—  |                |                   |                  |           |                |               |             |             |                                     |
| 35 inches .. .. .   | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 3s. 4d. 4s. 1d.                     |
| 36 " " " " " "  | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 3s. 8d. 4s. 2d.                     |
| 37 " " " " " "  | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 3s. 7d. 4s. 4d.                     |
| 38 " " " " " "  | ..             | ..                | ..               | ..        | ..             | ..            | ..          | ..          | 3s. 8d. 4s. 5d.                     |

\* See Footnotes.

\* See Footnotes.

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piece-work prices.  
 (b) The weekly earnings of each piece-worker shall be increased by the sum of 50s.  
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.  
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece-work prices.

SQUARE WORK—continued.

| Articles of Basketware.   | Bottom Sticks. | Length on Bottom. | Width on Bottom. | Depth.    | Length on Top. | Width on Top. | Side Stakes. | End Stakes. | Price.   |
|---|----------------|-------------------|------------------|-----------|----------------|---------------|--------------|-------------|--|
| <b>HAMPERS—continued.</b>   |                |                   |                  |           |                |               |              |             |  |
| <b>Cart or Mill—continued.</b>  |                |                   |                  |           |                |               |              |             |  |
| <b>Scale of Inches &amp;c.—continued.</b>   |                |                   |                  |           |                |               |              |             |  |
| 39 inches .. .. .   | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | Split Cane, each. 3s. 11d. 4s. 6d.                               |
| 40 " .. .. .  | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | 3s. 11d. 4s. 7d.   |
| 41 " .. .. .  | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | 4s. 1d. 4s. 10d.   |
| 42 " .. .. .  | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | 4s. 2d. 4s. 11d.   |
| 43 " .. .. .  | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | 4s. 5d. 5s. 2d.  |
| 44 " .. .. .  | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | 4s. 2d. 4s. 11d.   |
| 45 " .. .. .  | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | 4s. 6d. 5s. 3d.  |
| 46 " .. .. .  | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | 4s. 8d. 5s. 7d.  |
| 47 " .. .. .  | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | 5s. 0d. 5s. 11d.   |
| 48 " .. .. .  | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | 5s. 4d. 6s. 5d.  |
| 49 " .. .. .  | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | 5s. 10d. 6s. 10d.  |
| 50 " .. .. .  | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | 6s. 2d. 7s. 5d.  |
| Over 50 " .. .. .   | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | Split cane, 4d. per inch extra; † whole cane, 5d. per inch extra |
| G.P.O.—Split cane sides and corner pins, three wood and six cane sticks (four to be double in the bottom) in two largest sizes  | ..             | 20½ inches        | 17½ inches       | 31 inches | ..             | ..            | 12           | 10          | 12s. 11d. each   |
| Three wood and four canes ticks in the smallest size. Four rounds of upsetting and two rounds of waling on top. Two rounds of centre waling. Two handles in centre wale. Two runners in each side. Outsiders double in smallest size  | ..             | 20½ "             | 16½ "            | 31 "      | ..             | ..            | 12           | 9           | 12s. 7d. "   |
| Sizes over and above those mentioned  | ..             | 16½ "             | 15½ "            | 24½ "     | ..             | ..            | 10           | 9           | 10s. 5d. "   |
| G.P.O.—Three rounds of upsetting on first three sizes, two rounds on the smallest size, one round of waling on top, tin worked in centre of smallest size, two pairs of wales in centre. Lids tied on with green hide (two ties), wire bands each end of lid  | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | 3d. per inch   |
| In between sizes, <i>pro rata</i>   | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | ..   |
| Pull through runners  | ..             | ..                | ..               | ..        | ..             | ..            | ..           | ..          | Round cane. 9s. 7d. each   |
| Pigeon—Single deck with a door in lid (if drop door to be bordered down), four rounds of upsetting, five inches of siding, one round of waling on first four sizes, two rounds on larger sizes, two inch vents all round under border, one round of waling on fitch of first five sizes, two rounds on other sizes, one handle on top of first four sizes, handle each end on other sizes, trap lid on top 8 inches x 6 inches, large lid to open in first five sizes and to be bordered in on other sizes, to be tied with six bands, lids to be made of four randed patches, three inches deep, drop lids on front light randed | 7              | 16 inches         | 11 inches        | 10 inches | ..             | ..            | 14           | 10          | Split cane. 3s. 11d. each  |
| Each additional deck  | 8              | 20 "              | 12 "             | 10 "      | ..             | ..            | 16           | 12          | 1½ d. each extra   |
| Drop doors on single deck—  | 8              | 20 "              | 13 "             | 10 "      | ..             | ..            | 18           | 12          | 4-pigeon baskets. 5s. 9d. each                                   |
| First three sizes   | 8              | 22 "              | 13 "             | 10 "      | ..             | ..            | 18           | 12          | 6s. 6d. "  |
| Next three sizes  | 8              | 24 "              | 13 "             | 10 "      | ..             | ..            | 20           | 12          | 7s. 10d. "   |
| Other sizes   | 9              | 27 "              | 15 "             | 10 "      | ..             | ..            | 22           | 13          | 8s. 5d. "  |
| Wooden frames on bottom—  | 9              | 30 "              | 18 "             | 10 "      | ..             | ..            | 23           | 15          | 6-pigeon baskets 9s. 9d. each                                    |
| First four sizes  | 9              | 33 "              | 18 "             | 10 "      | ..             | ..            | 25           | 15          | 11s. 1d. "   |
| Next three sizes  | 9              | 34 "              | 18 "             | 10 "      | ..             | ..            | 26           | 15          | 12s. 8d. "   |
| Other sizes   | 9              | 39 "              | 18 "             | 10 "      | ..             | ..            | 27           | 15          | 13s. 4d. "   |
| Troughs for deck  | 10             | 42 "              | 21 "             | 10 "      | ..             | ..            | 30           | 16          | 14s. 4d. "   |
| Partitions for single birds   | 10             | 45 "              | 21 "             | 10 "      | ..             | ..            | 32           | 16          | 15s. 6d. "   |
|   | 11             | 48 "              | 24 "             | 10 "      | ..             | ..            | 33           | 18          | 16s. 8d. "   |
|   |                |                   |                  |           |                |               |              |             | 17s. 8d. "   |
|   |                |                   |                  |           |                |               |              |             | 19s. 6d. "   |
|   |                |                   |                  |           |                |               |              |             | ½ of above prices  |
|   |                |                   |                  |           |                |               |              |             | 2s. 4d. extra  |
|   |                |                   |                  |           |                |               |              |             | 2s. 10d. "   |
|   |                |                   |                  |           |                |               |              |             | 4s. 6d. "  |
|   |                |                   |                  |           |                |               |              |             | 1s. 8d. extra  |
|   |                |                   |                  |           |                |               |              |             | 1s. 11d. "   |
|   |                |                   |                  |           |                |               |              |             | 2s. 4d. "  |
|   |                |                   |                  |           |                |               |              |             | 4s. 6d. "  |
|   |                |                   |                  |           |                |               |              |             | 3½ d. each extra   |

\* See Footnotes.

\* See Footnotes.

| Articles of Basketware.   | Bottom Sticks. | Length on Bottom. | Width on Bottom. | Depth.     | Length on Top. | Width on Top. | Side Stakes. | End Stakes. | Lid Sticks. | Price.        |
|---|----------------|-------------------|------------------|------------|----------------|---------------|--------------|-------------|-------------|---------------|
| <b>HAMPERS—continued.</b>   |                |                   |                  |            |                |               |              |             |             |               |
| <b>Trunk Lid (other than Luncheon hampers) round cane, corner pins, five rounds of upsetting, five-rod wale to form rim for lid to rest on, running border, one round of pairing on top of five-rod wale, handles under wale at ends, one extra stake all round (depths under wale)</b> |                |                   |                  |            |                |               |              |             |             |               |
|   | 8              | 24 inches         | 15 inches        | 14½ inches | ..             | ..            | 13           | 6           | 9           | 13s. 6d. each |
|   | 9              | 27 "              | 16 "             | 16½ "      | ..             | ..            | 14           | 9           | 9           | 15s. 11d. "   |
|   | 9              | 30 "              | 18 "             | 19½ "      | ..             | ..            | 15           | 10          | 10          | 19s. 0d. "    |
|   | 10             | 32 "              | 20 "             | 19½ "      | ..             | ..            | 15           | 10          | 11          | 21s. 7d. "    |
|   | 10             | 34 "              | 22 "             | 22½ "      | ..             | ..            | 16           | 10          | 11          | 24s. 11d. "   |

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piece-work prices.  
 (b) The weekly earnings of each piece-worker shall be increased by the sum of 50s.  
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.  
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece-work prices.

SQUARE WORK—*continued.*

| Articles of Basketware.  | Bot-<br>tom<br>Sticks. | Length<br>on<br>Bottom. | Width<br>on<br>Bottom. | Depth. | Length<br>on<br>Top. | Width<br>on<br>Top. | Side<br>Stakes. | End<br>Stakes. | Lid<br>Sticks. | Price.                   |
|--|------------------------|-------------------------|------------------------|--------|----------------------|---------------------|-----------------|----------------|----------------|--------------------------|
| <b>HAMPERS—<i>continued.</i></b>   |                        |                         |                        |        |                      |                     |                 |                |                |                          |
| Rooted (including one round of waleing under border)—  |                        |                         |                        |        |                      |                     |                 |                |                |                          |
| First two sizes .. .. .  | ..                     | ..                      | ..                     | ..     | ..                   | ..                  | ..              | ..             | ..             | 1s. 7d. each extra       |
| Next two sizes .. .. .   | ..                     | ..                      | ..                     | ..     | ..                   | ..                  | ..              | ..             | ..             | 1s. 10d. "               |
| Other size .. .. .   | ..                     | ..                      | ..                     | ..     | ..                   | ..                  | ..              | ..             | ..             | 2s. 4d. "                |
| Lapped cane fastenings .. .. .   | ..                     | ..                      | ..                     | ..     | ..                   | ..                  | ..              | ..             | ..             | 1s. 1d. extra            |
| Drop handles .. .. .   | ..                     | ..                      | ..                     | ..     | ..                   | ..                  | ..              | ..             | ..             | 1s. 1d. "                |
| Travellers' sample—  |                        |                         |                        |        |                      |                     |                 |                |                |                          |
| Round cane, corner pins; first two sizes four rounds of upsetting under green hide and one on top; next two sizes, four rounds of upsetting under green hide and two on top, two centre wales of two rounds each, two rounds of waleing under border, two battens each side and one each end, rope handles |                        |                         |                        |        |                      |                     |                 |                |                |                          |
| 11   | 27 inches              | 18 inches               | 18 inches              | ..     | ..                   | 16                  | 10              | 10             | 20s. 9d. each  |                          |
| 11   | 30 "                   | 20 "                    | 19 "                   | ..     | ..                   | 16                  | 10              | 10             | 23s. 2d. "     |                          |
| 12   | 33 "                   | 22 "                    | 21 "                   | ..     | ..                   | 18                  | 12              | 12             | 25s. 5d. "     |                          |
| 13   | 36 "                   | 24 "                    | 24 "                   | ..     | ..                   | 20                  | 14              | 14             | 28s. 6d. "     |                          |
| If hide put on by employer—  |                        |                         |                        |        |                      |                     |                 |                |                |                          |
| 27-in. and 30-in. basket .. .. .   | ..                     | ..                      | ..                     | ..     | ..                   | ..                  | ..              | ..             | ..             | 1s. 7d. each less        |
| 33-in. and 36-in. " .. .. .  | ..                     | ..                      | ..                     | ..     | ..                   | ..                  | ..              | ..             | ..             | 2s. 1d. "                |
| Blunt corners—   |                        |                         |                        |        |                      |                     |                 |                |                |                          |
| 27-in. basket .. .. .  | ..                     | ..                      | ..                     | ..     | ..                   | ..                  | ..              | ..             | ..             | 1s. 1d. each basket less |
| 30-in. " .. .. .   | ..                     | ..                      | ..                     | ..     | ..                   | ..                  | ..              | ..             | ..             | 1s. 3d. "                |
| 33-in. " .. .. .   | ..                     | ..                      | ..                     | ..     | ..                   | ..                  | ..              | ..             | ..             | 1s. 7d. "                |
| 36-in. " .. .. .   | ..                     | ..                      | ..                     | ..     | ..                   | ..                  | ..              | ..             | ..             | 1s. 9d. "                |
| Larger baskets .. .. .   | ..                     | ..                      | ..                     | ..     | ..                   | ..                  | ..              | ..             | ..             | 2s. 1d. "                |

SCALE OF INCHES AND PRICES.—TRAVELLER'S SAMPLE—ROUND CANE.

| Inches. | Price. | Inches. | Price. | Inches. | Price. | Inches. | Price. |
|---------|--------|---------|--------|---------|--------|---------|--------|
|         | s. d.  |         | s. d.  |         | s. d.  |         | s. d.  |
| 57      | 18 8   | 68      | 22 6   | 79      | 26 8   | 90      | 31 0   |
| 58      | 19 0   | 69      | 23 2   | 80      | 27 0   | 91      | 31 5   |
| 59      | 19 4   | 70      | 23 5   | 81      | 27 6   | 92      | 31 11  |
| 60      | 19 8   | 71      | 23 10  | 82      | 27 10  | 93      | 32 4   |
| 61      | 20 1   | 72      | 24 2   | 83      | 28 1   | 94      | 32 9   |
| 62      | 20 5   | 73      | 24 5   | 84      | 28 6   | 95      | 33 3   |
| 63      | 20 9   | 74      | 24 11  | 85      | 28 10  | 96      | 33 9   |
| 64      | 21 0   | 75      | 25 2   | 86      | 29 5   | 97      | 34 4   |
| 65      | 21 6   | 76      | 25 6   | 87      | 29 10  | 98      | 34 10  |
| 66      | 21 9   | 77      | 25 11  | 88      | 30 2   | 99      | 35 3   |
| 67      | 22 1   | 78      | 26 3   | 89      | 30 6   | 100     | 35 9   |

\* See Footnotes.

\* See Footnotes.

All sizes over 100 inches—7½d. per inch extra.

Inner lids round cane, crossed, two iron hinges, two bands each—

|  |    |    |    |    |    |           |
|--|----|----|----|----|----|-----------|
| 27 inch hamper (eight sticks) .. .. .          | .. | .. | .. | .. | .. | 2 1 extra |
| 30 " " " " " " " " " " " " .. .. .             | .. | .. | .. | .. | .. | 2 8 "     |
| 33 inch hamper (nine sticks) .. .. .           | .. | .. | .. | .. | .. | 3 4 "     |
| 36 " " " " " " " " " " " " .. .. .             | .. | .. | .. | .. | .. | 3 8 "     |
| Green hide cut and nailed under basket .. .. . | .. | .. | .. | .. | .. | 1 1 "     |

If depth of hamper above width of bottom, 2d. per inch extra. (Deduction for under depth to apply in same way.)

Rails for hampers and other baskets—

|                         | Preparing and<br>Putting on. | Putting on<br>and Sawing Corners. | Putting on<br>Sprung Baskets. |
|-------------------------|------------------------------|-----------------------------------|-------------------------------|
|                         | s. d.                        | s. d.                             | s. d.                         |
| 40 to 48 stakes .. .. . | ..                           | 1 4                               | 0 7½                          |
| 49 to 54 stakes .. .. . | ..                           | 1 7                               | 0 10½                         |
| 55 to 60 stakes .. .. . | ..                           | 1 9                               | 1 2                           |
| 61 to 70 stakes .. .. . | ..                           | 2 1                               | 1 3                           |
| 71 to 80 stakes .. .. . | ..                           | 2 4                               | 1 6                           |

Lid rails up to 10 sticks, 9½d. each rail  
Lid rails up to 12 sticks, 10½d. each rail  
Lid rails above 12 sticks, 1s. 1d. each rail  
All holes above 80, 2d. for every 6 holes.

- \* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piece-work prices.
- (b) The weekly earnings of each piece-worker shall be increased by the sum of 50s.
- (c) For all baskets made with Queensland split cane, round cane rates shall apply.
- (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece-work prices.

SQUARE WORK—continued.

HAMPERS—continued.

SPECIFICATIONS.

|  | Bot-<br>tom<br>Sticks. | Length<br>on<br>Bottom. | Width<br>on<br>Bottom. | Depth.    | Side<br>Stakes. | End<br>Stakes. | Lid<br>Sticks. | Inches. |
|--|------------------------|-------------------------|------------------------|-----------|-----------------|----------------|----------------|---------|
|  | 8                      | 22 inches               | 13 inches              | 13 inches | 12              | 6              | 9              | 48      |
|  | 8                      | 23 "                    | 14 "                   | 14 "      | 13              | 6              | 9              | 51      |
|  | 8                      | 24 "                    | 15 "                   | 15 "      | 13              | 8              | 9              | 54      |
|  | 8                      | 25 "                    | 16 "                   | 16 "      | 13              | 9              | 10             | 57      |
|  | 8                      | 26 "                    | 17 "                   | 17 "      | 14              | 10             | 10             | 60      |
|  | 8                      | 27 "                    | 18 "                   | 18 "      | 14              | 10             | 10             | 63      |
|  | 9                      | 28 "                    | 19 "                   | 19 "      | 15              | 10             | 10             | 66      |
|  | 9                      | 29 "                    | 20 "                   | 20 "      | 15              | 11             | 10             | 69      |
|  | 9                      | 30 "                    | 21 "                   | 21 "      | 16              | 11             | 11             | 72      |
|  | 9                      | 31 "                    | 22 "                   | 22 "      | 16              | 12             | 11             | 75      |
|  | 10                     | 32 "                    | 23 "                   | 23 "      | 17              | 12             | 11             | 78      |
|  | 10                     | 33 "                    | 24 "                   | 24 "      | 17              | 13             | 12             | 81      |
|  | 10                     | 34 "                    | 25 "                   | 25 "      | 18              | 13             | 12             | 84      |
|  | 10                     | 35 "                    | 26 "                   | 26 "      | 18              | 14             | 12             | 87      |
|  | 11                     | 36 "                    | 27 "                   | 27 "      | 19              | 14             | 12             | 90      |
|  | 11                     | 37 "                    | 28 "                   | 28 "      | 19              | 15             | 13             | 93      |
|  | 11                     | 38 "                    | 29 "                   | 29 "      | 20              | 15             | 13             | 96      |
|  | 11                     | 39 "                    | 30 "                   | 30 "      | 20              | 16             | 14             | 99      |
|  | 12                     | 40 "                    | 31 "                   | 31 "      | 21              | 16             | 14             | 102     |
|  | 12                     | 41 "                    | 32 "                   | 32 "      | 21              | 17             | 14             | 105     |
|  | 12                     | 42 "                    | 33 "                   | 33 "      | 22              | 17             | 14             | 108     |
|  | 12                     | 43 "                    | 34 "                   | 34 "      | 22              | 18             | 15             | 111     |
|  | 12                     | 44 "                    | 35 "                   | 35 "      | 23              | 18             | 15             | 114     |

Lidded Hampers.—Split and round cane, baskets 16 inches deep or under four rounds of upsetting; 17 to 23 inches deep, five rounds; 24 inches deep or over, six rounds; over 18 inches deep to have a centre wale two rounds, and two rounds of top waling; two battens each side and one each end (if required). Hampers up to 20 inches wide in bottom to have two bands each end of lid; up to 24 inches, three bands; over 24 inches, four bands (cane or iron), rope handles

SCALE OF INCHES AND PRICES—LIDDED HAMPERS.

| Inches. | Split and Round Cane. | Round Cane only. | Inches. | Split and Round Cane. | Round Cane only. | Inches. | Split and Round Cane. | Round Cane only. |
|---------|-----------------------|------------------|---------|-----------------------|------------------|---------|-----------------------|------------------|
|         | s. d.                 | s. d.            |         | s. d.                 | s. d.            |         | s. d.                 | s. d.            |
| 42      | ..                    | 9 5              | 67      | 13 5                  | 14 11            | 92      | 23 7                  | 26 6             |
| 43      | ..                    | 9 7              | 68      | 13 9                  | 15 1             | 93      | 24 1                  | 27 1             |
| 44      | ..                    | 9 10             | 69      | 13 11                 | 15 6             | 94      | 24 5                  | 27 11            |
| 45      | ..                    | 10 0             | 70      | 14 1                  | 15 9             | 95      | 25 0                  | 28 5             |
| 46      | ..                    | 10 1             | 71      | 14 4                  | 16 1             | 96      | 25 7                  | 28 10            |
| 47      | ..                    | 10 5             | 72      | 14 7                  | 16 7             | 97      | 26 2                  | 29 8             |
| 48      | 9 4                   | 10 7             | 73      | 14 10                 | 16 8             | 98      | 26 8                  | 30 2             |
| 49      | 9 6                   | 10 8             | 74      | 15 1                  | 17 1             | 99      | 27 2                  | 30 10            |
| 50      | 9 8                   | 11 1             | 75      | 15 4                  | 17 4             | 100     | 27 11                 | 31 4             |
| 51      | 9 11                  | 11 2             | 76      | 15 8                  | 17 9             | 101     | 28 3                  | 31 11            |
| 52      | 10 1                  | 11 6             | 77      | 16 0                  | 18 0             | 102     | 28 9                  | 32 6             |
| 53      | 10 5                  | 11 7             | 78      | 16 5                  | 18 7             | 103     | 29 3                  | 33 1             |
| 54      | 10 7                  | 12 0             | 79      | 16 10                 | 19 1             | 104     | 29 10                 | 33 8             |
| 55      | 10 8                  | 12 2             | 80      | 17 3                  | 19 8             | 105     | 30 5                  | 34 2             |
| 56      | 11 0                  | 12 3             | 81      | 17 8                  | 20 1             | 106     | 30 10                 | 34 10            |
| 57      | 11 2                  | 12 7             | 82      | 18 1                  | 20 7             | 107     | 31 4                  | 35 4             |
| 58      | 11 3                  | 12 9             | 83      | 18 9                  | 21 2             | 108     | 31 10                 | 36 1             |
| 59      | 11 6                  | 12 11            | 84      | 19 4                  | 22 0             | 109     | 32 4                  | 36 8             |
| 60      | 11 8                  | 13 3             | 85      | 19 11                 | 22 7             | 110     | 32 7                  | 37 4             |
| 61      | 12 0                  | 13 8             | 86      | 20 5                  | 23 1             | 111     | 33 5                  | 37 11            |
| 62      | 12 2                  | 13 9             | 87      | 20 10                 | 23 7             | 112     | 33 11                 | 38 5             |
| 63      | 12 6                  | 14 0             | 88      | 21 6                  | 24 2             | 113     | 34 4                  | 39 1             |
| 64      | 12 8                  | 14 4             | 89      | 22 1                  | 24 9             | 114     | 35 0                  |                  |
| 65      | 12 10                 | 14 6             | 90      | 22 5                  | 25 4             |         |                       |                  |
| 66      | 13 2                  | 14 7             | 91      | 23 0                  | 25 11            |         |                       |                  |

\* See Footnotes.

\* See Footnotes.

Under and over depth allowing 2 inches each way, 1d. per inch.

WAREHOUSE BASKETS (without Lids)—

Up to 20 inches deep, four rounds of upsetting; 21 to 24 inches deep, five rounds; over 24 inches deep, six rounds; all sizes, two rounds of waling on top. A centre wale of two rounds on split cane baskets over 18 inches deep, and round cane baskets over 20 inches deep.

Split cane baskets to have two handles (rope or cane). Round cane baskets to have finger holes or rope handles.

| Inches. | Split Cane. | Round Cane. | Inches. | Split Cane. | Round Cane. |
|---------|-------------|-------------|---------|-------------|-------------|
|         | s. d.       | s. d.       |         | s. d.       | s. d.       |
| 50      | 6 3         | 7 4         | 75      | 11 7        | 13 8        |
| 51      | 6 4         | 7 5         | 76      | 11 9        | 13 9        |
| 52      | 6 7         | 7 8         | 77      | 12 2        | 14 1        |
| 53      | 6 8         | 7 10        | 78      | 12 3        | 14 5        |
| 54      | 6 9         | 8 2         | 79      | 12 6        | 14 7        |
| 55      | 7 1         | 8 4         | 80      | 12 8        | 14 11       |
| 56      | 7 3         | 8 9         | 81      | 12 9        | 15 1        |
| 57      | 7 5         | 9 0         | 82      | 12 11       | 15 5        |
| 58      | 7 7         | 9 3         | 83      | 13 4        | 15 8        |
| 59      | 7 11        | 9 6         | 84      | 13 6        | 15 11       |
| 60      | 8 2         | 9 8         | 85      | 13 8        | 16 1        |
| 61      | 8 7         | 9 11        | 86      | 13 11       | 16 6        |
| 62      | 8 10        | 10 1        | 87      | 14 1        | 16 8        |
| 63      | 9 1         | 10 6        | 88      | 14 6        | 17 2        |
| 64      | 9 3         | 10 8        | 89      | 14 9        | 17 7        |
| 65      | 9 5         | 10 11       | 90      | 15 1        | 17 11       |
| 66      | 9 8         | 11 2        | 91      | 15 5        | 18 5        |
| 67      | 9 11        | 11 6        | 92      | 15 9        | 18 9        |
| 68      | 10 1        | 11 8        | 93      | 16 1        | 19 2        |
| 69      | 10 3        | 12 0        | 94      | 16 4        | 19 5        |
| 70      | 10 7        | 12 2        | 95      | 16 10       | 20 0        |
| 71      | 10 9        | 12 7        | 96      | 17 3        | 20 4        |
| 72      | 11 1        | 12 9        | 97      | 17 7        | 20 10       |
| 73      | 11 2        | 13 2        | 98      | 18 1        | 21 1        |
| 74      | 11 5        | 13 4        | 99      | 18 4        | 21 6        |

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piece-work prices.  
 (b) The weekly earnings of each piece-worker shall be increased by the sum of 50s.  
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.  
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece-work prices.

WAREHOUSE BASKETS (without Lids)—*continued.* SQUARE WORK—*continued.*

|     | Inches. | Split Cane. | Round Cane. |     | Inches. | Split Cane. | Round Cane. |
|-----|---------|-------------|-------------|-----|---------|-------------|-------------|
|     |         | s. d.       | s. d.       |     |         | s. d.       | s. d.       |
| 100 | 18      | 10          | 22 0        | 111 | 22 2    | 26 2        |             |
| 101 | 19      | 1           | 22 3        | 112 | 22 6    | 26 7        |             |
| 102 | 19      | 5           | 22 8        | 113 | 22 8    | 26 11       |             |
| 103 | 20      | 0           | 23 2        | 114 | 23 1    | 27 3        |             |
| 104 | 20      | 2           | 23 5        | 115 | 23 5    | 27 6        |             |
| 105 | 20      | 6           | 23 10       | 116 | 23 10   | 28 1        |             |
| 106 | 20      | 11          | 24 3        | 117 | 24 2    | 28 5        |             |
| 107 | 21      | 1           | 24 8        | 118 | 24 8    | 28 10       |             |
| 108 | 21      | 5           | 25 0        | 119 | 24 11   | 29 5        |             |
| 109 | 21      | 7           | 25 5        | 120 | 25 4    | 29 10       |             |
| 110 | 21      | 11          | 25 10       |     |         |             |             |

Under and over depth allowing 2 inches each way, 1d. per inch.

| Articles of Basketware.                                   | Bot-<br>tom<br>Sticks. | Length<br>on<br>Bottom. | Width<br>on<br>Bottom. | Depth.                  | Length<br>on<br>Top. | Width<br>on<br>Top. | Side<br>Stakes. | End<br>Stakes. | Price.              |
|---|------------------------|-------------------------|------------------------|-------------------------|----------------------|---------------------|-----------------|----------------|---------------------|
| <b>PERAMBULATORS—</b>                                     |                        |                         |                        |                         |                      |                     |                 |                |                     |
| <b>Children—</b>  |                        |                         |                        |                         |                      |                     |                 |                |                     |
| (Single) 4 inches of siding ..                            | ..                     | 18 inches               | 12 inches              | ..                      | 28 inches            | ..                  | 15              | 10 & 10        | 6s. 3d. each        |
| (Double) 5 inches of siding ..                            | ..                     | 22 "                    | 12 "                   | ..                      | 32 "                 | ..                  | 17              | 11 & 11        | 7s. 7d. "           |
| If boards prepared ..                                     | ..                     | ..                      | ..                     | ..                      | ..                   | ..                  | ..              | ..             | 1s. 1d. each extra  |
| Market or Laundry—Two rounds of waleing on top and bottom | ..                     | 24 inches               | 15 inches              | back. foot. 18in. 17in. | 29 inches            | 19 inches           | 16              | 11             | 7s. 3d. each        |
| If boards prepared ..                                     | ..                     | 26 "                    | 15 "                   | 18in. 17in.             | 31 "                 | 19 "                | 17              | 11             | 8s. 1d. "           |
| Rush and Buff (Common)—                                   |                        |                         |                        |                         |                      |                     |                 |                | 1s. 1d. each extra  |
| No. 1—48 holes 6 posts ..                                 | ..                     | 24 inches               | 12 inches              | ..                      | ..                   | ..                  | ..              | ..             | 4s. 5d. each        |
| No. 1—48 holes 6 posts, 3 bows                            | ..                     | 24 "                    | 12 "                   | ..                      | ..                   | ..                  | ..              | ..             | 5s. 7d. "           |
| No. 2—54 holes 6 posts ..                                 | ..                     | 26 "                    | 14 "                   | ..                      | ..                   | ..                  | ..              | ..             | 5s. 2d. "           |
| If posts lapped and close front                           | ..                     | ..                      | ..                     | ..                      | ..                   | ..                  | ..              | ..             | 9d. each body extra |
| Splash boards ..  | ..                     | ..                      | ..                     | ..                      | ..                   | ..                  | ..              | ..             | 6d. each extra      |
| If boards prepared ..                                     | ..                     | ..                      | ..                     | ..                      | ..                   | ..                  | ..              | ..             | 1s. 1d. "           |

(b) OVAL WORK.

| Articles of Basketware.  | Length<br>on<br>Bottom. | Width<br>on<br>Bottom. | Depth.    | Length<br>on<br>Top. | Width<br>on<br>Top. | Stakes. | Price.                  |
|--|-------------------------|------------------------|-----------|----------------------|---------------------|---------|-------------------------|
| <b>BASKETS—</b>  |                         |                        |           |                      |                     |         |                         |
| <b>Arm</b> .. .. .   | 8 inches                | ..                     | 5½ inches | ..                   | ..                  | 25      | 14s. 11d. per doz.      |
|  | 9 "                     | ..                     | 6 "       | ..                   | ..                  | 25      | 16s. 2d. "              |
|  | 10 "                    | ..                     | 7 "       | ..                   | ..                  | 25      | 17s. 7d. "              |
| If bulged .. .. .  | ..                      | ..                     | ..        | ..                   | ..                  | ..      | 1s. 4d. per doz. extra  |
| Adelaide Cod—Three inches of round cane on bottom and top, centre split cane reversed                            | 26 inches               | 11 inches              | 10 inches | 31 inches            | ..                  | ..      | 4s. 11d. each           |
| Lids .. .. .   | ..                      | ..                     | ..        | ..                   | ..                  | ..      | 1s. 8d. each extra      |
| Barracouta—Two rounds of upsetting, five sets of layers in the bottom of large size                              | 24 inches               | 9 inches               | 9 inches  | 30 inches            | ..                  | 33      | 4s. 4d. each            |
| Lids 24 inch .. .. .   | 26 "                    | 10 "                   | 10 "      | 33 "                 | ..                  | 33      | 4s. 7d. "               |
| Lids 26 inch .. .. .   | ..                      | ..                     | ..        | ..                   | ..                  | ..      | 1s. 3d. each extra      |
|  | ..                      | ..                     | ..        | ..                   | ..                  | ..      | 1s. 5d. "               |
|  | ..                      | ..                     | ..        | ..                   | ..                  | ..      | Split Round cane. each. |
|  | ..                      | ..                     | ..        | ..                   | ..                  | ..      | Round cane. each.       |
| Butchers—Two round of upsetting on first four sizes, three rounds on last two sizes. One round of waleing on top | 12 inches               | ..                     | 6 inches  | 18 inches            | ..                  | 28      | 2s. 5d. 2s. 9d.         |
|  | 14 "                    | ..                     | 7 "       | 20 "                 | ..                  | 32      | 3s. 0d. 3s. 6d.         |
|  | 16 "                    | ..                     | 8 "       | 23 "                 | ..                  | 32      | 3s. 0d. 3s. 6d.         |
|  | 18 "                    | ..                     | 9 "       | 25 "                 | ..                  | 32      | 3s. 5d. 4s. 4d.         |
|  | 20 "                    | ..                     | 10 "      | 27 "                 | ..                  | 36      | 4s. 2d. 4s. 11d.        |
|  | 22 "                    | ..                     | 11 "      | 29 "                 | ..                  | 36      | 4s. 8d. 5s. 9d.         |
|  | 14 inches               | ..                     | 7 inches  | 21 inches            | ..                  | 32      | 3s. 0d. 3s. 6d.         |
|  | 16 "                    | ..                     | 8 "       | 24 "                 | ..                  | 32      | 3s. 0d. 3s. 6d.         |
|  | 18 "                    | ..                     | 9 "       | 27 "                 | ..                  | 32      | 3s. 5d. 4s. 4d.         |
|  | 20 "                    | ..                     | 10 "      | 30 "                 | ..                  | 36      | 4s. 4d. 5s. 0d.         |
|  | 22 "                    | ..                     | 11 "      | 32 "                 | ..                  | 36      | 4s. 8d. 5s. 9d.         |
|  | 24 "                    | ..                     | 12 "      | 34 "                 | ..                  | 36      | 5s. 0d. 5s. 6d.         |
|  | 11½ inches              | ..                     | 9 inches  | 15 inches            | ..                  | 25      | 3s. 6d. each            |
| Fish Pads—Common (complete) five scalloms in lid   | 12 "                    | ..                     | 9 "       | 16 "                 | ..                  | 25      | 3s. 6d. "               |
|  | 13 "                    | ..                     | 9 "       | 17 "                 | ..                  | 25      | 3s. 6d. "               |
| Hat—Half bi-staked, after slewing 6 inches from upsetting, two handles on top                                    | 22 inches               | ..                     | 17 inches | 32 inches            | ..                  | 36      | 6s. 3d. "               |
|  | 20 inches               | 10 inches              | 18 inches | 22 inches            | ..                  | 36      | 7s. 2d. each            |
|  | 22 "                    | 11 "                   | 19 "      | 24 "                 | ..                  | 36      | 8s. 1d. "               |
|  | 24 "                    | 12 "                   | 20 "      | 26 "                 | ..                  | 36      | 8s. 10d. "              |
|  | 26 "                    | 14 "                   | 21 "      | 28 "                 | ..                  | 38      | 9s. 7d. "               |
| Shallows—Three rounds of upsetting, and one round of waleing—  |                         |                        |           |                      |                     |         |                         |
| Four layers .. .. .  | 24 inches               | ..                     | 4 inches  | 29 inches            | ..                  | 40      | 4s. 7d. each            |
| Five layers .. .. .  | 26 "                    | ..                     | 4½ "      | 31 "                 | ..                  | 44      | 5s. 6d. "               |
| Six layers .. .. .   | 28 "                    | ..                     | 5 "       | 33 "                 | ..                  | 44      | 6s. 3d. "               |

\* See Footnotes.

\* See Footnotes.

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piece-work prices.  
 (b) The weekly earnings of each piece-worker shall be increased by the sum of 50s.  
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.  
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece-work prices.

OVAL WORK—continued.

| Articles of Basketware.  | Length on Bottom. | Width on Bottom. | Depth.    | Length on Top. | Width on Top. | Stakes.    | Price.                         |
|--|-------------------|------------------|-----------|----------------|---------------|------------|--------------------------------|
| <b>BASKETS—continued.</b>  |                   |                  |           |                |               |            |                                |
| Wool—Fitched, four rounds of upsetting on first three sizes, one middle fitch with two rounds of waleing, two rounds on top of fitch, five rounds of upsetting and two middle fitches on two last sizes. Handles on second fitch | 28 inches         | ..               | 18 inches | 36 inches      | ..            | 40         | Half bi-staked. each. 8s. 3d.  |
|  | 32 "              | ..               | 19 "      | 41 "           | ..            | 44         | Full bi-staked. each. 10s. 5d. |
|  | 36 "              | ..               | 20 "      | 46 "           | ..            | 48         | 10s. 1d. 12s. 2d.              |
|  | 36 "              | ..               | 28 "      | 48 "           | ..            | 48         | 11s. 0d. 13s. 8d.              |
|  | 42 "              | ..               | 30 "      | 54 "           | ..            | 52         | 12s. 9d. 15s. 5d.              |
|  | 42 "              | ..               | 30 "      | 54 "           | ..            | 52         | 14s. 7d. 17s. 8d.              |
|  | 20 "              | ..               | 18 "      | 28 "           | ..            | 36         | 6s. 1d. each                   |
|  | 22 "              | ..               | 18 "      | 30 "           | ..            | 36         | 6s. 10d. "                     |
|  | 30 inches         | ..               | 24 inches | 42 inches      | ..            | 44         | 11s. 5d. each                  |
|  | 36 "              | ..               | 26 "      | 48 "           | ..            | 44         | 13s. 1d. "                     |
| 40 "   | ..                | 28 "             | 52 "      | ..             | 48            | 15s. 8d. " |                                |
| 46 "   | ..                | 30 "             | 58 "      | ..             | 52            | 18s. 9d. " |                                |
| 50 "   | ..                | 32 "             | 62 "      | ..             | 56            | 22s. 7d. " |                                |
| 56 "   | ..                | 34 "             | 68 "      | ..             | 60            | 25s. 0d. " |                                |
| <b>BASSINETTES—CANE—</b>   |                   |                  |           |                |               |            |                                |
| Bowed—Seven layers, to be opened, three at head, three at shoulders, four at foot and two at shoulders, to have two fitches with two rounds of waleing on top fitch, full bi-staked  | 28 inches         | 12 and 13 inches | 13 inches | 36 inches      | ..            | 52         | 5s. 10d. each                  |
| Hooded—Seven layers, to be opened, three at head, three at shoulders, four at foot, and two at shoulders, to have two fitches on body and two on crown, with two rounds of waleing on top fitch, full bi-staked                  | 28 inches         | 12 and 13 inches | 12 inches | 36 inches      | ..            | 54         | 6s. 10d. each                  |

\* See Footnotes.

| Articles of Basketware.  | Seat.   | Foot. | Back. | Back. | Stand. | Back. | Arm. | Price.        |
|--|---------|-------|-------|-------|--------|-------|------|---------------|
| <b>CHAIRS—</b>   |         |       |       |       |        |       |      |               |
| Basket (A.B.C.)—Cane, one fitch on skirt, three fitches on back, 3 inches close work on top, four rounds of upsetting  | 16 x 18 | D     | W     | S     | S      | S     | 9    | 8s. 10d. each |
|  | 18 x 20 | 10    | 19    | 21    | 25     | 29    | 9    | 9s. 11d. "    |
|  | 20 x 22 | 10    | 21    | 23    | 27     | 31    | 10   | 11s. 6d. "    |
|  | 22 x 24 | 11    | 23    | 25    | 29     | 33    | 11   | 12. 11d. "    |
|  | 22 x 24 | 12    | 25    | 27    | 31     | 35    | 11   | 2s. 1d. extra |
| Larger sizes, for every 2 inches   | ..      | ..    | ..    | ..    | ..     | ..    | ..   | 1s. 7d. "     |
| Close woven feet split or round cane   | ..      | ..    | ..    | ..    | ..     | ..    | ..   | ..            |
| Liverpool—Stick frame, stand iron turned, 20 inches front, 18½ inches back, 49 inches long, 10 scalloms in seat, seat filled 28 inches, bent square, height of stand 13 inches at front, 12 inches at back, across 32 inches, 5 inches from floor, staked all round, bi-staked in back, one round of upsetting and four rounds of waleing in back, plaited border, and iron-lapped all round—  | ..      | ..    | ..    | ..    | ..     | ..    | ..   | 15s. 1d. each |
| Cane   | ..      | ..    | ..    | ..    | ..     | ..    | ..   | 15s. 11d. "   |
| Pith   | ..      | ..    | ..    | ..    | ..     | ..    | ..   | 17s. 6d. "    |
| Pith, with stand lapped  | ..      | ..    | ..    | ..    | ..     | ..    | ..   | ..            |
| Wing—Seat 22 inches long, front 22 inches, back 20 inches, 10 bottom sticks, all lined, 13 stakes at back, 14 at front, 11 at sides, 5 rounds of upsetting, 24 bi-stakes, one straight fitch, one cross fitch, stand 14 inches deep when bordered, 16 pairs of back stakes, arm 10½ inches deep, back legs 13½ inches deep, depth of back 33 inches, three fitches in back, 3 inches of close work on top, 13 stakes lapped up each leg for side wings, three bits of upsetting, two fitches starting at bottom of arm to be 4 and 8 inches, outside width 24 inches, plaited border | ..      | ..    | ..    | ..    | ..     | ..    | ..   | 18s. 7d. each |

\* See Footnotes.

| Articles of Basketware. | Length on Bottom. | Width on Bottom. | Depth.    | Length on Top. | Width on Top. | Stakes. | Price.                 |
|-------------------------|-------------------|------------------|-----------|----------------|---------------|---------|------------------------|
| <b>HAMPERS—</b>         |                   |                  |           |                |               |         |                        |
| Game or rabbit          | 19 inches         | ..               | 13 inches | 26 inches      | ..            | 27      | 4s. 4d. each           |
| If made of round cane   | ..                | ..               | ..        | ..             | ..            | ..      | 7½d. each basket extra |
| Lids                    | ..                | ..               | ..        | ..             | ..            | ..      | 1s. 3d. each extra     |

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piece-work prices.  
 (b) The weekly earnings of each piece-worker shall be increased by the sum of 50s.  
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.  
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece-work prices.

(c) ROUND WORK.

| Articles of Basketware.   | Bottom Sticks. | Length on Bottom. | Width on Bottom. | Depth.     | Length on Top. | Width on Top. | Stakes. | Price.                 |
|---|----------------|-------------------|------------------|------------|----------------|---------------|---------|------------------------|
| <b>BASKETS—</b>   |                |                   |                  |            |                |               |         |                        |
| Arm—Nell Gwynne .. .. .   | ..             | ..                | 8 inches         | 9 inches   | ..             | ..            | ..      | 15s. 8d. per doz.      |
| .. .. .   | ..             | ..                | 9 "              | 10 "       | ..             | ..            | ..      | 17s. 4d. "             |
| .. .. .   | ..             | ..                | 10 "             | 11 "       | ..             | ..            | ..      | 19s. 3d. "             |
| Bone—Four rounds of upsetting, two rounds of centre waleing, two rounds of waleing on top, two handles on sides and two on top  | 7½             | ..                | 22 inches        | 22 inches  | ..             | 24 inches     | 29      | 7s. 11d. each          |
| .. .. .   | 7½             | ..                | 24 "             | 24 "       | ..             | 26 "          | 31      | 8s. 9d. "              |
| Carrying—Three rounds of upsetting on first three sizes, four rounds on last two sizes, two rounds of waleing on top, two handles   | 5½             | ..                | 12 inches        | 15 inches  | ..             | 18 inches     | 23      | 3s. 0d. each           |
| .. .. .   | 6              | ..                | 15 "             | 18 "       | ..             | 21 "          | 25      | 4s. 0d. "              |
| .. .. .   | 6              | ..                | 17 "             | 20 "       | ..             | 23 "          | 27      | 4s. 8d. "              |
| .. .. .   | 6½             | ..                | 19 "             | 22 "       | ..             | 25 "          | 29      | 5s. 9d. "              |
| .. .. .   | 7              | ..                | 21 "             | 24 "       | ..             | 27 "          | 31      | 6s. 4d. "              |
| Coal—Three rounds of upsetting on two first sizes, four rounds on 3rd size, five rounds on 4th, 5th, 6th, and 7th sizes, seven rounds on 8th size; two rounds of centre waleing on 4th, 5th, and 6th sizes, three rounds on last two sizes; two rounds of waleing on top of first four sizes; three rounds on 5th, 6th, and 7th sizes; four rounds on last size. Four palings to be worked in sides (if required) | 6½             | ..                | 16 inches        | 20 inches  | ..             | 21 inches     | 25      | 4s. 1d. each           |
| .. .. .   | 6½             | ..                | 18 "             | 22 "       | ..             | 23 "          | 27      | 4s. 7d. "              |
| .. .. .   | 7½             | ..                | 20 "             | 24 "       | ..             | 25 "          | 29      | 5s. 2d. "              |
| .. .. .   | 7½             | ..                | 22 "             | 26 "       | ..             | 28 "          | 31      | 6s. 7d. "              |
| .. .. .   | 8½             | ..                | 24 "             | 28 "       | ..             | 30 "          | 33      | 10s. 1d. "             |
| .. .. .   | 8½             | ..                | 26 "             | 32 "       | ..             | 32 "          | 35      | 10s. 11d. "            |
| .. .. .   | 9½             | ..                | 27 "             | 34 "       | ..             | 36 "          | 39      | 14s. 6d. "             |
| .. .. .   | 9½             | ..                | 30 "             | 34 "       | ..             | 42 "          | 39      | 17s. 1d. "             |
| Handles .. .. .   | ..             | ..                | ..               | ..         | ..             | ..            | ..      | 6½d. each basket extra |
| Extra Stakes—   | ..             | ..                | ..               | ..         | ..             | ..            | ..      | ..                     |
| 1st two sizes .. .. .   | ..             | ..                | ..               | ..         | ..             | ..            | ..      | 2d. per stake extra    |
| Next three sizes .. .. .  | ..             | ..                | ..               | ..         | ..             | ..            | ..      | 3½d. "                 |
| Other sizes .. .. .   | ..             | ..                | ..               | ..         | ..             | ..            | ..      | 4d. "                  |
| Runners—  | ..             | ..                | ..               | ..         | ..             | ..            | ..      | ..                     |
| 1st three sizes .. .. .   | ..             | ..                | ..               | ..         | ..             | ..            | ..      | 1½d. each extra        |
| Hop—Four rounds of upsetting on first four sizes, two rounds of waleing and five rounds of upsetting on last size:—   | ..             | ..                | ..               | ..         | ..             | ..            | ..      | ..                     |
| 1 bushel .. .. .  | 9½             | ..                | 12 inches        | 14½ inches | ..             | 17 inches     | 40      | 6s. 0d. each           |
| 1½ " .. .. .  | 10             | ..                | 13 "             | 15½ "      | ..             | 18 "          | 42      | 6s. 8d. "              |
| 2 " .. .. .   | 10½            | ..                | 14 "             | 16½ "      | ..             | 19 "          | 44      | 7s. 7d. "              |
| 2½ " .. .. .  | 10½            | ..                | 15 "             | 18½ "      | ..             | 21 "          | 46      | 8s. 3d. "              |
| 5 " .. .. .   | 12             | ..                | 20 "             | 23 "       | ..             | 27 "          | 54      | 10s. 1d. "             |
| Horse—Two rounds of upsetting on small and three rounds on large size; one round of waleing on small size, two on large size, two handles on top  | 6              | ..                | 12 inches        | 13 inches  | ..             | 17 inches     | 23      | 2s. 4d. each           |
| .. .. .   | 6½             | ..                | 18 "             | 22 "       | ..             | 24 "          | 29      | 4s. 0d. "              |
| Linen, soiled—Cane, three rounds of upsetting on first size four rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top, split cane or belly pith siding   | 7½             | 12 inches         | ..               | 24 inches  | ..             | ..            | 29      | 6s. 3d. each           |
| .. .. .   | 7½             | 14 "              | ..               | 30 "       | ..             | ..            | 31      | 8s. 3d. "              |
| .. .. .   | 8½             | 16 "              | ..               | 33 "       | ..             | ..            | 33      | 9s. 8d. "              |
| .. .. .   | 8½             | 18 "              | ..               | 36 "       | ..             | ..            | 35      | 10s. 8d. "             |
| .. .. .   | 9              | 20 "              | ..               | 39 "       | ..             | ..            | 35      | 12s. 9d. "             |
| Linen, soiled—Willow skeins lapping—pith or round cane three rounds of upsetting on first size, four rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top  | 7½             | 12 inches         | ..               | 24 inches  | ..             | ..            | 31      | 9s. 9d. each           |
| .. .. .   | 7½             | 14 "              | ..               | 30 "       | ..             | ..            | 33      | 10s. 11d. "            |
| .. .. .   | 8½             | 16 "              | ..               | 33 "       | ..             | ..            | 35      | 13s. 3d. "             |
| .. .. .   | 8½             | 18 "              | ..               | 36 "       | ..             | ..            | 37      | 14s. 2d. "             |
| .. .. .   | 9              | 20 "              | ..               | 39 "       | ..             | ..            | 37      | 17s. 0d. "             |
| Malt—Small size to have four rounds of upsetting and two rounds of waleing on top. Large size five rounds of upsetting and two rounds of waleing in the centre. Two handles on top  | 6½             | ..                | 19 inches        | 18 inches  | ..             | 22 inches     | 27      | 5s. 2d. each           |
| .. .. .   | 9              | ..                | 24 "             | 27 "       | ..             | 28 "          | 37      | 10s. 1d. "             |
| Paper—Full bi-staked, 4 inches of close work on first three sizes, 4½ inches on other sizes   | 7              | ..                | 8 inches         | 13 inches  | 13 inches      | ..            | 28      | 2s. 7d. each           |
| .. .. .   | 7              | ..                | 9 "              | 14 "       | 14 "           | ..            | 28      | 2s. 10d. "             |
| .. .. .   | 8              | ..                | 10 "             | 15 "       | 15 "           | ..            | 32      | 3s. 4d. "              |
| .. .. .   | 8½             | ..                | 11 "             | 16 "       | 16 "           | ..            | 34      | 3s. 5d. "              |
| .. .. .   | 8½             | ..                | 12 "             | 17 "       | 17 "           | ..            | 34      | 3s. 9d. "              |
| Paper—Split cane, siding close ..   | 7              | ..                | 7 inches         | 12 inches  | 12 inches      | ..            | 28      | 2s. 8d. each           |
| .. .. .   | 7              | ..                | 8 "              | 13 "       | 13 "           | ..            | 28      | 2s. 10d. "             |
| .. .. .   | 7              | ..                | 9 "              | 14 "       | 14 "           | ..            | 28      | 3s. 2d. "              |
| .. .. .   | 8              | ..                | 10 "             | 15 "       | 15 "           | ..            | 32      | 3s. 3d. "              |
| If made with handles .. .. .  | ..             | ..                | ..               | ..         | ..             | ..            | ..      | 5½d. each extra        |
| If made in quantities of not less than one dozen at a time .. .. .  | ..             | ..                | ..               | ..         | ..             | ..            | ..      | 6½d. per doz. deducted |
| Plate—Four rounds of upsetting, and two rounds of waleing on top, cross handles, with slot (split cane)   | 6½             | ..                | 11 inches        | 13 inches  | ..             | 14 inches     | 26      | 3s. 11d. each          |
| .. .. .   | 6½             | ..                | 12 "             | 13 "       | ..             | 15 "          | 26      | 4s. 8d. "              |
| .. .. .   | 7½             | ..                | 13 "             | 14 "       | ..             | 16 "          | 30      | 5s. 9d. "              |
| .. .. .   | 7½             | ..                | 14 "             | 14 "       | ..             | 18 "          | 32      | 7s. 2d. "              |
| Phosphate—seven rounds of upsetting, seven rounds of centre waleing, three rounds of waleing on top, two runners, six battens worked in sides   | 8½             | ..                | 25 inches        | 30 inches  | ..             | 33 inches     | 35      | 14s. 0d. each          |
| Stable—Split cane sides, three rounds of upsetting, two rounds of waleing on top, with one handle   | 6½             | ..                | 11 inches        | 8 inches   | ..             | 20 inches     | 27      | 3s. 3d. each           |
| .. .. .   | 7½             | ..                | 12 "             | 9 "        | ..             | 22 "          | 29      | 3s. 8d. "              |

\* See Footnotes.

\* See Footnotes.

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piece-work prices.  
 (b) The weekly earnings of each piece-worker shall be increased by the sum of 50s.  
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.  
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece-work prices.





(e) EXTRAS, ETC.

|   |   |                        |                  |
|---|---|------------------------|------------------|
| * See Footnotes.  | Hasps with hole reduced round a rod .. .. .   | 2½d. each              | * See Footnotes. |
|   | Tongue locks .. .. .  | 4½d. "                 |                  |
|   | Registered fittings .. .. .   | 4½d. "                 |                  |
|   | G.P.O. fittings .. .. .   | 4½d. "                 |                  |
|   | Iron bands on outside lid sticks .. .. .  | 2½d. "                 |                  |
|   | " " on lids (extra numbers) .. .. .   | 2½d. "                 |                  |
|   | Fittings bolted or fitted to hampers .. .. .  | 1½d. per bolt          |                  |
|   | Hinges (extra) .. .. .  | 1½d. each              |                  |
|   | Hoop iron in bottle basket .. .. .  | 6½d. extra             |                  |
|   | Hoop iron in baskets where not specified (including two laps round border) .. .. .          | 4½d. each iron extra   |                  |
|   | Bottom sticks (extra) .. .. .   | 1½d. per stick         |                  |
|   | Lid sticks (extra) .. .. .  | 1½d. "                 |                  |
|   | Rounds of upsetting (extra) .. .. .   | 2½d. per round         |                  |
|   | " waling (extra) .. .. .  | 2½d. "                 |                  |
|   | Stakes beyond number specified .. .. .  | 1½d. per stake         |                  |
|   | Runners in baskets where not specified .. .. .  | 2d. each               |                  |
|   | Split cane bands around border (4 laps) .. .. .   | 2d. "                  |                  |
|   | Round " " " .. .. .   | 2½d. "                 |                  |
|   | Handles tied down .. .. .   | 2½d. each tie extra    |                  |
|   | Willow staking of baskets except arm baskets .. .. .  | 2½d. each basket extra |                  |
|   | Baskets made from cane previously worked in some other capacity (except jar casing) .. .. . | 7½d. per basket extra  |                  |
|   | Hide on upsetting of hampers where not specified (including lid ends)—                      |                        |                  |
|   | 30 inches or less .. .. .   | 1s. 9d. per basket     |                  |
|   | Over 30 inches .. .. .  | 2s. 5d. "              |                  |
|   | Hide cut into strips .. .. .  | 7½d. "                 |                  |
| Borders or corner stakes lapped with hide .. .. .                           | 1½d. for 3 laps   |                        |                  |
| Double turning on corner posts of baskets (other than Traveller's samples)— |   |                        |                  |
| Up to 12 inches deep .. .. .  | 7½d. per basket extra   |                        |                  |
| " 24 " .. .. .  | 1s. 3d. " "   |                        |                  |
| Above 24 " .. .. .  | 1s. 9d. " "   |                        |                  |

- \* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piece-work prices.
- (b) The weekly earnings of each piece-worker shall be increased by the sum of 50s.
- (c) For all baskets made with Queensland split cane, round cane rates shall apply.
- (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece-work prices.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE-WORKERS' EARNINGS.

35. The wages rates for males set out in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such wages rates and the weekly earnings of piece-workers shall be automatically adjusted as prescribed by clause 36. Provided that the wages of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

| Place.   | Needs Basic Wage for Adult Males (Adjustable). | Loading (Constant). | Total Basic Wage for Adult Males | Index Number Set Assigned. |
|--|--|---------------------|----------------------------------|----------------------------|
| Within 20 miles of G.P.O., Melbourne—  | £ s. d.  | £ s. d.             | £ s. d.                          | Melbourne                  |
| Males .. .. .  | 6 8 0  | 0 6 0               | 6 14 0                           |                            |
| Within 10 miles of G.P.O., Geelong, same as the contemporaneous basic wage and minimum wage for Melbourne  |  |                     |                                  |                            |
| Warrnambool, same as the contemporaneous basic wage and minimum wage for Melbourne                         |  |                     |                                  |                            |
| Mildura and Gippsland districts, same as the contemporaneous basic wage and minimum wage for Melbourne     |  |                     |                                  |                            |
| Yallourn, until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week |  |                     |                                  |                            |
| Elsewhere, 3s. less than the contemporaneous basic wage and minimum wage for Melbourne                     |  |                     |                                  |                            |

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1950, the amounts of the Basic Wage shall be as prescribed in clause 35.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .037 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The minimum rate of wage to be paid to adult females shall be 75 per cent. of the total basic wage for adult males as provided in clause 35.

(e) The rates for piece-workers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

MARGINS.

37. In addition to the basic wage prescribed in clause 35 and the minimum wage for females prescribed in clause 36 the following additional margins (including war loadings) shall be paid :—

| Classification.   | Margin.          |
|---|------------------|
| <b>WICKER AND BASKET WORK.</b>  |                  |
| Basket maker or repairer .. .. .  | £ s. d.<br>2 7 6 |
| Employee fitting lining or lettering baskets .. .. .                            | 2 7 6            |
| Wicker frame maker .. .. .  | 2 7 6            |
| Wicker furniture maker .. .. .  | 2 0 0            |
| Employee making reed tex, hy-tex, or similar materials .. .. .                  | 2 0 0            |
| <b>BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.</b>                      |                  |
| <i>Males.</i>   |                  |
| Upholsterers .. .. .  | 2 0 0            |
| Body-makers .. .. .   | 2 0 0            |
| Hood-makers .. .. .   | 2 0 0            |
| Assembler of baby carriages, dolls' carriages and mobile chairs .. .. .         | 2 0 0            |
| Painters .. .. .  | 2 0 0            |
| Sprayers .. .. .  | 2 0 0            |
| Ironworkers .. .. .   | 2 0 0            |
| Wicker workers .. .. .  | 2 0 0            |
| Employee making reed tex, hy-tex, or similar materials .. .. .                  | 2 0 0            |
| Assembler of parts of dolls' carriages, baby carriages or mobile chairs .. .. . | 0 6 0            |
| <i>Females.</i>   |                  |
| Machinists, sewers, or cutters .. .. .  | 1 0 0            |
| Folding hood makers .. .. .   | 1 0 0            |

Provided that all other adult females in any group employed on work for which a male margin of 40s. or over is prescribed shall receive a margin equal to 50 per centum of the male margin, but if the male margin is less than 40s. they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

The wages of apprentices and improvers shall be the undermentioned percentages of the Needs Basic Wage and in addition thereto the loadings specified calculated to the nearest sixpence, threepence or less than threepence to be disregarded.

| —                                    | Percentage of Needs Basic Wage. | Constant Loading. | War Loading. |
|--------------------------------------|---------------------------------|-------------------|--------------|
|                                      | %                               | s. d.             | s. d.        |
| <i>Male Apprentices.</i>             |                                 |                   |              |
| <b>Five-year Term—</b>               |                                 |                   |              |
| 1st year's experience .. .. .        | 29                              | ..                | 0 9          |
| 2nd year's experience .. .. .        | 40                              | 1 0               | 1 0          |
| 3rd year's experience .. .. .        | 53                              | 1 6               | 1 6          |
| 4th year's experience .. .. .        | 84                              | 2 0               | 2 3          |
| 5th year's experience .. .. .        | 100 plus 7/-                    | 2 0               | 3 0          |
| <b>Four-year Term—</b>               |                                 |                   |              |
| 1st year's experience .. .. .        | 33                              | ..                | 0 9          |
| 2nd year's experience .. .. .        | 53                              | 1 0               | 1 6          |
| 3rd year's experience .. .. .        | 84                              | 2 0               | 2 3          |
| 4th year's experience .. .. .        | 100 plus 7/-                    | 2 0               | 3 0          |
| <i>Male Improvers.</i>               |                                 |                   |              |
| Under 16 years of age .. .. .        | 25                              | 0 6               | ..           |
| 16 and under 17 years of age .. .. . | 29                              | ..                | 0 9          |
| 17 and under 18 years of age .. .. . | 40                              | 1 0               | 1 0          |
| 18 and under 19 years of age .. .. . | 53                              | 1 6               | 1 6          |
| 19 and under 20 years of age .. .. . | 84                              | 2 0               | 2 3          |
| 20 and under 21 years of age .. .. . | 100 plus 6/-                    | 2 0               | 3 0          |
| <i>Female Apprentices.</i>           |                                 |                   |              |
| 1st year's experience .. .. .        | 35                              | 1 0               | ..           |
| 2nd year's experience .. .. .        | 50                              | 1 6               | 1 6          |
| 3rd year's experience .. .. .        | 66                              | 2 6               | 2 0          |
| 4th year's experience .. .. .        | 75                              | 3 0               | 3 0          |
| <i>Female Improvers.</i>             |                                 |                   |              |
| 16 years and under .. .. .           | 25                              | 1 0               | ..           |
| 17 years .. .. .                     | 35                              | 1 0               | ..           |
| 18 years .. .. .                     | 50                              | 1 6               | 1 6          |
| 19 years .. .. .                     | 66                              | 2 6               | 2 0          |
| 20 years .. .. .                     | 75                              | 3 0               | 3 0          |

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

J. V. WILLOX, Secretary.

Melbourne, 6th February, 1950.

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