



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 475]

TUESDAY, MAY 30.

[1950

Factories and Shops Acts.

DETERMINATION OF THE BUTTER FACTORIES BOARD.

NOTES.—(1) On 18th July, 1938, the Butter Board was deprived of the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale—

(a) butter, cheese, or casein;

(b) cream for wholesale trade other than sterilized cream."

and such power was conferred exclusively on the Butter Factories Board.

(2) 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 has the power to "determine the lowest prices or rates which may be paid to any person or classes of persons wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale—

(a) butter, cheese, or casein;

(b) cream for wholesale trade other than sterilized cream."

has made the following Determination, namely:—

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

2.

APPRENTICES OR IMPROVERS.

JUVENILE WORKERS.

	Wages per Week.				Wages per Week.	
	Shift Workers.		Ordinary Workers.		Males.	Females.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.				
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years .. ..	..	..	80 9	Under 16 years	68 3	64 0
16-17 years .. ..	..	..	94 6	16-17 years	76 6	71 9
17-18 " .. ..	..	..	106 6	17-18 "	94 6	79 9
18-19 "	139 3	133 6	120 3	18-19 "	104 0	93 3
19-20 "	151 6	147 6	136 0	19-20 "	121 6	102 0
20-21 "	159 3	155 6	145 3	20-21 "	139 3	112 9

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 170s. per week.

One improver to every eight or fraction of eight workers receiving not less than 170s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 132s. 9d. per week.

OTHER EMPLOYEES.

	Wages per Week.		
	Shift Workers.		Ordinary Workers.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.	
	s. d.	s. d.	s. d.
Cream grader	200 0	197 0	189 0
Milk grader	199 0	196 0	188 0
Milk or cream tester	199 0	196 0	188 0
Creamery manager	194 0	191 0	183 0
Milk or cream neutralizer	192 6	189 6	181 6
Foreman of shift or department or casein plant	194 0	191 0	183 0
Butter-maker	199 0	196 0	188 0
Re-worker and/or processor (not requiring a buttermaker's certificate)	184 0	181 0	173 0
Operators of any of the following machines, viz :—			
Separator	182 0	179 0	171 0
Pasteurizer evacuator, or deodorizer	182 0	179 0	171 0
Weighing machine	182 0	179 0	171 0
Filling machine for tinning of butter when butter has not been milled	184 0	181 0	173 0
Filling machine for tinning of butter when butter has been milled	183 0	180 0	172 0
Storeman or packer in butter canning establishments	183 0	180 0	172 0
Other storeman or packers	182 0	179 0	171 0
Casein-maker	195 0	192 0	184 0
Assistant to casein-maker, casein dryers, and millers	183 6	180 6	172 6
Cheese-maker	199 0	196 0	188 0
Assistant to cheese-maker	183 6	180 6	172 6
Cheese storehand	185 0	182 0	174 0
Male adult washing or sterilizing cans or bottles	182 0	179 0	171 0
Operator of a fork lift truck	184 0	181 0	173 0
All other adult males	181 0	178 0	170 0
All other adult females .. .. .	..	..	132 9

Washers and/or cleaners of any enclosed vat or tank fitted with a man hole, the height of which compels reaching overhead, shall be paid at the rate of 4s. per week in addition to their ordinary wage, whilst so engaged.

DEFINITIONS.

3. "Juvenile worker" means a person under 21 years of age (other than an apprentice or an improver employed at—
 Patting, wrapping, or branding butter or cheese;
 Blending or re-packing cheese;
 Filling or cleaning cheese jars or moulds;
 Filling or emptying casein trays;
 Filling or drying casein in tunnels;
 Filling casein into bags;
 Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles;
 Stamping or branding tins, cartons, cases, bottles, or labels;
 Stamping, branding, lining, or nailing up boxes or shooks, but not lifting full boxes; or
 Handling empty tins, cans, cases, crates, jars, moulds, or boxes.

"Ordinary worker" means a person—

- (a) who ordinarily works 8 hours between 7 a.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, when the ordinary week's work is performed in five days;
 (b) who ordinarily works 7 hours 12 minutes between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday and four hours on Saturday between 7 a.m. and 12 noon when the ordinary week's work is performed in six days.

"Shift worker" is a person other than an ordinary worker. Males under 21 years of age (other than an apprentice or improver 18 years of age or over) or females of any age shall not be employed on shift work.

"Butter-maker" is a person who controls the temperature of cream for butter making, starts and stops the churn after filling with cream, and salts and works the butter.

"Assistant to cheese-maker" means any person employed in the working of the curd in the vats and processes up to and including unhooping the cheese from the presses. Not more than six assistants to cheese-makers shall be employed to each cheese-maker in any factory.

"Assistant to casein-maker" means any person employed in the working of the curd in the vats up to and including unhooping of the casein curd from the presses.

HOURS FOR A WEEK'S WORK.

4. The number of hours which shall constitute an ordinary week's work shall be 40.

PROHIBITION OF EMPLOYMENT.

5. No person under 21 years of age shall be employed placing cans in or removing cans from a mechanical washer.

OVERTIME.

6. The following rates shall be paid :—

(a) To "ordinary workers" for all time worked—

Outside the times of beginning and ending work as fixed in clause 3
 Within the times of beginning and ending work so fixed in excess of four hours on Saturday and 7 hours 12 minutes on the other working days where an ordinary week's work is worked in six days and for all time worked on Saturday and in excess of 8 hours on Monday to Friday inclusive where an ordinary week's work is worked in five days } Time and a half.
 Provided that double time shall be paid for all work done on Saturday after 12 noon.

(b) To "shift workers" for all time worked in excess of 6 hours 40 minutes on any day Time and a half.

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

MEAL INTERVAL.

7. An interval of not less than 30 minutes nor more than 60 minutes shall be granted for meals between the hours of 12 noon and 2 p.m., provided that females and juveniles shall be granted such interval not more than 4½ hours after starting work. Shift workers shall be allowed an interval of not less than 30 minutes nor more than 60 minutes for meal: such meal time to be not less than three and a half hours, or more than five hours from the time of beginning work, provided that no employee shall be compelled to work for more than five hours between meal intervals and without being allowed a crib time of fifteen minutes for which he or she shall be paid.

Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for meal.

MEAL ALLOWANCE.

8. Any employee required to work more than 60 minutes overtime after the usual finishing time shall be paid, in addition to the overtime payable, an allowance of 2s. for a meal.

TIME BOOK OR OTHER RECORD.

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

INSPECTION OF TIME BOOK.

10. The Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australia be allowed to inspect the Time Record referred to in clause 9 and wages record (covering a period of two months prior to the inspection), during the office hours of the factory.

ALLOWANCE.

11. (a) When an employee is required by law or by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be an overall of a proved type and quality and shall be provided by the employer.

(b) Employees engaged on can washing, tipping milk, or where they are constantly required to work in wet conditions necessitating the wearing of rubber boots or protective footwear, such boots or protective footwear shall be supplied by the employer.

CONTINUITY OF WORK.

12. The work of each day or shift shall be continuous, with the customary break for a meal.

TIME WAGES.

13. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight on Sunday and midnight on Saturday shall be paid as follows:—

For time worked up to the first 20 hours—

(i) In any week in which two or more Public Holidays occur—at the ordinary wages rate with an addition of 50 per centum;

(ii) In any other week—at the ordinary wages rate with an addition of 33¼ per centum. and for time worked beyond the 20 hours aforesaid, at the ordinary wages rate, up to but not exceeding ordinary wages rates for an ordinary week's work.

TERMINATION OF EMPLOYMENT.

14. Except in a case where an employee has been guilty of misconduct, seven days' notice of termination of employment shall be given by either employer or worker.

PAYMENT OF WAGES.

15. Wages shall be paid during ordinary working hours immediately on ceasing work on each pay day.

WASHING, DINING, AND DRINKING FACILITIES.

16. Adequate washing and drinking facilities shall be provided in each factory or department, and where, in the opinion of the Inspector of Factories, conditions necessitate their use adequate dining rooms, changing facilities, and showers shall be provided by the employer.

IMPROVER TO RECEIVE ADULT WAGE.

17. An improver employed at any class of work for which a certificate from the Department of Agriculture is required shall, unless he is working under the direct supervision of an employee so qualified, be paid the rates of pay prescribed for such an adult employee.

ROTATION OF SHIFTS.

18. Where more than one shift per day is worked there shall be a change of shift at least once every four weeks unless otherwise arranged by mutual consent.

ANNUAL HOLIDAY.

19. (a) Subject to the provisions of sub-clauses (b) and (c) hereof the annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holiday) Act 1946* (No. 5111), and any amendments which may be made thereto from time to time.

(b) Any shift worker who is rostered to work six or seven shifts per week including Saturdays, and/or Sundays and/or holidays shall be entitled for each twelve monthly qualifying period, one week's annual leave in addition to such leave as prescribed in sub-clause (a) hereof.

(c) Any person who is employed for only part of a twelve monthly qualifying period as a six or seven day shift worker shall be entitled to annual leave, or payment in lieu if the total period of service is less than the full qualifying period of twelve months, as follows:—

(i) during the period of service as such a shift worker, on a proportionate basis based on three weeks' annual leave for a full twelve monthly qualifying period, or payment in lieu, i.e., 3/50ths of the ordinary pay received during such period of service.

(ii) for the remainder of the period of service (if any) on a proportionate basis based on two weeks' annual leave for a full twelve monthly qualifying period, or payment in lieu, i.e., 1/25th of the ordinary pay received during such period of service.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

SICK LEAVE.

20. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill health or accident for more than 40 hours of working time in each year or a proportionately less time during any shorter period of employment. For the purposes of this clause service prior to the 1st July, 1943, shall be disregarded.

(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 120 hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

MIXED FUNCTIONS.

21. Where an employee is engaged in any one day or shift for more than two hours at work in a higher class than he is employed to perform, he shall be paid for the full day or shift at the highest rate payable for any such work under this Determination, but if he is so engaged for less than two hours he shall be paid at the rates fixed by this Determination only for the work he actually performs.

SPECIAL RATES FOR HOLIDAYS.

22. Double time shall be the rate payable for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted. Provided that by mutual agreement between any employer and the employees concerned some other day may be substituted for King's Birthday.

Any employee called to work part of a holiday shall be paid ordinary rate for the remainder of the day.

SPECIAL RATES FOR SUNDAY WORK.

23. (a) Time and a half shall be the rate payable for all work done on Sunday, providing that an employee shall be entitled to payment at the rate of double time for such Sunday work as shall be in excess of 40 hours worked since the previous Sunday exclusive of any overtime worked by him on Monday to Saturday, both inclusive.

(b) Any employee called to work part of a Sunday shall be paid ordinary rate for the remainder of the day.

DAY OFF FOR SHIFT WORKERS.

24. Seven day shift workers shall be entitled to one day off without pay in each week on any one of the days Monday to Sunday (both inclusive). The period of working time on such day off shall,

- (i) be taken into account for the purpose of prohibiting an employee from claiming benefits under the provisions of clause 13, and,
- (ii) count as time worked for the purpose of clause 23.

PAYMENT FOR WORK DONE ON ROSTERED DAY OFF.

25. Notwithstanding the provisions of Clause 23, an employee recalled to work on his rostered day off shall be paid double time and a quarter for Sunday, time and three quarters for Saturday, and time and a half for any other days of the week.

ROSTERING OF SHIFT WORKERS.

- 26. (a) Employees shall not be rostered off more than one Saturday and one Sunday in each seven consecutive weeks.
- (b) Shift workers rostered to work on Sunday shall be paid in accordance with Clauses 23 and 25 of this Determination.
- (c) Shift workers rostered to work on Saturday between midnight on Friday and midnight on Saturday shall be paid at the minimum rate of time and a half.
- (d) Sunday shall be deemed to be the rostered day off in places which do not normally work on a Sunday.

EMPLOYEES NOT TO BE DEPRIVED OF RIGHTS.

27. Employees who have been absent from work on Worker's Compensation or sick leave as provided for by Clause 23 of this Determination, or who have been on annual leave, shall not be deprived of any benefit under Clause 23 of this Determination.

LIFTING OF WEIGHTS.

- 28. (a) Male employees under 18 years of age shall not lift weights in excess of 30 lb., and male employees between the ages of 18 years and 21 years shall not lift weights in excess of 45 lb.
- (b) Female employees under 18 years of age shall not lift weights in excess of 25 lb., and female employees over 18 years of age shall not lift weights in excess of 35 lb.

PERIODICAL ADJUSTMENT OF WAGES.

29. The wages rates set out in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 30. Provided that the wages of adult females shall be increased or decreased by 9d. for every increase or decrease of 1s. in the basic wage and the wages of apprentices, improvers and juvenile workers 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.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	6 11 0	6 0	6 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1950, the amounts of the Basic Wage shall be as prescribed in clause 29.

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

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

J. V. WILLOX, Secretary.

Melbourne, 20th April, 1950.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 476]

TUESDAY, MAY 30.

[1950

Factories and Shops Acts.

DETERMINATION OF THE CONDENSERIES BOARD.

NOTES.—(a) On 18th July, 1938, the Butter Board was deprived of the power 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 Butter Factories Board and the Retail Dairy Board) wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale condensed milk, sterilized milk, dried milk, milk sugar, sterilized cream, or any other milk product,” and such power was conferred exclusively on the Condenseries Board.

(b) 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 has the power to determine the lowest prices or rates which may be paid to any persons (other than persons subject to the jurisdiction of the Butter Factories Board and the Retail Dairy Board) wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale condensed milk, sterilized milk, dried milk, milk sugar, sterilized cream, or any other milk product, including the treatment of bulk milk for wholesale distribution, has made the following Determination, namely:—

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

2.

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.			
	Wages per Week.			Wages per Week.		
	Shift Workers.	All Others.		Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	
Under 16 years .. .. .	..	80 9	Under 16 years	67 9	65 3
16-17 years .. .. .	..	93 9	16-17 years	76 3	71 3
17-18 .. .. .	..	107 3	17-18	93 9	80 6
18-19	140 6	121 3	18-19	104 0	95 0	
19-20	152 0	136 0	19-20	121 6	102 6	
20-21	160 6	144 9	20-21	139 3	114 0	

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 170s. per week.

One improver to every eight or fraction of eight workers receiving not less than 170s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 133s. 6d. per week.

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

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

OTHER EMPLOYEES.

	Wages per Week.	
	Shift Workers.	All Others.
	s. d.	s. d.
Milk or cream grader or tester	199 0	188 0
Majonnier operator	199 0	188 0
Neutralizer	196 0	185 0
Foreman of shift or department	196 0	185 0
Operator of any of the following machines :—		
Milk drier (roller system)	189 0	178 0
Milk drier (spray system)	190 0	179 0
Assistant to milk drier (spray system)	189 0	178 0
Sugar boiler	184 0	173 0
Vacuum pan—condensery	191 0	180 0
Vacuum pan-dried milk	190 0	179 0
Vacuum pan-milk sugar	190 0	179 0
Evaporator	189 0	178 0
Homogenizer or visiolizer	187 6	176 6
Cream retort	185 0	174 0
Powder sifter	183 0	172 0
Tubular heater or ejector	184 0	173 0
Separator	182 0	171 0
Pasteurizer	182 0	171 0
Weighing machine (milk receiving)	189 0	178 0
Wire-headers, storeman, stackers or packers	183 0	172 0
Washers of vacuum pan, vacuum holding vats, or evaporator	184 0	173 0
Male adult washing or sterilizing cans or bottles	183 0	172 0
Operator of a fork lift truck	184 0	173 0
All other male adults	181 0	170 0
Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman .. .. .	..	132 9
Females operating dried milk automatic filler .. .. .	..	132 9
All other females .. .. .	..	132 9

Female workers operating the Majonnier operator shall be paid 9s. 3d. per week in addition to their ordinary wage.
 Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.
 Persons employed clearing or cleaning horizontal drying boxes shall be paid 5s. per week for mid-clearance, or 3s. per week for morning clearance, in addition to their ordinary weekly wage.
 Persons operating more than two vacuum pans shall be paid 4s. per pan extra.
 Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for the employee concerned.
 Persons employed cleaning milk tankers and vacuum pan vapour pipes, when the employee enters the latter, shall receive 9d. for each clean in addition to the ordinary weekly wage for the employee concerned.
 Persons employed on a Dennington Spray Control floor shall be paid 15s. per week additional to the rates for milk drier (spray system).
 Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.
 Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.
 Persons (other than regular loading gang hands) transporting complete stillages of tinplate shall receive 3s. per week in addition to the rate prescribed for storeman.
 Washers and/or cleaners of any enclosed vat or tank fitted with a man hole, the height of which compels reaching overhead, shall be paid at the rate of 4s. per week, in addition to their ordinary wage, whilst so engaged.

DEFINITIONS.

3. " Juvenile worker " means a person under 21 years of age (other than an apprentice or improver) employed at—
 Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles;
 Stamping or branding tins, cartons, cases, bottles, or labels;
 Stamping, branding, lining, or nailing-up boxes or shooks;
 Handling empty tins, cans, cases, crates, jars, moulds, boxes, or cartons;
 Feeding or assisting on machines; or
 Feeding or taking away from automatic machines.
 " Ordinary Worker " means a person—
 (a) who works 8 hours, between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday when the ordinary week's work is performed in five days;
 (b) who works 7 hours 12 minutes, between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday, and 4 hours on Saturday when the ordinary week's work is performed in 5½ days.
 " Shift worker " means a person other than an ordinary worker. Males under 21 years of age (other than an apprentice or improver 18 years of age or over), or females of any age shall not be employed on shift work.

HOURS FOR A WEEK'S WORK.

4. The number of hours which shall constitute an ordinary week's work shall be 40.

OVERTIME.

5. The following rates shall be paid—
 (a) To " ordinary workers " for all time worked—
 Outside the times of beginning and ending work as fixed in Clause 3
 Within the times of beginning and ending work so fixed in excess of 4 hours on Saturday and 7 hours 12 minutes on the other working days where an ordinary week's work is worked in 5½ days and for all time worked on Saturday and in excess of 8 hours on Monday to Friday (inclusive) where an ordinary week's work is worked in five days } Time and a half.
 Provided that double time shall be paid for all work done on Saturday after 12 noon.
 (b) To " shift workers " for all time worked in excess of 6 hours 40 minutes, on any day Time and a half.
 (c) An employer may require any employee to work reasonable overtime at overtime rates and the employee shall work overtime in accordance with such requirement.

MEAL INTERVAL.

6. An interval of 45 minutes shall be granted for meals between the hours of 12 noon and 1.30 p.m., provided that females and juveniles shall be granted such interval not more than 4½ hours after starting work. Shift workers shall be allowed 45 minutes for each meal; such meal time to be not less than 3½ hours or more than 5 hours from the time of beginning work.
 Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for meal.

CRIB TIME.

7. An ordinary worker who commences work at 6 a.m. or earlier shall be allowed a rest interval of 15 minutes at not more than three hours from the time of commencing work.

MORNING TEA.

8. Tea shall be made available each morning for female employees.

CONTINUITY OF WORK.

9. The work of each day or shift shall be continuous with the customary break for a meal.

TIME WAGES.

10. Any person employed on time wages for less than the numbers of hours fixed for an ordinary week's work between midnight on Sunday and midnight on Saturday shall be paid as follows:—

For time worked up to the first 20 hours—

(i) In any week in which two or more Public Holidays occur—at the ordinary wages rate with an addition of 50 per centum;

(ii) In any other week—at the ordinary wages rate with an addition of 33½ per centum. and for time worked beyond the 20 hours aforesaid, at the ordinary wages rate, up to but not exceeding ordinary wages rates for an ordinary week's work.

MEAL ALLOWANCE.

11. Any employee required to work more than 60 minutes' overtime after the usual finishing time shall be paid, in addition to the overtime payable, an allowance of 2s. for a meal.

WAITING TIME.

12. When an employee is called to work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time on duty.

ALLOWANCE.

13. (a) When an employee is required by law or by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be provided by the employer.

(b) Employees engaged on can washing, tipping milk, or where they are constantly required to work in wet conditions necessitating the wearing of rubber boots or protective footwear, such boots or protective footwear shall be supplied by the employer.

PROHIBITION OF EMPLOYMENT.

14. No person under 21 years of age shall be employed placing cans in or removing cans from a mechanical washer.

PAYMENT OF WAGES.

15. All wages shall be paid weekly.

TERMINATION OF EMPLOYMENT.

16. Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or employee.

WASHING AND DRINKING FACILITIES.

17. Adequate drinking and washing facilities shall be provided in each factory or department. All employees handling briquettes or coal shall be allowed seven minutes' washing time at the conclusion of the day's work. Where conditions of labour warrant their use, changing accommodation and showers shall be provided by the employer.

TIME BOOK OR OTHER RECORD.

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

INSPECTION OF TIME BOOK.

19. The Secretary, Assistant Secretary, or Organizer of the Federated Cold Storage and Meat Preserving Employees' Union of Australia, duly authorized in writing under the seal of the said Union, shall have access to the record of times recorded by the employees and the wages paid for a period of two months prior to date of inspection, provided that such inspection shall be made during the office hours of the factory, and not more than once in any fortnight. Authority shall be produced to the employer on demand.

IMPROVER TO RECEIVE ADULT WAGE.

20. An improver employed at any class of work for which a certificate from the Department of Agriculture is required, shall, unless he is working under the direct supervision of an employee so qualified, be paid the rates of pay prescribed for such an adult employee.

LIFTING OF WEIGHTS.

21. (a) Male employees under 18 years of age shall not lift weights in excess of 30 lb., and male employees between the age of 18 years and 21 years shall not lift weights in excess of 45 lb.

(b) Female employees under 18 years of age shall not lift weights in excess of 25 lb., and female employees over 18 years of age shall not lift weights in excess of 35 lb.

ANNUAL HOLIDAY.

22. (a) Subject to the provisions of sub-clauses (b) and (c) hereof the annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holiday) Act 1946* (No. 5111), and any amendments which may be made thereto from time to time.

(b) Any shift worker who is rostered to work six or seven shifts per week, including Saturdays, and/or Sundays and/or holidays shall be entitled for each twelve monthly qualifying period, one week's annual leave in addition to such leave as prescribed in sub-clause (a) hereof.

(c) Any person who is employed for only part of a twelve monthly qualifying period as a six or seven day shift worker shall be entitled to annual leave, or payment in lieu if the total period of service is less than the full qualifying period of twelve months, as follows:—

(i) during the period of service as such a shift worker, on a proportionate basis based on three weeks' annual leave for a full twelve monthly qualifying period, or payment in lieu, i.e., 3/50ths of the ordinary pay received during such period of service.

(ii) for the remainder of the period of service (if any) on a proportionate basis based on two weeks' annual leave for a full twelve monthly qualifying period, or payment in lieu, i.e., 1/25th of the ordinary pay received during such period of service.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

SICK LEAVE.

23. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill health or accident for more than 40 hours of working time in each year or a proportionately less time during any shorter period of employment. For the purposes of this clause the present "year" shall be deemed to have commenced on the 15th day of November, 1943, and each succeeding "year" on the 15th day of November of each such year.

(b) Notwithstanding anything contained in 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 120 hours of working time which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

(c) An employee shall not be entitled under this clause to paid leave of absence for any period in respect of which he is entitled to Worker's Compensation.

MIXED FUNCTIONS.

24. Where an employee is engaged in any one day or shift for more than two hours at work in a higher class than he is employed to perform, he shall be paid for the full day or shift at the highest rate payable for any such work under this Determination, but if he is so engaged for less than two hours he shall be paid at the rates fixed by this Determination only for the work he actually performs.

SPECIAL RATES FOR HOLIDAYS.

25. (a) Double time shall be the rate payable for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Christmas Day, Boxing Day, and a holiday to be fixed by each factory in lieu of King's Birthday in accordance with clause 18; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(b) Any employee who works part of a holiday shall be paid ordinary rate for remainder of the day.

SPECIAL RATES FOR SUNDAY WORK.

26. (a) Time and a half shall be the rate payable for all work done on Sunday, providing that an employee shall be entitled to payment at the rate of double time for such Sunday work as shall be in excess of 40 hours worked since the previous Sunday exclusive of any overtime worked by him on Monday to Saturday, both inclusive.

(b) Any employee required to work on a Sunday shall be entitled to a minimum of an ordinary day's pay or work at the special rate to enable him to earn such ordinary day's pay.

DAY OFF FOR SHIFT WORKERS.

27. Seven day shift workers shall be entitled to one day off without pay in each week on any one of the days Monday to Sunday (both inclusive). The period of working time on such day off shall—

- (i) be taken into account for the purpose of prohibiting an employee from claiming benefits under the provisions of clause 10; and
- (ii) count as time worked for the purpose of clause 26.

PAYMENT FOR WORK DONE ON ROSTERED DAY OFF.

28. Notwithstanding the provisions of clause 26, an employee recalled to work on his rostered day off shall be paid double time and a quarter for Sunday, time and three quarters for Saturday, and time and a half for any other days of the week.

ROSTERING OF SHIFT WORKERS.

29. (a) Employees shall not be rostered off more than one Saturday and one Sunday in each seven consecutive weeks.

(b) Shift workers rostered to work on Sunday shall be paid in accordance with clauses 26 and 28 of this Determination.

(c) Shift workers rostered to work on Saturday between midnight on Friday and midnight on Saturday shall be paid at the minimum rate of time and a half.

EMPLOYEES NOT TO BE DEPRIVED OF RIGHTS.

30. Employees who have been absent from work on Worker's Compensation or sick leave as provided for by clause 23 of this Determination, or who have been on annual leave, shall not be deprived of any benefit under clause 26 of this Determination.

PERIODICAL ADJUSTMENT OF WAGES.

31. The wages rates set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 32. Provided that the wages of adult females shall be increased or decreased by 9d. for every increase or decrease of 1s. in the basic wage and the wages of apprentices, improvers, and juveniles, 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.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 6 11 0	s. d. 6 0	£ s. d. 6 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1950, the amounts of the Basic Wage shall be as prescribed in clause 31.

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

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

J. V. WILLOX, Secretary.

Melbourne, 13th April, 1950.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 477]

TUESDAY, MAY 30.

[1950

Factories and Shops Acts.

DETERMINATION OF THE BOOT BOARD.

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

(2) Clicking, stuff cutting, making, and finishing were proclaimed on 13th January, 1932, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

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

[IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the nineteenth day of May, 1936, has had the power to "determine the lowest prices or rates which may be paid to any person—

(a) wholly or partly preparing or manufacturing, either inside or outside a factory, boots, shoes, or slippers of every description;

(b) designing or cutting patterns of boots, shoes, or slippers from metal or any other material"—

has made the following Determination, namely:—

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

APPRENTICES AND IMPROVERS.

2. MALES*—*Apprentices* (Other than those covered by the Apprenticeship Commission).
Wages per Week of 40 Hours.

Five Years Terms.

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
First year's experience—				
1st six months	22½	..	0 9	1 10 0
2nd six months .. .. .	..	..	0 9	1 14 9
Second year's experience—				
1st six months	30	1 0	1 0	2 1 0
2nd six months .. .. .	..	1 0	1 0	2 10 9
Third year's experience—				
1st six months	45	1 6	1 6	3 1 6
2nd six months .. .. .	..	1 6	1 6	4 1 0
Fourth year's experience—				
1st six months	75	2 0	2 3	5 1 9
2nd six months .. .. .	..	2 0	2 3	5 14 9
Fifth year's experience—				
1st six months	95	2 0	3 0	6 8 6
2nd six months .. .. .	..	2 0	3 0	6 11 9
Thereafter the adult male minimum wage.				

Four Years Terms.

First year's experience—				
1st six months	26	..	0 9	1 14 6
2nd six months .. .. .	..	..	0 9	2 7 0
Second year's experience—				
1st six months	45	1 6	1 6	3 1 6
2nd six months .. .. .	..	1 6	1 6	4 1 0
Third year's experience—				
1st six months	75	2 0	2 3	5 1 9
2nd six months .. .. .	..	2 0	2 3	5 14 9
Fourth year's experience—				
1st six months	95	2 0	3 0	6 8 6
2nd six months .. .. .	..	2 0	3 0	6 11 9
Thereafter the adult male minimum wage.				

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

2. MALES*—Apprentices (Other than those covered by the Apprenticeship Commission)—continued.

Three Years Terms.

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
First year's experience—				
1st six months	45	1 6	1 6	3 1 6
2nd six months .. .. .	..	1 6	1 6	4 1 0
Second year's experience—				
1st six months	75	2 0	2 3	5 1 9
2nd six months .. .. .	..	2 0	2 3	5 14 9
Third year's experience—				
1st six months	95	2 0	3 0	6 8 6
2nd six months .. .. .	..	2 0	3 0	6 11 9
Thereafter the adult male minimum wage				

Experience for the purpose of this Clause means actual experience whether as an apprentice or otherwise.

Proportion.

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause 7 for wages and proportion of unapprenticed Junior Workers.

FEMALES—Improvers.

3. Females employed clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers†—

Experience.	Adjustable Wage.	Loading Constant.	Total Wage.
	£ s. d.	s. d.	£ s. d.
Under 17 years of age—			
1st six months	1 11 6	0 6	1 12 0
2nd six months	1 15 3	0 6	1 15 9
3rd six months	1 19 9	0 9	2 0 6
4th six months	2 5 6	0 9	2 6 3
5th six months	2 11 6	1 0	2 12 6
6th six months	2 18 6	1 0	2 19 6
7th six months	3 5 6	1 6	3 7 0
8th six months	3 14 9	1 6	3 16 3
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months	1 19 9	0 9	2 0 6
2nd six months	2 5 6	0 9	2 6 3
3rd six months	2 11 6	1 0	2 12 6
4th six months	2 18 6	1 0	2 19 6
5th six months	3 5 6	1 6	3 7 0
6th six months	3 14 9	1 6	3 16 3
And thereafter not less than the minimum wage for adult females			

"Experience" for the purposes of this clause means actual experience, whether as an improver or junior worker.

Proportion.

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

* Wages of apprentices and improvers in the Metropolitan District are regulated by Apprenticeship Commission.

† Junior females may be employed on the operations set out in paragraphs (e), (d), and (e) of Clause 5 at the above rates.

Proportion.

(In any factory or place.)

Three female improvers to each female worker employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than the minimum wage for adult females.

Other Employees.

4. (a)

MALES.

	Wages Per Week of 40 Hours.	
	s.	d.
Pattern Cutting—		
Pattern Cutters or Designers	180	0
Clicking—		
Clicking outsides (other than felt, fabric, sheep's roans or splits)	172	0
Clicking felt, linings, fabrics, sheep's roans, splits—		
By hand	167	0
By machine	163	0
All others	163	0
Stuff cutting—		
Cutting leather outsoles, insoles or half soles	172	0
Ranging by hand	172	0
All others	163	0
Making—		
All operatives except those for whom the rates hereinafter appearing are prescribed	172	0
Operator of bottom levelling machine	163	0
Operator of buzzer machine	163	0
Operator of loose nailing machine	163	0
Bevelling by hand	163	0
Heeling by hand	163	0
Opening channels	163	0
Closing channels	163	0
Feathering	163	0
Turning pumps	163	0
Laying linings and shanking	163	0
Pulling up backs	163	0
Pulling on	163	0
Tingling and trimming (hand or machine)	163	0
Putting on heels and toe plates	163	0
Attaching wood heels by hand	163	0
Putting in stiffeners or toes	159	0
Putting in bottom fillings and shanks	159	0
Slipping off after first month's experience	159	0
Slipping off for first month of experience	153	0
Pulling out tacks	159	0
Stamping and sorting soles	159	0
Solutioning or cementing by hand or machine	159	0
Putting studs or bars on football boots	159	0
Finishing—		
Finishing right through by hand	172	0
Operating heel trimmer	172	0
Operating edge trimmer	172	0
Operating edge setter	172	0
Operating heel scourer	172	0
Operating Naumkeag machine and/or sandpapering machine	166	0
Slipping off after first month's experience	159	0
Slipping off for first month of experience	153	0
All others	163	0

(b) In addition to the rates prescribed herein "Surgical Bootmakers" i.e., bootmakers making footwear for deformed, crippled, or mis-shapen feet, shall be paid 18s. per week, and "Bespoke Bootmakers" i.e., bootmakers making by hand footwear in accordance with individual specifications shall be paid 10s. per week.

FEMALES.

5. (a) Females employed pattern cutting, clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

	Wages per Week of 40 Hours.	Loading Constant.	Total Wage.
	s. d.	s. d.	s. d.
(c) Females with (i) four years' experience employed on any form of sewing machine	104 6	3 0	107 6
(ii) any other machine	99 0	3 0	102 0
(iii) any other work set out in clause (b) hereof	97 0	2 9	99 9
(d) Females with four years' experience not otherwise provided for	97 0	2 9	99 9

(e) In addition to the rates prescribed herein any female employee:—

(i) operating a machine with hot or liquid wax shall be paid 7s. 6d. per week.

(ii) operating a wax thread or cord machine not using hot or liquid wax shall be paid 5s. per week.

(f) Females over the age of 21 years with less than the experience hereinbefore mentioned shall for the first twelve months be paid 97s. 6d. per week and thereafter the rate prescribed for their occupation.

FEMALE WORK.

6. The following classes of work may be performed by female employees at the rates prescribed in clause 5, sub-clause (c) (iii) :—

- (a) making cosy slippers with soles of upper leather or other soft material with felt or compo filling (excepting the operation set out in clause 5 (a));
- (b) attaching felt to leather soles by Union Special Machine No. 75B 80,100 or any similar table machine ;
- (c) marking, stamping, fitting of uppers, machining of uppers, pasting of uppers, lacing of uppers or preparing slippers for the slipper turn sewing machine ;
- (d) ironing off the last ;
- (e) socking ;
- (f) pomming ;
- (g) attaching ornaments ;
- (h) final trimming and boxing ;
- (i) cleaning ;
- (j) spraying ;
- (k) branding ;
- (l) final polishing ;
- (m) final brushing ;
- (n) sizing ;
- (o) treeing after boot is finished ;
- (p) patent and coloured leather repairing ;
- (q) solutioning and covering wood heels ;
- (r) skiving or trimming the insides and outsides of uppers (including cut outs ;
- (s) interlacing of uppers before or after making (excluding hand made basket shoes) ;
- (t) making (in all stages) infants' 0s to 6s footwear with soles of upper leather or other soft material ;
- (u) preparing toe puffs of material other than crop ;
- (v) all work on which females can be employed in the heel and last-making industry.

JUNIOR WORKERS—MALES.

7. (a) Unapprenticed male juniors may be employed in the following occupations :—Tacking on insoles, putting in stiffeners or toes, putting in bottom fillings and shanks, putting in and slipping lasts, last carrying, last sorting, heel nail feeding, inking edges, solutioning or cementing by hand or machine, inking and colouring (one colour only), rubbing off heels, drawing tacks or nails, socking and sizing, tacking up stuff (including the cutting and preparation of football studs), putting in followers, branding or stamping, any other occupation usually performed by females under this Determination.

(b) The maximum number of unapprenticed male juniors who may be employed in any factory shall not exceed the proportion of one junior to ten or fraction of ten of the average number of male adults employed for the previous six months.

(c) Unapprenticed male juniors shall be paid the rates provided for apprentices plus 10 per cent.

(d) Any unapprenticed junior who has had six years' experience in the industry and who has not reached twenty-one years of age shall be paid the adult rate for the class of work he is performing.

HOLIDAYS.

8. (a) All employees shall be entitled to the holidays hereinafter mentioned or any day observed in lieu thereof without deduction of pay—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day and Boxing Day.

In the Metropolitan District of Melbourne, Cup Day shall be substituted for King's Birthday, providing that where agreement is reached between the employer and 75 per cent. of his employees, this substitution shall also apply to districts of Victoria outside the Metropolitan District.

The day known as "Show Day" in the Districts of the State outside the Metropolitan District may be substituted for any of the above-mentioned holidays providing there is agreement between the employer and 75 per cent. of his employees.

(b) All work performed on any of the abovementioned holidays shall be paid for at the rate of double time.

(c) When Christmas Day, Boxing Day or New Year's Day fall on a Saturday or Sunday and no holiday is substituted in lieu thereof, employees shall be paid for each such day an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee.

ANNUAL HOLIDAY.

9. 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.

SUNDAY WORK.

10. All time worked on a Sunday shall be paid for at the rate of treble time, payment being made for a full day, namely 8½ hours, whether such full day is worked or not. Provided that time worked in the alterations of plant or machinery necessary for resumption of work the next following working day shall be paid for at the rate of time and a half.

NOTE.—Section 8 of the *Factories and Shops Act No. 4275* prohibits work on Sundays, but the Minister of Labour may suspend this section in exceptional circumstances.

HOURS OF WORK.

11. (a) The ordinary hours of work shall not exceed 40 per week to be worked in five days between the hours of 7.30 a.m. and 5.30 p.m. on Monday to Friday inclusive. Provided that this spread of hours may be altered by mutual agreement between an employer and the Australian Boot Trade Employees Federation.

(b) Each employer may fix starting and finishing times for his own factory and such starting and finishing times, when fixed, shall not be altered except on fourteen days' notice to the employees concerned.

MEAL TIME.

12. (a) Not less than 30 nor more than 60 minutes, shall be allowed each working day for a midday meal.

(b) An employee shall not work or be worked for more than five hours consecutively without a break for a meal.

(c) An employee working on production called upon to work during his meal hour shall be paid at the rate of double time for the time so worked, and such payment shall be continued until an employee has been relieved for a meal.

REST PERIOD.

13. (a) All employees shall be allowed a morning rest period of ten minutes at a time to be mutually arranged in each factory.

(b) Facilities for making tea shall be provided by the employer for employees at the commencement of rest periods and meal hours.

MIXED FUNCTIONS.

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

OVERTIME.

15. (a) All time worked by an employee before his or her starting time or after his or her finishing time shall be paid for at the rate of time and a half for the first two hours and double time thereafter.
- (b) In computing overtime, each day's work shall stand alone.
- (c) Junior workers and apprentices shall not work overtime without the approval of the Apprenticeship Commission, unless a proportionate number of adult males or fully experienced females is employed in the respective departments.
- (d) Employees called upon to work overtime exceeding one hour shall be allowed at least 30 minutes for a meal, and shall in addition to any overtime payable be allowed 2s. for such meal, provided that in the case of Saturday overtime 2s. shall be payable only if the work extends beyond the ordinary time for ceasing work for the midday meal.
- (e) An employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement.

TERMS OF ENGAGEMENT.

16. (a) Except as hereinafter provided employment shall be by the week.
- (b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages, as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.
- (c) An employee not attending for duty shall, except as provided by clause 17 of this Determination, lose his pay for the actual time of such non-attendance.

ABSENCE ON SICK LEAVE.

17. (a) An employee who has been in the service of an employer for three months and who is absent from his work on account of personal sickness, or on account of accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—
- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of his absence.
- (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

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

Cumulative Sick Leave.

- (c) Sick leave shall accumulate from year to year, so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of three years, but for no longer from the end of year in which it accrues.

Attendance at Hospitals, &c.

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

Year.

- (e) For the purposes of this clause a year shall be deemed to commence on 1st January, and cease on 31st December.

PAYMENT OF WAGES.

18. (a) Wages shall be paid on Wednesday or Thursday or Friday in each week. Separate pay days for male and female employees may be fixed in any factory.
- (b) Not more than one day's wages shall be kept in hand excepting that where a holiday occurs on the actual pay day, the following day may be substituted as pay day.
- (c) Any employee working part of a week shall be paid all moneys due on ceasing work for that week.
- (d) Where an employee's services are dispensed with, all moneys due shall be paid immediately on the employee ceasing work.
- (e) Employees kept waiting for their pay after ceasing work at the usual hour shall be paid at overtime rates for all the time they are kept waiting as aforesaid.

TIME AND WAGES BOOK.

19. (a) Each employer shall keep a time and wages book or record, showing the name of each employee, his or her occupation, the hours worked each day and the wages and allowances paid each week.
- (b) The time occupied by an employee filling in time books or cards or in the making of records other than checking in or out at the beginning or end of duty shall be treated as time of duty.
- (c) The time and wages book or records shall be open for inspection by a duly accredited permanent official of the Australian Boot Trade Employees Federation during the usual office hours at the employer's office or other convenient place.
- An inspection by such an official as aforesaid shall not be demanded unless the secretary of the Federation or the district secretary or organiser of any branch of the Federation suspects that a breach of this Determination has been or is being committed, and not more than 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 make and retain a copy of entries in a time and wages book or record relating to the suspected breach of this Determination.

SEATS.

20. Where it is necessary for employees to sit at their work seats which shall be reasonably comfortable shall be provided by the employer for the employees.

DETERMINATION POSTED.

21. A copy of this Determination, together with all variations thereof, shall be posted and kept posted by the employer in each factory or workshop in a prominent place accessible to employees.

TOOLS.

22. (a) The employer shall provide all needles and findings, grindery, tool for finishers, viz., feather knives, fudge wheels, ordinary top irons, waist wheels and brushes (paint and ink), workshops and light and all colours and material used in connexion with the trade.

(b) The employer shall provide the following tools, viz., clicking knives, scissors for females who are required to use them, and the employer shall, at his own expense, keep the scissors properly ground.

(c) Until such time as the employer replaces the scissors now in use an operative shall continue to use her own scissors, and during the time of such use the operative shall be paid an allowance of 3d. per week.

(d) Notwithstanding anything herein contained, employers shall provide apprentices with all necessary tools.

DEDUCTION IN WAGES.

23. Deduction in wages may be made only for such time as is actually lost by an employee. Such deduction shall not be made from the wages of apprentices except in accordance with the Indentures of Apprenticeship.

PIECEWORK.

24. Any employer may fix and pay piece work rates or bonus or task rates or any other like system of production incentive in lieu of time rates so long as such rates permit an employee of average capacity to earn at least ten per cent. more than the minimum rate prescribed for his or her class.

RIGHT OF ENTRY.

25. Any duly accredited permanent official of the Australian Boot Employees Federation authorized in writing by the Secretary for Labour shall for the purpose of interviewing or conversing with the employees in any factory or place have the right to enter such factory or place if therein a member of such Federation or persons in the same callings are employed by an employer covered by this Determination.

(b) Officials authorized as aforesaid shall not wilfully hamper or hinder the employees during their working time, but may for the purpose of collecting dues, posting Union notices and attending to other Union matters relating to the industry, interview any employee or converse with them during any luncheon or non-working time.

(c) If any employer alleges that an official 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 foregoing conditions, the employer may refuse the right of entry.

WASHING ACCOMMODATION.

26. The employer shall provide suitable washing accommodation for all employees.

SHOP STEWARDS.

27. An employer shall allow a shop steward appointed by employees in each workshop the necessary time during working hours to interview him or his representative on matters affecting the employees whom the steward represents.

FIRST-AID OUTFIT.

28. Each employer shall provide a properly equipped first-aid chest. Such chest shall comply, as to its contents, with the requirements of the Factories and Shops Acts.

PERIODICAL ADJUSTMENT OF WAGES.

29. The wages rates for adult males set out in clause 4 are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934* the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 30.

BASIC WAGE.

Place.	Needs Basic Wage (Adjustable).	Prosperity Loading (Constant).	Industry Loading (Constant).	Total Industry Wage.	Index Number Set Assigned.
	Per Week. £ s. d.	Per Week. s. d.	Per Week. s. d.	Per Week. £ s. d.	
Whole of the State ..	6 10 0	5 0	4 0	6 19 0	Six Capital Cities (Weighted Average)

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1950, the amounts of the basic wage shall be as prescribed in clause 29.

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

(d) The rates prescribed for female workers in clauses 3 and 5 other than the constant loadings, shall be increased or decreased proportionately to increases or decreases of the needs basic wage calculated to the nearest threepence, half or less than half of threepence to be disregarded.

(e) The wages of male juniors shall be the percentages of the needs basic wage and in addition thereto the constant and industry loadings specified in clause 2 of this Determination.

MARGINS—MALES.

31. In addition to the amounts prescribed in clause 29, the following margins shall be paid :—

	Per Week.
	<i>s. d.</i>
Pattern Cutting—	
Pattern Cutters or Designers	41 0
Clicking—	
Clicking outsides (other than felt, fabric, sheep's roans or splits)	33 0
Clicking felt, linings, fabrics, sheep's roans, splits—	
By hand	28 0
By machine	24 0
All others	24 0
Stuff cutting—	
Cutting leather outsoles, insoles, or half soles	33 0
Ranging by hand	33 0
All others	24 0
Making—	
All operatives except those for whom the rates hereinafter appearing are prescribed	33 0
Operator of bottom levelling machine	24 0
Operator of buzzer machine	24 0
Operator of loose nailing machine	24 0
Levelling by hand	24 0
Heeling by hand	24 0
Opening channels	24 0
Closing channels	24 0
Feathering	24 0
Turning pumps	24 0
Laying linings and shanking	24 0
Pulling up backs	24 0
Pulling on	24 0
Tingling and trimming (hand or machine)	24 0
Putting on heels and toe plates	24 0
Attaching wood heels by hand	24 0
Putting in stiffeners or toes	20 0
Putting in bottom fillings and shanks	20 0
Slipping off after first month's experience	14 0
Slipping off for first month of experience	20 0
Pulling out tacks	20 0
Stamping and sorting soles	20 0
Soluitioning or cementing by hand or machine	20 0
Putting studs or bars on football boots	20 0
Finishing—	
Finishing right through by hand	33 0
Operating heel trimmer	33 0
Operating edge trimmer	33 0
Operating edge setter	33 0
Operating heel scourer	33 0
Operating Naumkeag machine and/or sandpapering machine	27 0
Slipping off after first month's experience	20 0
Slipping off for first month of experience	14 0
All others	24 0

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

J. V. WILLOX, Secretary.

Melbourne, 12th April, 1950.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 478]

TUESDAY, MAY 30.

[1950

Factories and Shops Acts.

DETERMINATION OF THE CIGAR TRADE BOARD.

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

In accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of Cigar Making," has made the following Determination, viz. :—

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

2. APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.		Number (in any place).				
Making cigars or sorting and packing cigars :—		APPRENTICES.				
APPRENTICES.		One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.				
Experience—		One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.				
1st year—		(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)				
1st six months	.. .. . s. d. ..	23 0	.. 14		
2nd six months	.. .. . s. d. ..	26 8	.. 16½		
2nd year	.. .. . s. d. ..	38 2	.. 23½		
3rd year	.. .. . s. d. ..	57 0	.. 34½		
4th year	.. .. . s. d. ..	72 2	.. 44		
or in lieu of weekly wages the work may be paid at the following piece-work prices :—		IMPROVERS.				
Making Cigars.		One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.				
2nd year	.. One-third of the piece-work prices.	See also clause 13 sub-clause (m)				
3rd year	.. Two-thirds of the piece-work prices.					
4th year	.. Three-quarters of the piece-work prices.					
Sorting and Packing Cigars.		One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.				
In Boxes of—		Plus 3 per centum. See also clause 13 sub-clause (m).				
	500 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year	.. 1 1·2	.. 1 1·2	.. 1 1·2	.. 1 4·5	.. 1 7·8	.. 2 2·4
2nd year	.. 1 4·5	.. 1 4·5	.. 1 4·5	.. 1 7·8	.. 2 5·7	.. 2 9
3rd year	.. 1 7·8	.. 1 7·8	.. 1 11·1	.. 2 2·4	.. 3 0·3	.. 3 3·6
4th year	.. 2 2·4	.. 2 2·4	.. 2 5·7	.. 2 9	.. 3 6·9	.. 3 10·2
IMPROVERS.		s. d.		*Percentage.		
18 years 57 10 34½
19 years 79 6 48½
20 years 98 10 60½

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (males)."

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—
(a) Males.

Employed in—		Wages per Week of 40 Hours.							
		1st Year's Experience.							
		1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
		Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
		s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	.. ..	26 8	16½	26 8	16½	30 4	18½	30 4	18½
Turning bunches	.. ..	26 8	16½	26 8	16½	30 4	18½	30 4	18½
Stripping fillers	.. ..	26 8	16½	26 8	16½	30 4	18½	34 0	20½

Employed in—		Wages per Week of 40 Hours.							
		2nd Year's Experience.							
		1st Six Months.		2nd Six Months.		Third Year's Experience.		Fourth Year's Experience.	
		Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
		s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	.. ..	45 6	27½	49 2	30	67 8	41½	87 4	53½
Turning bunches	.. ..	45 6	27½	49 2	30	67 8	41½	87 4	53½
Stripping fillers	.. ..	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed does not exceed 16s. per week of 40 hours	33 7	20½	37 4	22½	45 6	27½	57 5	35	71 9	43½	93 6	57	118 6	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed in—		Wages per Week of 40 Hours.							
		1st Year's Experience.							
		1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
		Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
		s. d.	%	s. d.	%	s. d.	%	s. d.	%
Trimming cigar boxes	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Stripping and booking cigar wrapper leaf	.. ..	57 8	56½	57 8	56½	57 8	56½	57 8	56½
Ringing cigars	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Stripping fillers	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Packing cigars, viz. :—									
Havanette	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Royal Bengals	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Bonanzas	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Gem of East Cigarillos	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Swiss	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Cartons or parcels	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Machine work, viz. :—									
Making bunches	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Covering cigars	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Swiss	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Lucky Hit	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Havanettes	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39
Senoritas	.. ..	26 8	26	31 0	30½	35 7	34½	40 0	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Females—continued.

Employed in—	Wages per Week of 40 Hours.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Per-centage.	Wages.	*Per-centage.		
Trimming cigar boxes	s. d. 44 4	% 43½	s. d. 53 4	% 62	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	75 4	73½	79 11	78	Minimum wage	Minimum wage
Ringing cigars	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices
Stripping fillers	"		"		"	"
Packing cigars, viz. :—						
Havanette	"		"		"	"
Royal Bengals	"		"		"	"
Bonanzas	"		"		"	"
Gem of East Cigarillos	"		"		"	"
Swiss	"		"		"	"
Cartons or parcels	"		"		"	"
Machine work, viz. :—						
Making bunches	"		"		"	"
Covering cigars	"		"		"	"
Swiss	"		"		"	"
Lucky Hit	"		"		"	"
Havanettes	"		"		"	"
Senoritas	"		"		"	"

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
Any other class of work for which the rate of wages fixed for adults does not exceed 102s. 6d. per week of 40 hours ..	s. d. 33 7	% 32½	s. d. 42 0	% 41	s. d. 50 6	% 49½	s. d. 56 4	% 55	s. d. 64 7	% 63	s. d. 74 1	% 72½	s. d. 84 1	% 82

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

4.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.
	£ s. d.
Strippers and bookers of cigar covering leaf (males)	8 8 5
Strippers and bookers of cigar covering leaf (females)	6 0 6
Strippers and bookers of cigar bunch wrapper leaf (females)	5 10 0
Cigar box makers (males)	8 11 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	5 6 0
Stripping fillers (males)	8 4 0
All others (males)	8 4 0
.. (females) 62½ per cent. of the above rate for "All Others (Males.)"	5 2 6

OVERTIME.

5. (i) Any time wage employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.

(ii) Any female piece-work employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the ordinary piece-work rate plus 50 per centum.

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

TEA MONEY.

6. All employees required to work overtime later than 6 p.m. shall be paid 2s. tea money in addition to overtime rates prescribed in this Determination.

HOLIDAYS.

7. All weekly wage employees shall be granted the following holidays without deduction of pay, viz. :—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 when such holidays are observed on Monday, Tuesday, Wednesday, Thursday, or Friday.

Piece-workers shall be granted the same holidays as are granted to weekly wage employees, and shall be paid for such holidays at their average rate of earnings over the preceding six months on a daily basis.

Provided that an employee who is voluntarily absent on the working day immediately preceding, or the day immediately succeeding any one of the above-mentioned holidays, shall not be entitled to payment for such holiday.

SICK LEAVE.

8. (a) Any employee who has had not less than three months' service with the same employer, and who is absent from his or her work by reason of personal ill-health or accident necessitating such absence, shall be entitled to sick leave without deduction of pay subject to the following conditions and limitations:—

- (i) He or she shall not be entitled to paid sick leave for any period in respect of which he is entitled to Workers' Compensation.
- (ii) He or she shall, within twenty-four hours of the commencement of such absence, inform the employer of his or her inability to attend for duty and as far as practicable, state the nature of the illness or injury and the estimated duration of the absence.
- (iii) He or she shall prove to the satisfaction of his or her employer that he or she was unable on account of personal ill-health or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He or she shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.
- (v) Pieceworkers shall be paid at their average rate of earnings over the preceding six months on an hourly basis.

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

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

For the purposes of this sub-clause, service prior to 1st January, 1949, shall be disregarded.

(c) For the purposes of this clause, "year" means the period between the 1st January and the 31st December.

ANNUAL HOLIDAYS.

9. 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.

FEMALE STRIPPERS AND BOOKERS.

10. (i) Female employees initially engaged as strippers and bookers of cigar covering leaf and female employees not so engaged but who have had in the aggregate four months' experience with the one employer as strippers and bookers of cigar covering leaf, shall for the purposes of the said Determination be grouped as and be deemed to be strippers and bookers of cigar covering leaf (female).

(ii) Female employees initially engaged as strippers and bookers of cigar bunch wrapper leaf shall for such time up to an aggregate of four months as they may be required to work as strippers and bookers of cigar covering leaf be paid the rate applicable to the latter classification, but after that aggregate has been reached, shall come within sub-clause (i) hereof.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE WORKERS' EARNINGS.

11. The wages rates for adult males set out in Clause 4 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 12. Provided that the wages rates of juveniles and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 1d., half or less than half of 1d. to be disregarded.

Piece-workers: The weekly earnings of adult piece-workers, who work on piece-work the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by the same amount and at the same time as the said basic wage.

The weekly earnings of adult piece-workers who work on piece-work less than the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by a proportionate part of the amount of and at the same time as the said basic wage.

The amounts by which the weekly earnings of adult piece-workers who work on piece-work the full working hours as aforesaid, shall be increased until further varied as hereinbefore provided, are as follow:—

	<i>s. d.</i>	
Adult Males	45	0
Adult Females	28	2

The weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be automatically increased or decreased by the same amount and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The weekly earnings of juvenile piece-workers who work on piece-work less than the full working hours for which the rates of wages prescribed by this Determination are payable shall be automatically increased or decreased by a proportionate part of and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The amounts by which the weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be increased until varied as hereinbefore provided are as follow:—

Age.	Males.		Females.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14	9	4	9	0
15	10	2	11	1
16	12	5	13	7
17	15	9	15	0
18	19	7	17	1
19	25	8	19	9
20	32	7	22	5

Basic Wage.

Place.	Needs Basic Wage. (Adjustable.)	Loading. (Constant.)	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	<i>£ s. d.</i> 6 11 0	<i>s. d.</i> 6 0	<i>£ s. d.</i> 6 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1950, the amounts of the Basic Wage shall be as prescribed in clause 11.

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

PIECE-WORK PRICES.

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

(a) MAKING CIGARS.
HAND WORK.

	Length of Cigars up to and including—	Per 100 Cigars.	
		inches.	s. d.
Extra Magnum	5 1/4	13	8-725
Extra Magnum	5 1/2	14	11-025
Consuelo shape	4 1/2	12	6-7
Flor de Naves shape	4 1/2	11	10-175
Bueno shape	4 1/2	10	9-25
Long Bueno	4 1/2	11	4-95
Ordinary taper shape	4 1/2	10	9-25
Panetelas shape, with point	5	10	0-175
Panetelas shape, with flat tops	5	10	6-775
Southern Cross (no point)	5 1/2	6	11-325
Meritas Bueno	4 1/2	10	9-8
Meritas Bueno	4 1/2	11	4-95
Corona shape	5 1/2	14	5-8
Three-quarter Corona shape	5	12	3-675
Half Corona shape	3 1/2	9	7-5
Italian shape (no binder)	6 1/2	4	3-975
Italian shape, bunch making and rolling	6 1/2	5	4-075

(b) MAKING CIGARS.
HAND WORK—CLEAR HAVANA.

	Length of Cigars up to and including—	Per 100 Cigars.	
	inches.	s.	d.
Bouquet Super Finos	4 1/4	11	6-050
Castelares	4 1/4	11	6-050
Bueno	4 1/2	11	2-75
Full Corona	5 1/2	15	0-675
Three-quarter Corona	5	12	11-65
Half Corona	3 1/2	10	2-375
Petit Duca	3 1/2	8	9-325
Maquillas	5 1/2	15	0-675
Perlas	3 1/2	9	1-175

Plus 3 per centum

Sixpence extra per hundred to be paid for every additional quarter of an inch or portion thereof in length of cigars.

NOTE.—For the purpose of this Determination the term "Clear Havana" shall be deemed to mean a cigar made entirely with Havana tobaccos.

(c) MOULD WORK.

Shape.	Length of Cigars up to and including—	Dry Work.		Where 10 to 12 Moulds, inclusive, are used.		Where 5 to 9 Moulds, inclusive, are used.		Where up to 4 Moulds, inclusive, are used.	
		inches.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Flor-de-Naves	4 1/2	6	11-325	7	3-725	8	3-55	8	7-125
Half Corona shape	3 1/2	8	0-25	8	3-55	8	7-125	9	3-65
Bueno, straight	4 1/2	7	1-402	7	5-325	8	0-25	8	3-55
Bueno, long	4 1/2	8	0-25	8	3-55	8	7-125	9	3-65
Bueno, long	5 1/2	10	0-175	10	3-475	10	6-775	11	2-75
Bueno, long	6	11	2-75	11	6-05	11	10-175	12	7-25
Monopole Rothschild	4 1/2	6	7-75	6	11-325	7	9-5	8	3-55
Castella Special Tuck	4 1/2	8	3-55	8	7-125	8	10-425	9	6-95
Gloria	4 1/2	..	..	..	..	10	6-775	11	2-75
Sirdar	4 1/2	..	..	..	..	7	10-975	9	6-95
Monopole Bouquet	4 1/4	..	..	..	..	8	0-8	8	7-675
Casino C.W.	4 1/4	..	..	..	..	8	10-975	9	7-5
Ordinary common straight	3 1/2	6	1-15	6	4-45	6	7-75	7	3-725
Ordinary taper	4 1/2	6	1-7	6	5	6	8-3	7	3-725
Rheingold	4 1/2	6	3-35	6	6-65	6	10-225	7	5-925
Extra taper similar to Hansa	4 1/2	6	1-15	6	4-45	6	7-75	7	3-725
Monopole Minors	3 1/2	5	11-225	6	2-8	6	6-1	7	1-625
A 9	4 1/4	..	..	7	7-85	8	0-25	8	7-125
5 DP	5 1/2	..	..	..	..	10	10-9	11	6-05
5 H	4 1/2	..	..	..	..	7	2-075	..	..
7 F and 11 N	4 1/4	6	5	6	8-85	7	0-425	7	10-05
14 RT	4 1/4	..	..	..	..	..	..	11	8-35
15 FJ	4 1/4	..	..	7	2-075	7	5-925	8	1-9
48 F	4 1/2	..	..	7	7-75	..	..	..	..

Plus 3 per centum

(d)

MANILA WORK.

	Length of Cigars, up to and including—	Per 100 Cigars.	
		s. d.	Plus 3 per centum
	inches.		
Cheroots, Cortado Fino—Where not less than four moulds are used	3½	4 0·875	} Plus 3 per centum
Cheroots, Cortado de la Reina—Where not less than four moulds are used	4½	4 4·525	
Cheroots, Cortado Delicioso—Where not less than four moulds are used	4¾	5 5·175	

MANILA WORK—continued.

	Length of Cigars, up to and including—	Prices per 100 Cigars where the number of Moulds used is—							
		2, 3, or 4.		5 or 6.		7 or 8.		More than 8.	
		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	inches.								
Perlas	3½	8 0·25	7 3·725	6 11·325	6 7·75				
Reina Victoria	4½	10 0·175	9 3·65	8 10·425	8 7·125				
Perfectos (old)	4½	10 10·9	10 3·475	10 0·175	9 6·95				
Perfectos (new)	4½	..	8 10·425	..	..		
High Life in the East	4½	8 0·25	7 3·725	6 11·325	6 7·75				
Londres	4½	7 3·725	6 7·75	6 4·45	6 1·15				
1A Habano	4½	7 9·5	7 2·075	6 10·225	6 5				
2A Habano	4½	..	..	..	6 2·25				
3A Habano	4½	..	..	..	5 10·125				
4A Habano	4½	..	..	..	5 7·375				
5F	4½	..	6 7·75	..	..		

Penal work 11s. 2·2d. per 100 cigars.

To the rates mentioned in sub-clauses (a), (b), (c), and (d) hereof, an additional amount of 1·65d. per 100 cigars shall be added.

Where not otherwise specified, threepence extra per 100 to be paid for every additional quarter of an inch or portion thereof in length of cigars up to 5 inches, and thereafter sixpence for each additional quarter of an inch.

NOTE.—The lowest piece-work price payable to any person engaged covering bunches by hand shall be two-thirds of the piece-work price for making the cigars (mould work), and for making bunches by hand shall be one-third of the piece-work price for making the cigars (mould work).

Extras—	Per 100 Cigars.	
	s. d.	
For making any cigars covered with Brazil, Havana, or Mexican tobacco	0 6 extra
When the "bunches" are pressed and turned by the cigar maker	0 6 "
For making cigars longer than the mould by not more than one-sixteenth of an inch	0 3 "

NOTE.—For the purpose of this Determination, "Dry Work" means bunches made one day and covered the next, irrespective of the number of moulds used.

No cigar shall be made more than ⅜" shorter than the mould.

(e)

SORTING AND PACKING CIGARS.

Description of Cigars.	In Boxes of—					
	500 Cigars.	250 Cigars.	100 Cigars.	50 Cigars.	25 Cigars.	10 Cigars.
	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.
Hand work	6 2·25	6 9·4	8 6·85	..
Monopole shape	5 10·4	6 5·55	7 11·7	..
Panetelas, block work	5 6·55	6 1·7	7 8·4	..
Manila cheroots, hand or paper	5 10·4	6 5·55	..	..
Manila cheroots, small block work	5 0·5	5 7·65	..	..
Cigars, bundles with two ribbons	6 1·7	6 5·55	..	..
Matador block work	5 2·7	5 10·4	..	..
Bueno shape, covered with Mexican tobacco	5 4·9	6 0·05	7 6·75	..
Other Bueno shape	5 0·5	5 7·65	7 5·1	..
Ordinary taper shape	5 0·5	5 7·65	7 5·1	..
Extra taper shape, similar to Dona Sol	5 10·4	5 10·4	7 5·1	..
Ordinary common straight shape	4 1·5	4 8·65	6 9·4	..
"Queen's" tied with one ribbon	5 0·5	..	..	..
"Queen's" tied with two ribbons	5 4·35	..	..	9 2·55
Manila, tied in bundles of ten	4 7	4 7	..	..	..	..
Manila, flat, tied in bundles of ten	5 4·35	..	..	..
Manila, long, tied in bundles of ten	5 2·7	..	..	..
Manila, loose	5 0·5	5 7·65	7 5·1	..
Extra, Magnum	7 11·7	8 6·85	10 0·45	..
Sirdar	5 10·4	6 5·55	7 11·7	..
Monopole Bouquet	5 2·7	5 10·4	..	..
Casino C.W.	5 10·4	6 5·55	7 11·7	..
Rheingold	5 0·5	5 7·65	7 5·1	..
92AA	4 1·5	..	..	..
14RT	6 6·1	7 1·25	9 2·55	..
6DP	6 6·1	7 1·25	9 2·55	..
Full Corona hand work	7 1·25	7 8·4	9 2·55	..

SORTING AND PACKING CIGARS—continued.

<i>Extras—</i>		Per 1,000 Cigars.
For sorting and packing all cigars with rings	.. .. .	0 6 extra
For sorting and packing all cigars faced rights and lefts	.. .. .	0 6 "
For sorting and packing all cigars covered with Havana tobacco	.. .. .	0 6 "

(f) PACKING CIGARS (FEMALES).

		Per 1,000 Cigars.
		<i>s. d.</i>
Royal Bengal, 5 in a packet	.. .. .	1 4-5
Gem of the East Cigarillos, 9 in a box	.. .. .	1 2-3
92aa, packing in trays	.. .. .	0 3-85
92aa, packing in 6's, into cardboard outer of 90 cigars, wrapping in brown paper with two end labels	.. .. .	0 11-55
Havanettes, packing and finishing	.. .. .	1 6-7

(g) MACHINE WORK (FEMALES).

		Per 1,000 Bunches.
		<i>s. d.</i>
<i>Making Bunches.</i>		
Long-filler machine	.. .. .	3 0-925
5AA, 7AA	.. .. .	3 0-85
Points 2F	.. .. .	3 3-05
7J, 92AA	.. .. .	3 0-85

(h) *Making throughout.*

		Per 100 Cigars.
		<i>s. d.</i>
Swiss or Lucky Hit	.. .. .	1 9-45
Havanettes	.. .. .	1 3-4

(i) *Covering Cigars.*

		Per 1,000 Cigars.
		<i>s. d.</i>
5AA, 7AA, 7J	.. .. .	3 6-075
92AA	.. .. .	3 6-075

(j) BOX TRIMMING (FEMALES).

		Per 100 Boxes.
		<i>s. d.</i>
Hinging (not 5aa)	.. .. .	0 7-15
Hinging and lidding 5aa	.. .. .	0 6-05
Lining	.. .. .	1 8-9
Edging, ordinary	.. .. .	5 2-975
Edging, narrow embossed paper	.. .. .	8 8-775
Edging, narrow paper	.. .. .	8 1-9
Edging, Magnum embossed paper	.. .. .	7 3-725
Edging, Varnished boxes	.. .. .	6 11-875
Edging, lid	.. .. .	1 2-3
Inside labels, lid	.. .. .	1 2-3
Inside labels, flap gummed	.. .. .	0 4-4
Extra flap label on flap	.. .. .	0 4-4
Outside labels, ends	.. .. .	0 4-4
Outside labels, looks	.. .. .	0 4-4
Outside labels, extra locks	.. .. .	0 4-4
Outside labels, lid, brand, cut	.. .. .	0 10-725
Outside labels, lid, brand	.. .. .	0 6-6
Full wrapping, Glasine	.. .. .	1 5-6
Full wrapping, Cellophane	.. .. .	1 5-6
Half wrapping, Cellophane	.. .. .	0 10-725
Half wrapping, Glasine	.. .. .	0 10-725
Brown paper wrapping packets, W/2 labels	.. .. .	6 5
Stencilling	.. .. .	0 6-6

Plus 3 per centum

<i>Samples—</i>		Per Box.
With trays	.. .. .	0 5-5
No trays	.. .. .	0 2-2

(k) RINGING CIGARS (FEMALES).

	100's and 50's.	25's.	10's.	4's and 6's.	
DRY WORK.					
Monopole Magnum	<i>s. d.</i> 2 10-65	<i>s. d.</i> 2 10-65	<i>s. d.</i> 2 10-65	<i>s. d.</i> 3 1-95	} Slips under rings, 6d. per 1,000 extra } Plus 3 per centum
Monopole Maxim	2 10-65	2 10-65	2 10-65	3 1-95	
Monopole Bueno	2 2-675	2 2-675	2 2-675	2 7-625	
Matador	2 2-675	2 2-675	2 2-675	2 7-625	
Gem of the East, Perfecto	2 2-675	2 2-675	2 2-675	2 7-625	
Gem of the East, Perlas	2 2-675	2 2-675	2 2-675	2 7-625	
Gem of the East, Cheroots	2 7-625	2 7-625	2 7-625	3 0-3	
All others	2 2-675	2 2-675	2 2-675	2 7-625	
Fresh work in bundles	1 8-9	1 8-9	..	..

(l) STRIPPING FILLERS.

ADULT FEMALES AND ALL JUVENILE WORKERS.

Wet Weight on Strips Returned.

		Per lb.
		<i>s. d.</i>
Brazil	.. .. .	0 8-25
Havana (large)	.. .. .	0 7-7
Havana (small)	.. .. .	0 9-35
Sumatra	.. .. .	0 6-6
Manila	.. .. .	0 4-4
Seed	.. .. .	0 3-85

} Plus 3 per centum

STRIPPING FILLERS—*continued.*

(m) The weekly earnings of piece-workers who work on piece-work the full working hours for which the time rates of wages prescribed by this Determination are payable shall be increased by the following amounts:—

Age.	Males.		Females.	
	s.	d.	s.	d.
Adults	45	0	28	2
14 years of age	9	4	9	0
15 " "	10	2	11	1
16 " "	12	5	13	7
17 " "	15	9	15	0
18 " "	19	7	17	1
19 " "	25	8	19	9
20 " "	32	7	22	5

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

J. V. WILLOX, Secretary.

Melbourne, 27th April, 1950.