



# VICTORIA GOVERNMENT GAZETTE.

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[1951

Factories and Shops Acts.

## DETERMINATION OF THE POTTERY BOARD.

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

(b) By Orders in Council of the 11th June, 1946, and the 27th December, 1946, the Board was deprived of the powers to provide for any person or persons or classes of persons employed in:—

(i) the process, trade, or business of making roofing tiles (other than roofing tiles made of cement), and all accessories for such roofing tiles; air vents, chimney pots, agricultural pipes, terra cotta lumber and flower pots;

(ii) the digging of clay incidental to the manufacture of the above-mentioned articles; and such powers were conferred on the Roofing Tiles Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 27th day of November, 1939, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of:—

(a) making pottery, tiles or pipes, except where such work is subject to the Determination of any Wages Board heretofore appointed;

(b) digging clay, except where such work is subject to the Determination of any Wages Board heretofore appointed" has made the following Determination, namely:—

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

### APPRENTICES OR IMPROVERS.

2. Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council, thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

### MALES.

Wages per Week.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.	s. d.
Under 15 years of age	At the Rates prescribed for Adults	39 0	1 3	2 3	42 6
15 years of age		45 6	1 6	2 9	49 9
16 .. ..		52 0	1 6	3 3	56 9
17 .. ..		61 6	1 9	3 9	67 0
18 .. ..		84 0	2 6	5 0	91 6
19 .. ..		99 0	3 0	6 0	108 0
20 .. ..		121 6	3 9	7 3	132 6

### FEMALES.

Wages per Week.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	39 0	1 3	2 3	42 6	..	..	..	..
2nd 6 months	45 0	1 3	2 9	49 0	..	..	..	..
1st year	..	..	..	..	45 0	1 3	2 9	49 0
2nd ..	50 0	1 6	3 0	54 6	54 6	1 9	3 3	59 6
3rd ..	54 6	1 9	3 3	59 6	62 0	1 9	3 9	67 6
4th ..	62 0	1 9	3 9	67 6	70 6	2 0	4 3	76 9
5th ..	70 6	2 0	4 3	76 9	78 0	2 3	4 9	85 0
6th ..	78 0	2 3	4 9	85 0	..	..	..	..
and thereafter the minimum wage								

## FEMALES—continued.

## Wages per Week.

	Commencing Age.							
	17 Years.				18 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st Year .. .. .	52 0	1 6	3 3	56 9	54 6	1 9	3 3	59 6
2nd " .. .. .	62 0	1 9	3 9	67 6	70 6	2 0	4 3	76 9
3rd " .. .. .	70 6	2 0	4 3	76 9	78 0	2 3	4 9	85 0
4th " .. .. . and thereafter the minimum wage	78 0	2 3	4 9	85 0	..	..	..	..

  

	Commencing Age.							
	19 Years.				20 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year .. .. .	62 0	1 9	3 9	67 6	73 0	2 3	4 6	79 9
2nd " .. .. . and thereafter the minimum wage	78 0	2 3	4 9	85 0	..	..	..	..

## WITHIN ALL OTHER PARTS OF VICTORIA.

## MALES.

## Wages per Week

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age .. .. .	At the Rates prescribed for Adults	38 0	1 3	2 3	41 6
15 years of age .. .. .		41 6	1 3	2 6	45 3
16 " .. .. .		51 0	1 6	3 0	55 6
17 " .. .. .		57 0	1 9	3 6	62 3
18 " .. .. .		81 0	2 6	5 0	88 6
19 " .. .. .		96 0	3 0	5 9	104 9
20 " .. .. .		116 0	3 9	7 0	126 9

## FEMALES.

## Wages per Week.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months .. .. .	38 0	1 3	2 3	41 6	..	..	..	..
2nd 6 months .. .. .	43 0	1 3	2 6	46 9	..	..	..	..
1st year .. .. .	..	..	..	..	43 0	1 3	2 6	46 9
2nd " .. .. .	47 6	1 6	3 0	52 0	52 6	1 9	3 3	57 6
3rd " .. .. .	52 6	1 9	3 3	57 6	56 0	1 9	3 6	61 3
4th " .. .. .	56 0	1 9	3 6	61 3	66 6	2 0	4 0	72 6
5th " .. .. .	66 6	2 0	4 0	72 6	75 0	2 3	4 9	82 0
6th " .. .. . and thereafter the minimum wage	75 0	2 3	4 9	82 0	..	..	..	..

## FEMALES—continued.

## Wages per Week

	Commencing Age							
	17 Years.				18 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
1st year .. .. .	s. d. 44 0	s. d. 1 3	s. d. 2 0	s. d. 48 0	s. d. 52 6	s. d. 1 9	s. d. 3 3	s. d. 57 6
2nd „ .. .. .	56 0	1 9	3 6	61 3	66 6	2 0	1 0	72 6
3rd „ .. .. .	60 6	2 0	4 0	72 6	75 0	2 3	1 9	82 0
4th „ .. .. .	75 0	2 3	4 9	82 0	..	..	..	..
and thereafter the minimum wage								

  

	Commencing Age.							
	19 Years.				20 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
1st year .. .. .	s. d. 57 0	s. d. 1 9	s. d. 3 6	s. d. 62 3	s. d. 66 6	s. d. 2 0	s. d. 4 0	s. d. 72 6
2nd „ .. .. .	75 0	2 3	4 9	82 0	..	..	..	..
and thereafter the minimum wage								

Proportion (in any factory or place).

## Apprentices.

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

An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.

## Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.  
 Three female improvers to every female worker receiving not less than the minimum wage.

## ALL OTHER EMPLOYEES.

	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
<b>All Departments.</b>	s. d.	s. d.	s. d.	s. d.
*Head burner .. .. .	193 0	4 9 <sup>9</sup> / <sub>10</sub>	190 0	4 9
*Burner .. .. .	187 0	4 8 <sup>1</sup> / <sub>10</sub>	184 0	4 7 <sup>1</sup> / <sub>2</sub>
Burner's assistant (i.e. a person who under the instructions of a burner assists in firing a kiln or kilns) .. .. .	181 0	4 6 <sup>3</sup> / <sub>10</sub>	178 0	4 5 <sup>2</sup> / <sub>2</sub>
Mouldmaker .. .. .	195 0	4 10 <sup>1</sup> / <sub>2</sub>	192 0	4 9 <sup>1</sup> / <sub>2</sub>
Kiln labourer (i.e., a person whose duties comprise assisting a placer, drawer, or setter, and/or the cleaning of fire holes and/or flues) .. .. .	179 0	4 5 <sup>7</sup> / <sub>10</sub>	176 0	4 4 <sup>1</sup> / <sub>2</sub>
Clayhole men working underground in shaft and/or tunnel (employers to provide tools) .. .. .	199 0	4 11 <sup>7</sup> / <sub>10</sub>	199 0	4 11 <sup>7</sup> / <sub>10</sub>
All other clayhole men (employers to provide tools) .. .. .	189 0	4 8 <sup>7</sup> / <sub>10</sub>	186 0	4 7 <sup>1</sup> / <sub>2</sub>
Men boring or using explosives .. .. .	194 0	4 10 <sup>1</sup> / <sub>2</sub>	191 0	4 9 <sup>3</sup> / <sub>10</sub>
<b>FEMALES.</b>				
Females .. .. .	121 6	3 0 <sup>9</sup> / <sub>20</sub>	119 6	2 11 <sup>17</sup> / <sub>20</sub>
<b>MALES.</b>				
<b>Glazed Pipes and Salt-glazed Ware.</b>				
Flanger .. .. .	194 0	4 10 <sup>1</sup> / <sub>2</sub>	191 0	4 9 <sup>3</sup> / <sub>10</sub>
Man in charge of plunger .. .. .	186 6	4 7 <sup>19</sup> / <sub>20</sub>	183 6	4 7 <sup>1</sup> / <sub>20</sub>
Presser .. .. .	190 0	4 9	187 0	4 8 <sup>1</sup> / <sub>10</sub>
Setter .. .. .	190 0	4 9	187 0	4 8 <sup>1</sup> / <sub>10</sub>
Junction stoker .. .. .	190 0	4 9	187 0	4 8 <sup>1</sup> / <sub>10</sub>
Man working pipe flanging machine .. .. .	184 0	4 7 <sup>1</sup> / <sub>2</sub>	181 0	4 6 <sup>1</sup> / <sub>10</sub>
Mandril operator .. .. .	181 0	4 6 <sup>3</sup> / <sub>10</sub>	178 0	4 5 <sup>1</sup> / <sub>2</sub>
Bitumen jointer .. .. .	183 0	4 6 <sup>3</sup> / <sub>10</sub>	180 0	4 6
Drawer .. .. .	184 0	4 7 <sup>1</sup> / <sub>2</sub>	181 0	4 6 <sup>3</sup> / <sub>10</sub>
Feeder of pipe machine .. .. .	181 0	4 6 <sup>3</sup> / <sub>10</sub>	178 0	4 5 <sup>1</sup> / <sub>2</sub>
Man taking off pipe machine .. .. .	179 0	4 5 <sup>7</sup> / <sub>10</sub>	176 0	4 4 <sup>1</sup> / <sub>2</sub>
Man in charge of pug or mixer machine .. .. .	179 0	4 5 <sup>7</sup> / <sub>10</sub>	176 0	4 4 <sup>1</sup> / <sub>2</sub>
Machine rigger .. .. .	184 0	4 7 <sup>1</sup> / <sub>2</sub>	181 0	4 6 <sup>3</sup> / <sub>10</sub>
Hand feeder of raw or burnt clay into crusher or grinding pan .. .. .	184 0	4 7 <sup>1</sup> / <sub>2</sub>	181 0	4 6 <sup>3</sup> / <sub>10</sub>
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	181 0	4 6 <sup>3</sup> / <sub>10</sub>	178 0	4 5 <sup>1</sup> / <sub>2</sub>
Man sorting pipes .. .. .	181 0	4 6 <sup>3</sup> / <sub>10</sub>	178 0	4 5 <sup>1</sup> / <sub>2</sub>
Pipe dresser .. .. .	181 0	4 6 <sup>3</sup> / <sub>10</sub>	178 0	4 5 <sup>1</sup> / <sub>2</sub>
Packer of goods into railway trucks .. .. .	180 0	4 6	177 0	4 5 <sup>1</sup> / <sub>10</sub>
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	177 0	4 5 <sup>1</sup> / <sub>10</sub>	174 0	4 4 <sup>1</sup> / <sub>2</sub>

## All Other Employees—continued.

	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3077) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Landonoue, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
<b>Dust Tile Making.</b>	s. d.	s. d.	s. d.	s. d.
Leading hand slip making .. .. .	186 0	4 7½	183 0	4 6⅞/10
Slip house attendant .. .. .	181 0	4 6½	178 0	4 5½
Head dipper .. .. .	190 0	4 9	187 0	4 8⅞/10
Dipper and/or spray operator .. .. .	186 0	4 7½	183 0	4 6⅞/10
Man hand pressing dust tiles or working semi-automatic tile press .. .. .	184 0	4 7½	181 0	4 6⅞/10
Setter .. .. .	190 0	4 9	187 0	4 8⅞/10
Drawer .. .. .	184 0	4 7½	181 0	4 6⅞/10
Sagger maker .. .. .	184 0	4 7½	181 0	4 6⅞/10
Man operating box on sagger machine .. .. .	179 0	4 5⅞/10	176 0	4 4½
Man operating lever on sagger machine .. .. .	181 0	4 6⅞/10	178 0	4 5½
Man carrying into or out of kiln .. .. .	181 0	4 6⅞/10	178 0	4 5½
Ball mill operator (dry grind) .. .. .	184 0	4 7½	181 0	4 6⅞/10
Head packer .. .. .	187 0	4 8⅞/10	184 0	4 7½
Packer who packs articles with protective substances into containers with secured lids .. .. .	183 0	4 6⅞/10	180 0	4 6
Other packers .. .. .	180 0	4 6	177 0	4 5⅞/10
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	177 0	4 5⅞/10	174 0	4 4½
<b>General Pottery and Insulator Making.</b>				
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware	189 0	4 8⅞/10	186 0	4 7½
Man employed at pinning, leading, and/or cementing insulators or similar ware	184 0	4 7½	181 0	4 6⅞/10
Sanitary ware presser .. .. .	187 0	4 8⅞/10	184 0	4 7⅞/10
Head packer .. .. .	187 0	4 8⅞/10	184 0	4 7⅞/10
Packer who packs articles with protective substances into containers with secured lids .. .. .	183 0	4 6⅞/10	180 0	4 6
Other packers .. .. .	180 0	4 6	177 0	4 5⅞/10
Ball mill operator (dry grind) .. .. .	184 0	4 7½	181 0	4 6⅞/10
Leading hand slip making .. .. .	186 0	4 7½	183 0	4 6⅞/10
Slip house attendant .. .. .	181 0	4 6⅞/10	178 0	4 5½
Tea-pot hand presser .. .. .	186 0	4 7½	183 0	4 6⅞/10
Man fixing handles or spouts .. .. .	183 0	4 6⅞/10	180 0	4 6
Hollow ware presser .. .. .	186 0	4 7½	183 0	4 6⅞/10
Turner—insulator—				
1st 12 months' experience .. .. .	189 0	4 8⅞/10	186 0	4 7½
Thereafter .. .. .	194 0	4 10½	191 0	4 9⅞/10
Turner—other .. .. .	189 0	4 8⅞/10	186 0	4 7½
Jolly hand—insulator—				
1st 12 months' experience .. .. .	187 0	4 8⅞/10	184 0	4 7½
Thereafter .. .. .	192 0	4 9½	189 0	4 8⅞/10
Jolly hand—other .. .. .	187 0	4 8⅞/10	184 0	4 7½
Jigger hand .. .. .	187 0	4 8⅞/10	184 0	4 7½
Man sand-papery ware on machine .. .. .	181 0	4 6⅞/10	178 0	4 5½
Machine rigger .. .. .	184 0	4 7½	181 0	4 6⅞/10
Caster .. .. .	186 0	4 7½	183 0	4 6⅞/10
Stoneware thrower—				
4th year's experience .. .. .	181 0	4 6⅞/10	178 0	4 5½
5th year's experience .. .. .	187 0	4 8⅞/10	184 0	4 7½
and thereafter .. .. .	195 0	4 10½	192 0	4 9½
Head placer inside kiln .. .. .	186 0	4 7½	183 0	4 6⅞/10
Head dipper .. .. .	190 0	4 9	187 0	4 8⅞/10
Dipper and/or spray operator .. .. .	186 0	4 7½	183 0	4 6⅞/10
Other placer .. .. .	184 0	4 7½	181 0	4 6⅞/10
Sagger maker .. .. .	184 0	4 7½	181 0	4 6⅞/10
Man operating box on sagger machine .. .. .	179 0	4 5⅞/10	176 0	4 4½
Presser (screw and lever type inclusive) .. .. .	186 0	4 7⅞/10	183 0	4 7⅞/10
Man, other than setter or placer, employed in the kiln handling or carrying ware or saggars into or out of kiln .. .. .	181 0	4 6⅞/10	178 0	4 5½
Hand feeder of raw or burnt clay into crusher or grinding pan .. .. .	184 0	4 7½	181 0	4 6⅞/10
Grinder of burnt ware .. .. .	186 0	4 7½	183 0	4 6⅞/10
Potter's printer .. .. .	181 0	4 6⅞/10	178 0	4 5½
Man operating lever on sagger machine .. .. .	181 0	4 6⅞/10	178 0	4 5½
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	177 0	4 5⅞/10	174 0	4 4½
*A burner who is required to burn an unroofed kiln shall receive an additional allowance of 5s. per week.				

## TIME OF BEGINNING AND ENDING WORK.

3. The ordinary hours for a week's work shall be 40 to be worked by all persons except burners and other shift workers within the following hours :—

Time of Beginning.	Time of Ending.
7.15 a.m. ....	5 p.m. Monday to Friday inclusive.

## OVERTIME.

4. (a) By persons employed as burners in excess of 8 hours on any one shift and 40 hours in any one week .. .. . Time and a half.  
 (b) By persons employed on shift work other than burners in excess of 8 hours on any one shift and 80 hours in any two consecutive weeks, or 44 hours in any one week .. .. . Time and a half.  
 \* (c) By any other person:—  
 Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work .. .. . Time and a half.  
 Outside the hours fixed as the time of beginning and ending work .. .. . Time and a half.  
 For the purposes of calculating overtime under this sub-clause time lost because of—  
 (i) sick leave prescribed in clause 10 hereof,  
 (ii) any of the holidays prescribed in clause 8 hereof,  
 (iii) absence, for any reason, with the approval of the employer, or  
 (iv) being stood down by the employer for any reason other than misconduct,  
 shall be regarded as having been worked.

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

## MIXED FUNCTIONS.

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

## EXTRA RATES FOR SHIFT WORKERS.

6. An addition of 10% to the ordinary rates prescribed in clause 2 hereof for the occupation concerned shall be payable to shift workers for any work, including overtime, performed by them between 6 p.m. and 6 a.m.; and any extra payment, as prescribed in clause 4 hereof, for overtime performed by such workers between the said hours, shall be calculated on the aforesaid ordinary rates.

## SPECIAL RATES.

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

## HOLIDAYS.

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

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

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

## 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.

## SICK LEAVE.

10. (a) Where an employee has been in the industry for a period of not less than three months in any year, and is disabled by personal ill health, proof of which sickness is given to the employer by the production of a certificate from a legally qualified Medical Practitioner, statutory declaration, or other satisfactory evidence, within 48 hours of the employee's consequential absence, he or she shall, on account thereof, be entitled without deduction of pay at ordinary rates to absent himself or herself from work for a period not exceeding in the aggregate 4 days in any year of employment in the industry.

(b) For the purpose of administering sub-clause (a) hereof an employer may, within two weeks of the employee entering his employment, require such employee to make a sworn declaration or provide other satisfactory evidence as to what paid sick leave of absence he has had from any employer within the industry during the then current year; and upon such statement or other evidence the employer shall be entitled to rely and act.

(c) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed herein is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year.

(d) For the purpose of this clause the year shall be deemed to commence on 1st July (beginning on 1st July, 1943) and to end on the next following 30th June.

## MORNING TEA INTERVAL.

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

## TEA MONEY.

12. An allowance of 2s. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime, Any such allowance shall be made prior to the meal interval on the day on which such overtime is worked.

## BURNERS.

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

## WET PLACES.

14. (a) Clayhole men working underground in shaft and/or tunnel who are required to work in a "wet place" for at least one hour during the shift shall be paid 1s. extra for such shift, unless the wet conditions occur only in the last two hours of the shift. A place shall be deemed to be wet when water other than rain is flowing or dripping from overhead to such an extent as to saturate the clothing of the worker, or when the worker is required to work in water more than 2 inches deep.

(b) Employees, other than clay-hole men, required to do wet work, such as hosing down and cleaning for different clays shall be provided with gum boots.

## CRIB TIME.

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

## PAYMENT OF WAGES.

16. Wages may be paid either weekly or fortnightly, but shall be paid not later than the first or second Thursday respectively.

## DIRTY WORK.

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

## CLOTHING ALLOWANCE.

18. (i) An allowance of 3d. per day or part thereof shall be paid for wear and tear on boots to:—  
 (a) A burner or his assistant engaged at a periodic kiln fired with coal, coke, briquettes or other solid fuel;  
 (b) A drawer, other than one working at an electric or tunnel kiln;  
 (c) A setter, placer, or employee wheeling into or out of a kiln, who in the performance of his duties has to wheel or carry over gritty kiln waste;  
 (d) An employee working on a wet muddy surface in a clayhole.
- (ii) An amount of 3d. per day or part thereof shall be paid as a clothing allowance to a pipe machine operator whilst required to oil dies.

## FIRST-AID ROOM.

19. In any establishment with more than five employees the employer shall provide a cubicle or room for the sole purpose of treating injuries. Such cubicle or room shall be equipped with first-aid facilities.

## CHANGE AND DINING ROOM.

20. Unless it is impracticable to do so due to lack of space or inability to obtain the necessary material an employer shall provide a suitable place in which an employee may change his clothing and eat his meals.

## PIECEWORK.

21. That the lowest piecework prices payable for the following kinds of work shall be as prescribed hereunder.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council thereunder such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

## GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	..	..	..	3s. 4½d. per trap
Boundary traps, 4 inches	..	..	..	2s. 5d. "
Gully traps (flanged)	..	..	..	2s. 1½d. each
Disconnectors	..	..	..	2s. 1½d. "
Basins	..	..	..	2s. 1½d. "
Junctions	..	..	..	20s. per 100

## GENERAL POTTERY.

<i>Chambers.</i>				<i>Cottage Pans and Traps.</i>			
Turning.		Handling		Cane.			
per gross.		per gross.					
12's	..	19s. 11d.	..	Pans	..	33s. 11½d. per doz	
9's	..	23s. 8d.	..	Traps	..	33s. 11½d. "	
6's	..	27s. 3½d.	..				
10s. 0½d. per gross extra to be allowed for embossed chambers.				<i>Bottles (Throwing).</i>			
				Acid bottles, including stopping and stamping (3 gallon)			
				..			
				21s. 5½d. per dozen bottles			

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

## Within all other parts of Victoria.

## GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	..	..	3s. 3½d. per trap	Disconnectors	..	..	1s. 11½d. each
Boundary traps, 4 inches	..	..	2s. 2½d. "	Basins	..	..	1s. 11½d. "
Gully traps (flanged)	..	..	1s. 11½d. each	Junctions	..	..	28s. 1½d. per 100

## GENERAL POTTERY.

<i>Bottles (Throwing).</i>				<i>Pedestal Pans (Hand Pressed).</i>			
Acid bottles, including stopping and stamping (3 gallon)				SIZES whether in straight or hollow fronts not exceeding 2¼ in. x 16½ in. x 15 in., or its equivalent in cubic inches—			
..				Straight fronts—			
19s. 2d. per dozen bottles				Cane			
				White			
				..			
				8s. 10½d. each			
				8s. 11½d. "			
				<i>Hollow fronts—</i>			
				Cane			
				White			
				..			
				8s. 3½d. "			
				8s. 10½d. "			
				<i>Sizes exceeding above dimensions—</i>			
				Cane			
				White			
				..			
				9s. 8½d. "			
				11s. 0½d. "			
<i>Bung Jars and Demijohns (Throwing).</i>				<i>Jars (Throwing).</i>			
1 gallon				Squat jars—			
2 gallon				Under 2 gallons			
3 gallon				..			
5 gallon				2 gallons and over			
4s. 2½d. per dozen				..			
7s. 2½d. "				59s. 3½d. per 100			
12s. 8d. "				gallons			
28s. 1½d. "				53s. 8½d. "			
1s. 4½d. per dozen extra for handle bottles				<i>Ginger Beer and Ale Bottles (Throwing).</i>			
<i>Cottage Pans and Traps.</i>				1 gallon (screwed)			
White.				..			
Pans				Ale bottles			
Traps				Others			
..				..			
32s. 11d. per dozen				58s. 6½d. per gross			
32s. 11d. "				7s. 1½d. "			
<i>Pudding Bowls.</i>				11s. 0½d. "			
9's							
12's							
18's							
24's							
34s. 9d. per gross							
25s. 5½d. "							
19s. 2d. "							
11s. 4½d. "							

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

NOTE.—All piecework prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

Plus 10s. per week if a full week of 40 hours is worked, and a proportionate amount for a lesser number of hours in any week.

## PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

22. The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices to any person employed in the glazed pipes and salt-glazed ware, general pottery and insulator making, and tile sections of the trade at work for which piecework prices have not been specified above, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

## PERIODICAL ADJUSTMENT OF WAGES.

23. The wages rates for males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 24. Provided that adjustments to the rates for adult females, apprentices and improvers and to the piecework prices, shall be made as follows:—

- (a) The basic wage for adult females shall be 75 per cent. (to the nearest 6d., half or less than half of 6d. to be disregarded) of the basic wage prescribed hereunder.
- (b) The wages rates for apprentices and improvers shall be adjusted according to the percentages set out in clause 25 of the respective basic wage for the sex and area in which they are employed; such adjustments shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.
- (c) The earnings of pieceworkers shall be adjusted by adding or subtracting, as the case may be, to the amount set out in the margin the amount of the rise or fall in the basic wage.

## Basic Wage.

Place.	Basic Wage (Adjustable).	—
	£ s. d.	
Within the Metropolitan District as defined in the <i>Factories and Shops Act 1928</i> (No. 3677) and the Orders in Council thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea	8 2 0	Melbourne
Within all other parts of Victoria—3s. less (except clayhole men working underground in shaft and/or tunnel)		

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1951, the amount of the basic wage shall be as prescribed in clause 23.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the 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 '103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach '5 or more the basic wage shall be taken to the next higher shilling.

## MARGINAL RATES.

In addition to the basic wages provided in clause 23 the margins and loadings set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins Per Week.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable.)
	s. d.	s. d.	s. d.
<b>All Departments.</b>			
Head burner .. .. .	16 0	5 0	10 0
Burner .. .. .	10 0	5 0	10 0
Burner's assistant .. .. .	4 0	5 0	10 0
Mouldmaker .. .. .	18 0	5 0	10 0
Kiln labourer .. .. .	2 0	5 0	10 0
Clayhole men working underground in shaft and/or tunnel (employers to provide tools) .. .. .	22 0	5 0	10 0
All other clayhole men (employers to provide tools) .. .. .	12 0	5 0	10 0
Men boring or using explosives .. .. .	17 0	5 0	10 0
<b>Glazed Pipes and Salt-glazed Ware.</b>			
Flanger .. .. .	17 0	5 0	10 0
Man in charge of plunger .. .. .	9 6	5 0	10 0
Presser .. .. .	13 0	5 0	10 0
Setter .. .. .	13 0	5 0	10 0
Junction sticker .. .. .	13 0	5 0	10 0
Man working pipe flanging machine .. .. .	7 0	5 0	10 0
Mandril operator .. .. .	4 0	5 0	10 0
Bitumen jointer .. .. .	6 0	5 0	10 0
Drawer .. .. .	7 0	5 0	10 0
Feeder of pipe machine .. .. .	4 0	5 0	10 0
Man taking off pipe machine .. .. .	2 0	5 0	10 0
Man in charge of pug or mixer machine .. .. .	2 0	5 0	10 0
Machine rigger .. .. .	7 0	5 0	10 0
Hand feeder of raw or burnt clay into crusher or grinding pan .. .. .	7 0	5 0	10 0
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	4 0	5 0	10 0
Man sorting pipes .. .. .	4 0	5 0	10 0
Pipe dresser .. .. .	4 0	5 0	10 0
Packer of goods into railway trucks .. .. .	3 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	Nil.	5 0	10 0

## MARGINAL RATES—continued.

Classification.	Margins Per Week.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable.)
<b>Dust Tile Making.</b>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Leading hand slip making .. .. .	9 0	5 0	10 0
Slip house attendant .. .. .	4 0	5 0	10 0
Head dipper .. .. .	13 0	5 0	10 0
Dipper and/or spray operator .. .. .	9 0	5 0	10 0
Man hand pressing dust tiles or working semi-automatic tile press .. .. .	7 0	5 0	10 0
Setter .. .. .	13 0	5 0	10 0
Drawer .. .. .	7 0	5 0	10 0
Sagger maker .. .. .	7 0	5 0	10 0
Man operating box on sagger machine .. .. .	2 0	5 0	10 0
Man operating lever on sagger machine .. .. .	4 0	5 0	10 0
Man carrying into or out of kiln .. .. .	4 0	5 0	10 0
Ball mill operator (dry grind) .. .. .	7 0	5 0	10 0
Head packer .. .. .	10 0	5 0	10 0
Packer who packs articles with protective substances into containers with secured lids .. .. .	6 0	5 0	10 0
Other packers .. .. .	3 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	Nil.	5 0	10 0
<b>General Pottery and Insulator Making.</b>			
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware .. .. .	12 0	5 0	10 0
Man employed at pinning, leading, and/or cementing insulators or similar ware .. .. .	7 0	5 0	10 0
Sanitary ware presser .. .. .	10 0	5 0	10 0
Head packer .. .. .	10 0	5 0	10 0
Packer who packs articles with protective substances into containers with secured lids .. .. .	6 0	5 0	10 0
Other packers .. .. .	3 0	5 0	10 0
Ball mill operator (dry grind) .. .. .	7 0	5 0	10 0
Leading hand slip making .. .. .	9 0	5 0	10 0
Slip house attendant .. .. .	4 0	5 0	10 0
Tea-pot hand presser .. .. .	9 0	5 0	10 0
Man fixing handles or spouts .. .. .	6 0	5 0	10 0
Hollow ware presser .. .. .	9 0	5 0	10 0
Turner—insulator—			
1st 12 months' experience .. .. .	12 0	5 0	10 0
Thereafter .. .. .	17 0	5 0	10 0
Turner—other .. .. .	12 0	5 0	10 0
Jolly hand—insulator—			
1st 12 months' experience .. .. .	10 0	5 0	10 0
Thereafter .. .. .	15 0	5 0	10 0
Jolly hand—other .. .. .	10 0	5 0	10 0
Jigger hand .. .. .	10 0	5 0	10 0
Man sand-papering ware on machine .. .. .	4 0	5 0	10 0
Machine rigger .. .. .	7 0	5 0	10 0
Caster .. .. .	9 0	5 0	10 0
Stoneware thrower—			
4th year's experience .. .. .	4 0	5 0	10 0
5th year's experience .. .. .	10 0	5 0	10 0
and thereafter .. .. .	18 0	5 0	10 0
Head placer inside kiln .. .. .	9 0	5 0	10 0
Head dipper .. .. .	13 0	5 0	10 0
Dipper and/or spray operator .. .. .	9 0	5 0	10 0
Other placer .. .. .	7 0	5 0	10 0
Sagger maker .. .. .	7 0	5 0	10 0
Man operating box on sagger machine .. .. .	2 0	5 0	10 0
Presser (screw and lever type inclusive) .. .. .	9 6	5 0	10 0
Man, other than setter or placer, employed in the kiln handling or carrying ware or saggars into or out of kiln. .. .. .	4 0	5 0	10 0
Hand feeder of raw or burnt clay into crusher or grinding pan .. .. .	7 0	5 0	10 0
Grinder of burnt ware .. .. .	9 0	5 0	10 0
Potter's printer .. .. .	4 0	5 0	10 0
Man operating lever on sagger machine .. .. .	4 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	Nil.	5 0	10 0
<b>FEMALES.</b>			
Adult females (all departments) .. .. .	2 9	2 9	5 6



25. The wages rates of junior workers shall be adjusted according to the percentages of the basic wage for males and females respectively, shown hereunder:—

#### APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council, thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.											Percentage.
Under 15 years of age	..	..	..	..	..	..	..	..	..	..	24
15 years of age	..	..	..	..	..	..	..	..	..	..	28
16 ..	..	..	..	..	..	..	..	..	..	..	32
17 ..	..	..	..	..	..	..	..	..	..	..	38
18 ..	..	..	..	..	..	..	..	..	..	..	52
19 ..	..	..	..	..	..	..	..	..	..	..	61
20 ..	..	..	..	..	..	..	..	..	..	..	75

FEMALES.											Commencing Age.	
											15 Years or Under.	16 Years.
											Percentage.	Percentage.
1st 6 months ..	..	..	..	..	..	..	..	..	..	..	32	..
2nd 6 months ..	..	..	..	..	..	..	..	..	..	..	37	..
1st year ..	..	..	..	..	..	..	..	..	..	..	..	37
2nd ..	..	..	..	..	..	..	..	..	..	..	41	45
3rd ..	..	..	..	..	..	..	..	..	..	..	45	51
4th ..	..	..	..	..	..	..	..	..	..	..	51	58
5th ..	..	..	..	..	..	..	..	..	..	..	58	64
6th ..	..	..	..	..	..	..	..	..	..	..	64	..
and thereafter the minimum wage												

											Commencing Age.	
											17 Years.	18 Years.
											Percentage.	Percentage.
1st year ..	..	..	..	..	..	..	..	..	..	..	43	45
2nd ..	..	..	..	..	..	..	..	..	..	..	51	58
3rd ..	..	..	..	..	..	..	..	..	..	..	58	64
4th ..	..	..	..	..	..	..	..	..	..	..	64	..
and thereafter the minimum wage												

											Commencing Age.	
											19 Years.	20 Years.
											Percentage.	Percentage.
1st year ..	..	..	..	..	..	..	..	..	..	..	51	60
2nd ..	..	..	..	..	..	..	..	..	..	..	66	..
and thereafter the minimum wage												

#### WITHIN ALL OTHER PARTS OF VICTORIA.

##### MALES.

Wages per Week.

											Percentage.
Under 15 years of age	..	..	..	..	..	..	..	..	..	..	20
15 years of age	..	..	..	..	..	..	..	..	..	..	26
16 ..	..	..	..	..	..	..	..	..	..	..	32
17 ..	..	..	..	..	..	..	..	..	..	..	36
18 ..	..	..	..	..	..	..	..	..	..	..	51
19 ..	..	..	..	..	..	..	..	..	..	..	59
20 ..	..	..	..	..	..	..	..	..	..	..	73

WITHIN ALL OTHER PARTS OF VICTORIA—*continued.*

## FEMALES.

## Wages per Week.

										Commencing Age.	
										15 Years or Under.	16 Years.
										Percentage.	Percentage.
1st 6 months ..	..	..	..	..	..	..	..	..	..	32	..
2nd 6 months ..	..	..	..	..	..	..	..	..	..	36	..
1st year ..	..	..	..	..	..	..	..	..	..	..	36
2nd „ ..	..	..	..	..	..	..	..	..	..	40	44
3rd „ ..	..	..	..	..	..	..	..	..	..	44	47
4th „ ..	..	..	..	..	..	..	..	..	..	47	56
5th „ ..	..	..	..	..	..	..	..	..	..	56	63
6th „ ..	..	..	..	..	..	..	..	..	..	63	..
and thereafter the minimum wage											
										Commencing Age.	
										17 Years.	18 Years.
										Percentage.	Percentage.
1st year ..	..	..	..	..	..	..	..	..	..	37	44
2nd „ ..	..	..	..	..	..	..	..	..	..	47	56
3rd „ ..	..	..	..	..	..	..	..	..	..	56	63
4th „ ..	..	..	..	..	..	..	..	..	..	63	..
and thereafter the minimum wage											
										Commencing Age.	
										19 Years.	20 Years.
										Percentage.	Percentage.
1st year ..	..	..	..	..	..	..	..	..	..	48	56
2nd „ ..	..	..	..	..	..	..	..	..	..	63	..
and thereafter the minimum wage											

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 21st November, 1950.