VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 393] THURSDAY, APRIL 19. [1951

Factories and Shops Acts.

DETERMINATION OF THE GROCERS' SUNDRIES BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since the 4th March, 1941, 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*) manufacturing cereal foods (except in flour mills), spices, condiments, coffee, chicory, cocoa, or any kind of goods commonly known as Grocers' Sundries;

(*b*) making, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish;

(*c*) grinding, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale charcoal or coal dust;

(*d*) making soap, washing soda, candles, or starch;

(*e*) manufacturing or preparing maize products, glucose, or honey;

(*f*) preparing for trade or sale, peanuts or other edible nuts or the products of peanuts or other edible nuts except when such work is subject to the Determination of any Wages Board heretofore appointed;

(*g*) manufacturing matches or match boxes"—

has made the following Determination, namely:—

1. That on the 23rd March, 1951, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (*a*) APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.			FEMALES.		
Age.	Percentage of Male Basic Wage.	Wages.	Age.	Percentage of Female Basic Wage.	Total Weekly Wages.
		Per Week. s. d.			Per Week. s. d.
Under 16 years of age	41	69 6	Under 16 years of age	51	65 0
16 years of age and under 17 years of age	46	78 0	16 to 17 years of age	53	67 6
17 years of age and under 18 years of age	54	92 0	17 to 18 years of age	65	83 0
18 years of age and under 19 years of age	64	109 0	18 to 19 years of age	72	92 0
19 years of age and under 20 years of age	75	127 6	19 to 20 years of age	84	107 0
20 years of age and under 21 years of age	89	151 6	20 to 21 years of age	95	121 0

PROPORTION (within any Factory or Place.)

Apprentices.

Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.

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

Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.

No. 393.—2814/51.—PRICE 6D.

Improvers.

Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.

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

Candle or Soap and Soda Sections.

One improver to every five or fraction of five workers receiving not less than the minimum wage.
Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work :—

In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the Industry—

At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.

In the Starch, Starch Products and Cornflour section of the industry—

At any class of work filling, weighing, labelling and casing starch.

In the Soap and Soap Powders and Soap Extract sections of the industry—

At wrapping or packing washing soap or soap extract.

In the Candles section of the industry—

At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—

At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(*b*) OTHER EMPLOYEES.

—	Wages per Week. In all Parts of Victoria except Ballarat and Bendigo Districts.	Wages per Week. Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
Division 1.—Grocers' Sundries.		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers	10 9 6	10 6 6
Honey blenders	10 4 6	10 1 6
Men roasting and/or grinding and who mix or blend coffee or chicory	10 4 6	10 1 6
Assistant millers	10 2 0	9 19 0
Coffee essence makers	10 2 0	9 19 0
Bagged goods carriers and/or stackers	10 2 0	9 19 0
Cellarmen in charge and working at loading, unloading and despatching by-products	10 2 0	9 19 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	9 19 0	9 16 0
Roasters of other commodities than coffee or chicory	9 19 0	9 16 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance)	9 19 0	9 16 0
Mixers or blenders	9 19 0	9 16 0
Kilnmen and/or bleachers	9 14 6	9 11 6
Mill hands	9 12 0	9 9 0
Men engaged drawing off finished products and/or by-products in cereal mills	9 12 0	9 9 0
Men engaged at oat cleaning and/or grading	9 12 0	9 9 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—6d. per hour additional		
Leading hands—10s. per week additional		
All other male adults	9 7 0	9 4 0
All female adults	7 0 0	6 17 6
Division 2.—Starch, Starch Products and Cornflour.		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers	10 9 6	10 6 6
Assistant millers	10 2 0	9 19 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	10 2 0	9 19 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	10 2 0	9 19 0
Steepmen	9 17 0	9 14 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	9 15 0	9 12 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	9 14 6	9 11 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	9 12 0	9 9 0
Men grinding starch and/or cornflour	9 12 0	9 9 0
Mill hands	9 12 0	9 9 0
Starch and/or cornflour shovellers	9 12 0	9 9 0
Leading hand—10s. per week additional		
All other male adults	9 7 0	9 4 0
All female adults	7 0 0	6 17 6
Division 3.—Rice.		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers	10 9 6	10 6 6
Assistant millers	10 2 0	9 19 0
Mill hands	9 12 0	9 9 0
Men engaged drawing off broken rice, bran, straw, and/or rice	9 12 0	9 9 0
Men engaged taking off and/or sewing and/or stacking rice	9 12 0	9 9 0
Rice meal rammers	9 12 0	9 9 0
Rice hull packers	9 12 0	9 9 0
All other male adults	9 7 0	9 4 0
All female adults	7 0 0	6 17 6

OTHER EMPLOYEES—*continued.*

—	Wages per Week. In all Parts of Victoria except Ballarat and Bendigo Districts.	Wages per Week. Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
Division 4.—Gluten, Glucose and Allied Products.		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	10 2 0	9 19 0
Convertor men	10 2 0	9 19 0
Flour mixers or men feeding mixers and/or bagging dry gluten	9 17 0	9 14 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	9 14 6	9 11 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	9 14 6	9 11 6
Pumpmen	9 12 0	9 9 0
Leading hands—10s. per week additional		
All other male adults	9 7 0	9 4 0
All female adults	7 0 0	6 17 6
Division 5.—Macaroni and Allied Products.		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products	10 7 0	10 4 0
Paste makers	9 13 0	9 10 0
Hydraulic press attendants	9 13 0	9 10 0
Women working in dough room and vermicelli twisting and spaghetti spreading	7 5 0	7 2 6
All other male adults	9 7 0	9 4 0
All other female adults	7 0 0	6 17 6
Division 6.—Cereal Breakfast Foods.		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	10 2 0	9 19 0
Men in charge of and working rollers	10 2 0	9 19 0
Men in charge of and working at toasting flakes or biscuits (oven men)	10 2 0	9 19 0
Grinding and milling machinists	9 13 0	9 10 0
Fillers and/or makers	9 13 0	9 10 0
Pressmen	9 13 0	9 10 0
Conveyor workers	9 13 0	9 10 0
Leading hands—10s. per week additional		
All other male adults	9 7 0	9 4 0
All female adults	7 0 0	6 17 6
Division 7.—Malt Extract.		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	10 9 6	10 6 6
Vacuum pan attendants	10 2 0	9 19 0
Men operating and in charge of grain crushers, mixing and filling machines	9 19 6	9 16 6
Men working at and in charge of dehydrators	9 19 6	9 16 6
Man working at and in charge of store	9 18 0	9 15 0
Man working at and in charge of spent grain bins	9 18 0	9 15 0
All other adult males	9 14 0	9 11 0
Division 8.—Maize Products.		
Millers and/or stonedressers	10 9 6	10 6 6
Man engaged on cornflour packing machine	10 2 0	9 19 0
Convertor men	10 2 0	9 19 0
Man in charge of and working at macerators	10 2 0	9 19 0
Vacuum pans men	10 2 0	9 19 0
Men in charge of and working in drip rooms	10 2 0	9 19 0
Dextrine and/or custard mixer and/or blender	9 19 0	9 16 0
Weighbridge attendants	9 19 0	9 16 0
Steepmen	9 17 0	9 14 0
Millers' assistants	9 17 0	9 14 0
Feed dryers	9 17 0	9 14 0
Silk reel repairers	9 14 6	9 11 6
Men engaged on char filters	9 14 6	9 11 6
Char kilnmen	9 14 6	9 11 6
Oliver filtermen	9 14 6	9 11 6
Oil expeller men	9 14 6	9 11 6
Reels and cracker men	9 14 6	9 11 6
Neutralizer men	9 14 6	9 11 6
Drip room men	9 14 6	9 11 6
Maize receiving and cleaning operators	9 12 0	9 9 0
Sample men	9 12 0	9 9 0
Liquor presses	9 12 0	9 9 0
Feed press valve men	9 12 0	9 9 0

OTHER EMPLOYEES—*continued.*

—	Wages per Week. In all Parts of Victoria except Ballarat and Bendigo Districts.	Wages per Week. Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
Division 8.—Maize Products—(continued).		
Cones men	9 12 0	9 9 0
Flushing system men	9 12 0	9 9 0
Paddlers	9 12 0	9 9 0
Pumpmen	9 12 0	9 9 0
Starch-house kilnmen	9 12 0	9 9 0
Polly feed and/or oil meal baggers and sewers	9 12 0	9 9 0
Bulk cornflour baggers and sewers	9 12 0	9 9 0
Assistant operators on macerators	9 12 0	9 9 0
Yardmen	9 12 0	9 9 0
Women employed at scraping starch	7 5 0	7 2 6
Women employed on custard powder filling machines	7 5 0	7 2 6
Leading hands—10s. per week additional		
All other male adults	9 7 0	9 4 0
All other female adults	7 0 0	6 17 6
Division 9.—Tallow.		
Employees engaged in preparation of tallow—		
Tallow samplers	9 12 0	9 9 0
Man in charge of liquefying tallow	9 19 0	9 16 0
Assistant liquefying tallow	9 15 6	9 12 6
Operator of bleaching plant	9 14 6	9 11 6
Operator of pumps and/or blowers	9 12 0	9 9 0
All other male adults	9 7 0	9 4 0
All female adults	7 0 0	6 17 6
Division 10.—Fatty Acids and Candles.		
Operator of tallow splitting vats	10 3 6	10 0 6
Operator of filter presses and/or reagent-making plant	10 3 6	10 0 6
Operator of fatty acid stills	10 3 6	10 0 6
Stillman's assistant and/or pumpman	9 14 6	9 11 6
Cupboard runners	9 17 0	9 14 0
Press room ganger (or charge hand in press room)	10 3 6	10 0 6
Operator in charge of black acid presses	9 12 0	9 9 0
Operator of oliver filters	10 3 6	10 0 6
Pumpman	9 14 6	9 11 6
Storeman in oliene store	9 13 0	9 10 0
Vatmen treating stearine	9 17 0	9 14 0
Candle moulder—after 12 months' experience	9 17 0	9 14 0
Candle moulder with less than 12 months' experience	9 12 0	9 9 0
All other male adults	9 7 0	9 4 0
All female adults	7 0 0	6 17 6
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
Division 11.—Soap and Soda.		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture)	9 17 6	9 14 6
Soda crystal maker	9 17 0	9 14 0
Assistant soda crystal maker	9 12 0	9 9 0
Assistant soap maker	10 4 6	10 1 6
Soap pumpmen	9 17 0	9 14 0
Lye runner	9 12 0	9 9 0
Operator of power mixers and/or crutchers	9 17 0	9 14 0
Soap crutcher by hand	9 14 0	9 11 0
Soap cutting machinist	9 14 0	9 11 0
Head soap cutter by hand	9 14 0	9 11 0
Soap cutter by hand	9 9 6	9 6 6
Stampers by foot or hand	9 12 0	9 9 0
Operator of automatic stamping, wrapping, or packing machines	9 12 0	9 9 0
Operator of automatic soap dryers	9 12 0	9 9 0
Leading hands—10s. per week additional		
All other male adults	9 7 0	9 4 0
All female adults	7 0 0	6 17 6
Milling of Toilet Soap—		
Milling room foreman	9 17 6	9 14 6
Man in charge of, and actually milling soap	9 17 0	9 14 0
Soap miller	9 12 0	9 9 0
Mixing and/or blending toilet soap chips	9 12 0	9 9 0
Pulverising and/or dressing pulverized soap	9 12 0	9 9 0
Leading hands—10s. per week additional		
All other male adults	9 7 0	9 4 0
All female adults	7 0 0	6 17 6

OTHER EMPLOYEES—*continued.*

—	Wages per Week. In all Parts of Victoria except Ballarat and Bendigo Districts.	Wages per Week. Within Ballarat and Bendigo Districts.
Division 12.—Soap Powders and Soap Extracts.	£ s. d.	£ s. d.
Operator of power mixer and/or crutcher	9 17 0	9 14 0
Operator of soap powder mill	9 17 0	9 14 0
Truckers and assistants to operators of mixers, crutchers or mills	9 10 0	9 7 0
Leading hands—10s. per week additional		
All other male adults	9 7 0	9 4 0
All female adults	7 0 0	6 17 6
Division 13.—Glycerine.		
Operator of evaporators	10 3 6	10 0 6
Assistant operator of evaporators	9 14 6	9 11 6
Operator of glycerine stills	9 3 6	9 0 6
Men preparing charcoal for refining glycerine	9 14 6	9 11 6
Filter press hand	9 12 0	9 9 0
All other male adults	9 7 0	9 4 0
All female adults	7 0 0	6 17 6
Division 14.—Polishing Materials.		
Employees engaged in the manufacture and preparation for sale of polishing materials—		
Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	10 7 0	10 4 0
Mill hands as defined	9 19 6	9 16 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain	9 14 0	9 11 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
All other male adults	9 7 0	9 4 0
All female adults	7 0 0	6 17 6
Division 15.—Peanuts.		
Roaster, man in charge	10 4 6	10 1 6
Cooker, man in charge	10 2 0	9 19 0
Division 16.—Matches.		
Employees engaged in the manufacture and preparation for sale of matches—		
Compo-mixers	9 14 6	9 11 6
Skillet and/or splint choppers	9 13 0	9 10 0
Paste makers	9 12 0	9 9 0
Wax mixers	9 12 0	9 9 0
Slitters	9 12 0	9 9 0
Gum grinders	9 12 0	9 9 0
Dogmen	9 12 0	9 9 0
Painting machine attendants (men)	9 12 0	9 9 0
Men operating two-way scorers	9 12 0	9 9 0
Leading hands—7s. 6d. per week additional		
All other male adults	9 7 0	9 4 0
All female adults	7 0 0	6 17 6
Division 17.—General.		
The provisions in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated		
Storemen and packers (Any person engaged as a storeman and/or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—		
(*a*) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—		
(i) one, two, three, four, five or six such persons	9 19 9	9 16 9
(ii) seven or more such persons	10 13 9	10 10 9
(*b*) Works singly	9 17 6	9 14 6
(*c*) Storemen and/or packers	9 13 0	9 10 0

Hot Places.

Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to 20 minutes rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause :—

Employees stacking soda ash from lorry to stack	6d. Extra per hour
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash)	3d. Extra per hour
Employees carrying pulverized pumice or silicate	3d. Extra per hour
Employees cleaning evaporator tubes	6d. Extra per hour
Employees mixing Cooee cleaner by present methods	9d. Extra per hour
Employees carrying bags in excess of 200 lbs.	6d. Extra per hour
Skimming tallow recovery pits	1½d. Extra per hour

DEFINITIONS.

3. For the purposes of this Determination, unless a contrary intention appears :—

Bagged goods carrier means an employee engaged in carrying cereal or other bagged goods in their raw state but not engaged in the manufacture or delivery of goods ;

Bagged goods stacker means an employee engaged in stacking cereal or other bagged goods in the raw state but not engaged in the manufacture or delivery of goods ;

Caustic soda or silicates preparer means an employee engaged in preparing caustic soda or silicates for soap makers ;

Cooee Cleaner by present methods means as at year 1943 ;

Digester means an employee in charge of and actually working a digester ;

Employee means a person who is employed by an employer ;

Employer means an employer upon whom this Determination is made binding ;

Grocers' sundries means cereal foods (except wheaten flour), spices, condiments, coffee, chicory, cocoa and all kinds of goods commonly known as grocers' sundries ;

Leading hand means an adult male employee appointed as such where considered necessary by the employer and who, while working under the supervision of a foreman or assistant foreman, gives instructions and/or is responsible for work done by other employees ;

Miller means an employee in charge of one or more grinding departments ;

Mill assistant means an employee (working under the direction of a miller) who supervises the running of grinding, rolling or cleaning machines ;

Milling room foreman means an employee in charge of and actually working at the milling of soap ;

Mill hand means an employee working at a mill used for grinding of moulders' blacking, moulders' plumbago preparations, charcoal or coal dust ;

Mixer or blender means an employee in charge of and working in one or more mixing or blending departments ;

Month means a period from a day in one month to the corresponding day or the nearest corresponding day in the following month ;

Polishing materials means oils, boot blacking, boot paste, boot polish, harness dressing, harness compounds, ebonite shine, stove polish, metal polish, knife polish, washing blue, moulders' blacking, moulders' plumbago preparations, grinding charcoal or coal dust ;

Soapmakers' assistant means an employee who is occasionally a soap boiler ;

The Union means the Manufacturing Grocers Employees' Federation of Australia ;

Year means a period of twelve complete months commencing on 25th December, in each year.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

4. (*a*) Employees may be engaged by the week and when so engaged must be available, ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(*b*) Employment for the first two weeks of service at any time shall be from day to day at the weekly rate fixed.

(*c*) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period or to close down for any period on the days other than the holidays prescribed in clause 13 hereof or the period of annual leave the weekly wage shall not apply.

Casual Employment.

(*d*) A casual employee is one employed for 20 hours or less in any one week, but no employee shall be deemed a casual worker where after employment for at least one week he is dismissed before he has worked 20 hours in the succeeding week or where his non-employment for more than 20 hours is wholly attributable to causes over which the employer has no control. A casual employee unless dismissed for misconduct shall be paid at the rate of time and a third for all work performed.

PIECEWORK.

5. (*a*) The employer, in conjunction with his employees and representatives of the Union, may fix his own piecework rates, bonus systems, provided such rates and payments enable an employee of average capacity working under like conditions to earn at least 15 per cent. above the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory whether they be adults, improvers or juveniles. In the event of a dispute occurring in the fixation of piecework rates, and remaining unsettled by the employer and his employees the employer or the secretary of the Union, or the secretary of the Victorian branch thereof, shall refer such dispute to the Chief Inspector of Factories.

(*b*) Pieceworkers who are required to wait on or about the employer's premises for work on any one day for more than half an hour shall be paid for such waiting time at the rate based on the minimum weekly wage.

(*c*) A weekly piecework employee shall be allotted in each week sufficient piecework to enable such employee to earn at least the prescribed rate fixed in this Determination for the class of work performed. If such work is not provided, and the employee is ready and willing to perform any other work provided, then such employee shall be paid the basic wage or minimum rate (as the case may be) applicable to the employee so employed.

(*d*) Pieceworkers working overtime for less than 15 minutes or any fraction of 15 minutes shall have their payment computed on the basis of the average amount of work done in 15 minutes.

(*e*) A list of piecework or bonus rates shall be posted in the relevant department.

(*f*) The amounts earned by piecework shall be increased or decreased by the amount that the weekly rates of wage vary in accordance with clause 32 of this Determination.

SHIFT WORKERS.

6. (*a*) Shift workers shall have a break for meals without deduction of pay.

(*b*) Shift workers engaged in working a second or third shift daily shall receive payment at ordinary time plus 10 per cent.

(*c*) Shift workers on a second or third shift who are unable to travel to and from work on workmen's tickets shall be paid 1s. 6d. a week in addition to their ordinary rate of pay.

(*d*) Shift work including overlapping shifts may be arranged by agreement between the employer and the Union.

(*e*) Shift workers entitled to payment for any period under the provisions of clauses 13, 17 or 18 shall be paid the amount to which they would have been entitled for such period had they worked exclusive of overtime.

MIXED FUNCTIONS.

7. Where during any day an employee is employed on work requiring the performance of functions involving different rates of wages prescribed by this or any other Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee had performed such only of the said functions as involved the highest rate of wages.

HOURS.

8. The maximum ordinary hours shall not exceed 40 per week.

STARTING AND FINISHING TIMES.

9. (a) Except for shift workers ordinary hours shall be worked in five days of not more than 8 hours 48 minutes each, continuously (except for breaks for meals) between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive. Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and the Union.

(b) The employer shall fix the starting and finishing times: Provided that no change in such fixed times shall be made except by agreement between the employer and the Union: And provided further that one week's notice of such change shall be given to the employees.

OVERTIME.

10. (a) All work performed outside the starting and finishing times provided for in clause 9 of this Determination or fixed pursuant to an agreement under clause 9 of this Determination shall be paid for at the rate of time and a half for the first two hours and double time thereafter. In computing overtime as aforesaid each day's overtime shall stand alone.

(b) Overtime rates shall be paid on the basis of a minimum of a quarter of an hour. A fraction of a quarter of an hour shall be paid for as a quarter of an hour.

(c) Piecework or bonus work done outside the starting and finishing times shall be paid for at ordinary rate plus one-half for the first two hours and at double rates thereafter.

(d) Shift workers on second or third shifts shall be paid at the rates prescribed herein for overtime plus 10 per cent. of ordinary time.

(e) Any employee required to work on a Saturday, Sunday or holiday shall be paid as for a minimum of three hours unless otherwise agreed upon at the prescribed rate of pay.

MEAL TIME.

11. (a) A lunch period of at least one half-hour for each employee shall be fixed in each factory between noon and 2 p.m. for other than shift workers.

(b) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than 5 hours without a break for a meal.

REST PERIOD.

12. Women workers shall be allowed an interval of 10 minutes between 10 a.m. and 11 a.m. and between 3 p.m. and 4 p.m. for rest. Such intervals shall be observed at times convenient to the employer and shall count as time worked.

HOLIDAYS AND SUNDAYS.

13. (a) For all work performed on Sundays employees shall be paid at not less than the rate of double time or double piecework rates according as they are time or piecework workers.

(b) For all work performed on any of the holidays prescribed by sub-clause (c) of this clause, time workers shall be paid at not less than the rate of ordinary time in addition to their weekly or daily or hourly rates and pieceworkers shall be paid double piecework rates.

(c) The following holidays shall be allowed to all weekly employees without any deduction from pay:—New Year's Day, Australia Day, Good Friday, the Saturday before Easter Sunday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day, or any other day by Act of Parliament or proclamation substituted for any of the above-named holidays.

(d) Notwithstanding the provisions of sub-clause (c) of this clause, an employee engaged by the week shall not be entitled to the aforesaid holidays without deduction from pay if he or she shall be absent from employment on the working day before or the working day after a holiday without reasonable excuse or without the consent of the employer.

(e) Pieceworkers shall be paid for holidays not worked at the rates of wages payable to employees on time work doing the same class of work.

(f) When Christmas Day, Boxing Day, or New Year's Day, or a proclaimed substitute therefor, falls on a day other than a Sunday, and payment of wages for such day or days is not included in the weekly wage, then employees shall receive payment for each of such days, if they are not otherwise paid for such days.

(g) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period, or to close down for any period on days other than the holidays prescribed by sub-clause (c) of this clause, the weekly wage shall not be payable in respect of such period.

PAYMENT OF WAGES.

14. Wages shall be paid in the employer's time weekly on a week day other than Saturday and not more than two days' pay shall be kept in hand.

LIMITATION OF EMPLOYER'S LIABILITY.

15. Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period, such employee shall not recover from his employer any further sums in respect of any services rendered to such employer during such period unless within three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

MEAL MONEY.

16. Should an employee be required to work overtime for a period of 2 hours or more after the usual time of ceasing duty, he shall either be supplied with a meal at the employer's expense, or be allowed 2s. 6d. for each meal required if the expense is incurred.

SICK LEAVE.

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

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

(ii) He or she shall not be entitled to such leave of absence for any period in respect of which he or she is entitled to Workers' Compensation.

(iii) 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 work and as far as practicable shall then state the nature of the illness or injury and the estimated duration of the absence.

(iv) He or she shall, if required by the employer, prove to the satisfaction of the employer by statutory declaration or by such other means as the employer may reasonably require (or, in the event of any dispute, to the satisfaction of the Chief Inspector of Factories) that he or she was unable on account of such illness or injury to attend for work on the day or days for which he or she claims to be entitled to such leave of absence.

(v) He or she shall not be entitled in any year to such leave of absence in excess of six days of working time notwithstanding that he or she may be employed during such year by more than one employer.

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

(*b*) A pieceworker entitled to leave of absence without deduction of pay under this clause shall be paid in respect thereof, at the time work rate applicable to the class of work usually performed by him or her.

Annual Holiday.

18. 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.

Women Workers—Weight Carrying.

19. No woman worker shall be required to carry more than 30 lbs in weight.

Match Factory Frames.

20. All frames in match factories shall be finished off, rubbed down, made free from rough edges and glue, and properly felted so that the employees will not cut or injure their hands.

Conditions Applicable to Divisions 9, 10, 11, 12 and 13 of Clause 2 (*b*).

21. Any male worker under 21 years of age whose work involves—

(i) lifting any weight in excess of 1 cwt.; or

(ii) slabbing abrasive soap; or

(iii) stripping soap frames; or

(iv) entering driers; or

(v) handling caustic soda or any other corrosive substance;

shall, while so engaged, be entitled to payment therefor at the rate of wage hereinbefore fixed for a male adult employee performing the same class of work.

Dried Fruits Section—Boots and Overalls.

22. Two pairs of boots shall be supplied annually to men employed on seeding machines; all males shall be paid an allowance of 5s. annually for overalls.

Supply of Materials.

23. The undermentioned materials shall be provided free of charge by every employer:

(i) All necessary tools of trade which shall be kept in good repair by the employer.

(ii) Goggles for employees engaged in work injurious to the eyes.

(iii) Uniforms required by the employer to be worn by the employee: Women and girls shall be provided with overalls.

Destruction of Clothing.

24. Where satisfactory evidence is produced by an employee that when dissolving caustic soda, using solutions of caustic soda or mineral acids his or her clothing has been destroyed through no fault of such employee, reparation shall be made by the employer.

Meal Rooms.

25. Every employer shall set aside a separate room or portion of the factory as a dining room wherein the employer shall provide adequate table and seating accommodation. Hot water shall be provided and the room kept clean at the employer's expense.

First Aid.

26. (*a*) A first aid ambulance chest shall be placed in some accessible place upon the premises.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles:—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

(*b*) Every employer shall appoint, where possible, an employee in charge of first aid, and shall fix extra remuneration (if any) to be paid to such employee according to individual circumstances and notify the Union.

RIGHT OF ENTRY OF UNION OFFICIALS.

27. (*a*) Any official or officials of the Union authorized by the Secretary in writing shall have power to inspect any part of the factory, workshop or place where it is believed that a breach of the Determination is occurring or has occurred. The employer on such inspection shall provide access to the wages books or time sheets or record of any employee, and the official or officials of the Union shall be entitled to interview any employee. The work and duties of the employees shall be interfered with as little as possible by any such authorized official.

(*b*) A duly accredited representative of the Union shall have the right to enter employers' factories during the mid-day meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions :—

(i) That he gives 24 hours' notice to the management of his intention to interview employees.

(ii) That he produces his authority to the gate-keeper or such other person as may be appointed by the employer.

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

POSTING OF DETERMINATION AND NOTICES.

28. (*a*) Each employer shall erect in a suitable position in his factory a notice board for the purpose of posting any notice thereon in connexion with meetings or other business of the Union which it may require to have posted. Any such notice shall be signed by the president, secretary or shop steward.

(*b*) A copy of this Determination shall be posted in a conspicuous place in each factory.

SHOP STEWARDS.

29. The employer shall recognize any employee appointed by the Union as a shop steward to collect Union dues and levies within the respective factories.

TERMINATION OF EMPLOYMENT.

30. (*a*) Seven days' notice of intention to terminate employment shall be given on any day of the week by either employer or employee provided that any such notice given to an employee solely for the purpose of avoiding payment for prescribed holidays shall not deprive such employee of payment for holidays occurring between such notice and re-engagement, if any.

(*b*) Nothing contained in this Determination shall affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any day on which the employee cannot be usefully employed because of a strike by the Union, or any other Union, or through any breakdown of machinery, or any stoppage of work for which the employer cannot reasonably be held responsible.

(*c*) In the event of such dismissal wages shall be paid up to the time of such dismissal. If an employee's services be terminated during the course of a week he shall be paid all money due to him at the termination of his services or such money shall be forwarded to him by post within twenty-four hours thereafter.

PERIODICAL ADJUSTMENT OF WAGES

31. *Adult Males.*—The wages rates set out in clause 2 are based upon the following basic wage ingredient and pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed by clause 32.

Basic Wage.

Place.	Basic Wage (Adjustable).	Industry Loading (Non-adjustable).	Additional Loading (Non-adjustable).	Total Industry Male Base Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	s. d.	£ s. d.	
In all parts of Victoria except Ballarat and Bendigo Districts ..	8 10 0	5 0	12 0	9 7 0	Melbourne
Within Ballarat and Bendigo Districts—3s. less than the contemporaneous basic wage ingredient for Melbourne					

Adult Females.—The minimum payment to be made by employers to adult female employees shall be at the rate of the total of the Industry Base Female Wage indicated in the fourth column of the table hereunder and, according to the class of work performed by such employees the amount assigned in clause 33 as being payable as an additional payment for work of that class—

Table.

Column. Basic Wage (Adjustable).	*Column* 2. Industry Loading (Not Adjustable).	*Column* 3. Additional Loading (Not Adjustable).	*Column* 4. Industry Base Female Wage.
Per Week.	Per Week.	Per Week.	
	£ s. d.	£ s. d.	
An amount, calculated to the nearest 6d. (half or less than half of 6d. to be disregarded), equivalent to 75 per cent. of the basic wage applicable in the case of adult male employees in accordance with clause 32.	0 5 0	0 7 6	The total of the amounts indicated in columns 1, 2 and 3 of this table.

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 May, 1951, the amounts of the basic wage ingredient shall be as prescribed in clause 31.

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

Junior Employees.

(*d*) The wages of apprentices, improvers and juvenile workers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

MARGINAL RATES.

33. In addition to the total base rate as provided in clause 31 of this Determination the following margins shall be the minimum rates payable to adults engaged in the occupations named.

—	Margin per Week.
Division 1.—Grocers' Sundries.	*s. d.*
Employees engaged in the manufacture of grocers' sundries—	
Stonedressers and/or millers	22 6
Honey blenders	17 6
Men roasting and/or grinding and who mix or blend coffee or chicory	17 6
Assistant millers	15 0
Coffee essence makers	15 0
Bagged goods carriers and/or stackers	15 0
Cellarmen in charge and working at loading, unloading and despatching by-products	15 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	12 0
Roasters of other commodities than coffee or chicory	12 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger	12 0
Mixers or blenders	12 0
Kilnmen and/or bleachers	7 6
Mill hands	5 0
Men engaged drawing off finished products and/or by-products in cereal mills	5 0
Men engaged at oat cleaning and/or grading	5 0
All other male adults	Nil.
All female adults	Nil.
Division 2.—Starch, Starch Products and Cornflour.	
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—	
Stonedressers and/or millers	22 6
Assistant millers	15 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	15 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	15 0
Steepmen	10 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels	8 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	7 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	5 0
Men grinding starch and/or cornflour	5 0
Mill hands	5 0
Starch and/or cornflour shovellers	5 0
All other male adults	Nil.
All female adults	Nil.
Division 3.—Rice.	
Employees engaged in the manufacture and preparation for sale of rice and rice products—	
Stonedressers and/or millers	22 6
Assistant millers	15 0
Mill hands	5 0
Men engaged drawing off broken rice, bran, straw, and/or rice	5 0
Men engaged taking off and/or sewing and/or stacking rice	5 0
Rice meal rammers	5 0
Rice hull packers	5 0
All other male adults	Nil.
All female adults	Nil.
Division 4.—Gluten, Glucose and Allied Products.	
Employees engaged in the manufacture and preparation for sale of gluten, glucose, and allied products—	
Vacuum pan men	15 0
Convertor men	15 0
Flour mixers or men feeding mixers and/or bagging dry gluten	10 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	7 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	7 6
Pumpmen	5 0
All other male adults	Nil.
All female adults	Nil.

MARGINAL RATES—*continued.*

—	Margin per Week.
	s. d.
Division 5.—Macaroni and Allied Products.	
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—	
Employees engaged drying macaroni, vermicelli and allied products	20 0
Paste makers	6 0
Hydraulic press attendants	6 0
Women working in dough room and vermicelli twisting and spaghetti spreading	5 0
All other male adults	Nil.
All other female adults	Nil.
Division 6.—Cereal Breakfast Foods.	
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—	
Men in charge of and working cereal cookers	15 0
Men in charge of and working rollers	15 0
Men in charge of and working at toasting flakes or biscuits (oven men)	15 0
Grinding and milling machinists	6 0
Fillers and/or makers	6 0
Pressmen	6 0
Conveyor workers	6 0
All other male adults	Nil.
All female adults	Nil.
Division 7.—Malt Extract.	
Employees engaged in the manufacture and preparation for sale of malt extract—	
Leading vacuum pan attendants	22 6
Vacuum pan attendants	15 0
Men operating and in charge of grain crushers, mixing and filling machines	12 6
Men working at and in charge of dehydrators	12 6
Man working at and in charge of store	11 0
Man working at and in charge of spent grain bins	11 0
All other adult males	7 0
Division 8.—Maize Products.	
Millers and/or stonedressers	22 6
Man engaged on cornflour packing machine	15 0
Convertor men	15 0
Man in charge of and working at macerators	15 0
Vacuum pans men	15 0
Men in charge of and working in drip rooms	15 0
Dextrine and/or custard mixer and/or blender	12 0
Weighbridge attendants	12 0
Steepmen	10 0
Millers' assistants	10 0
Feed dryers	10 0
Silk reel repairers	7 6
Men engaged on char filters	7 6
Char kilnmen	7 6
Oliver filtermen	7 6
Oil expeller men	7 6
Reels and cracker men	7 6
Neutralizer men	7 6
Drip room men	7 6
Maize receiving and cleaning operators	5 0
Sample men	5 0
Liquor presses	5 0
Feed press valve men	5 0
Cones men	5 0
Flushing system men	5 0
Paddlers	5 0
Pumpmen	5 0
Starch house kilnmen	5 0
Polly feed and/or oil meal baggers and sewers	5 0
Bulk cornflour baggers and sewers	5 0
Assistant operators on macerators	5 0
Yardmen	5 0
Women employed at scraping starch	5 0
Women employed on custard powder filling machines	5 0
All other male adults	Nil.
All other female adults	Nil.
Division 9.—Tallow.	
Employees engaged in preparation of tallow—	
Tallow samplers	5 0
Man in charge of liquefying tallow	12 0
Assistant liquefying tallow	8 6
Operator of bleaching plant	7 6
Operator of pumps and/or blowers	5 0
All other male adults	Nil.
All female adults	Nil.

MARGINAL RATES—*continued.*

—	Margin per Week.
	s. d.
Division 10.—Fatty Acids and Candles.	
Operator of tallow splitting vats	16 6
Operator of filter presses and/or reagent-making plant	16 6
Operator of fatty acid stills	16 6
Stillman's assistant and/or pumpman	7 6
Cupboard runners	10 0
Press room ganger (or charge hand in press room)	16 6
Operator in charge of black acid presses	5 0
Operator of oliver filters	16 6
Pumpman	7 6
Storeman in oliene store	6 0
Vatmen treating stearine	10 0
Candle moulder—after 12 months' experience	10 0
Candle moulder with less than 12 months' experience	5 0
All other male adults	Nil.
All female adults	Nil.
Division 11.—Soap and Soda.	
Employees engaged in the manufacture and preparation for sale of soap and soda—	
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture)	10 6
Soda crystal maker	10 0
Assistant soda crystal maker	5 0
Assistant soap maker	17 6
Soap pumpmen	10 0
Lye runner	5 0
Operator of power mixers and/or crutchers	10 0
Soap crutcher by hand	7 0
Soap cutting machinist	7 0
Head soap cutter by hand	7 0
Soap cutter by hand	2 6
Stampers by foot or hand	5 0
Operator of automatic stamping, wrapping, or packing machines	5 0
Operator of automatic soap dryers	5 0
All other male adults	Nil.
All female adults	Nil.
Milling of Toilet Soap :—	
Milling room foreman	10 6
Man in charge of, and actually milling soap	10 0
Soap miller	5 0
Mixing and/or blending toilet soap chips	5 0
Pulverizing and/or dressing pulverized soap	5 0
All other male adults	Nil.
All female adults	Nil.
Division 12.—Soap Powders and Soap Extracts.	
Operator of power mixer and/or crutcher	10 0
Operator of soap powder mill	10 0
Truckers and assistants to operators of mixers, crutchers or mills	3 0
All other male adults	Nil.
All female adults	Nil.
Division 13.—Glycerine.	
Operator of evaporators	16 6
Assistant operator of evaporators	7 6
Operator of glycerine stills	16 6
Men preparing charcoal for refining glycerine	7 6
Filter press hand	5 0
All other male adults	Nil.
All female adults	Nil.
Division 14.—Polishing Materials.	
Employees engaged in the manufacture and preparation for sale of polishing materials—	
Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	20 0
Mill hands as defined	12 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain	7 0
All other male adults	Nil.
All female adults	Nil.
Division 15.—Peanuts.	
Roaster, man in charge	17 6
Cooker, man in charge	15 0

MARGINAL RATES—*continued.*

—	Margin per Week.
	s. d.
Division 16.—*Matches.*	
Employees engaged in the manufacture and preparation for sale of matches—	
Compo-mixers	7 6
Skillet and/or splint choppers	6 0
Paste makers	5 0
Wax mixers	5 0
Slitters	5 0
Gum grinders	5 0
Dogmen	5 0
Painting machine attendants (men)	5 0
Men operating two-way scorers	5 0
All other male adults	Nil.
All female adults	Nil.
Division 17.—*General.*	
The provisions in this division of this clause shall apply in all sections of the industry covered by this Determination except where otherwise stated.	
Storemen and packers (Any person engaged as a storeman and or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—	
(*a*) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—	
(i) one, two, three, four, five or six such persons	12 9
(ii) seven or more such persons	26 9
(*b*) Works singly	10 6
(*c*) Storemen and/or packers	6 0

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 8th March, 1951.

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