

# $oldsymbol{ abla} oldsymbol{ICTORIA}$

# GOVERNMENT GAZETTE.

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

No. 3931

# 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.
Under 16 years of age 16 years of age and under 17 years of age 17 years of age and under 18 years of age 18 years of age and under 20 years of age 19 years of age and under 20 years of age	41 46 54 . 64 . 75 89	Per Week.  s. d.  69 6 78 0 92 0 109 0 127 6 151 6	Under 16 years of age 16 to 17 years of age 17 to 18 years of age 18 to 19 years of age 19 to 20 years of age 20 to 21 years of age		51 53 65 72 84 95	Per Week.  8. d.  65 0 67 6 83 0 92 0 107 0 121 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 easing 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 p	er Week.		
		. —						In all Pa except Bendig	Balls	Victoria trat and stricts.	Within Bendig	Ball o D	arat ar istricte
	Division 1	.—Groce	rs' Sunc	Iries.				£	s.	d	£	<b>s</b> .	d,
mployees engaged in the	manufactu	re of gre	ocers' su	ndries—					_	_			
Stonedressers and/or mille Honey blenders	ers	••	• •	••	• •	• •	• •	10		6	10	6	6
Men roasting and/or grin	ding and a	vho miz	or ble	nd coffee	or chico	 TV			4 4	6 6	10 10		6 6
Assistant millers						• • • • • • • • • • • • • • • • • • • •	- ::	10		Ö		19	
Assistant millers Coffee essence makers Bagged goods carriers and								10	2		9	19	Ō
Bagged goods carriers and	d/or stack	ers		, ,	••		, ::		2			19	
Cellarmen in charge and w Men roasting and/or grin	ding who	do not	mir or	ng and d	espatchin	ig by-pro	ducta		$\frac{2}{19}$			19 16	
Roasters of other commo	dities than	coffee	or chico	rv		nicor,			19	ŏ		16	
Mill assistants while enga	aged worki	ing at o	r takin	g off spic	ces, cinna	amon, ch	nillies,						•
turmeric, pepper, curry	powder,	or ging	er (Thi	s rate in	cludes a	5s. disa		^	10		١ .		
Mirers or blenders	••	••	••	• •	••	••			19 19			16 16	
allowance) Mixers or blenders Kilnmen and/or bleachers	8			• • •	• • • • • • • • • • • • • • • • • • • •	• • •			14			11	6
nin nanda								9	12	0	9	9	0
Men engaged drawing off	finished p	roducts	and/or	by-produ	acts in ce	ereal mil	ls ]		12			9	
Men engaged at oat clear Women assisting in filling powder or red ochre—6	g and liddi: 3d. per ho:	ng tins ur addit	or conta	iners of	pepper, c	ayenne,	ourry	9	12	U	9	. 9	0
Leading hands—10s. per	week addi	tional							.7				
All other male adults	• •		• •					27	٠,	0	, 9	4	U
	••	••	••	••	::	::		7	0	0	6	17	.6
Division 2	 2.—Starch,	 Starch	 Products	and Cor	nflour.	 			0	0	6	17	.6
Division 2	 2.—Starch,	 Starch	 Products	and Cor	nflour.	:: tarch pro			0	0	6	17	. <b>6</b>
Division 2 nployees engaged in the ma and cornflour— Stonedressers and/or m	Starch, unufacture s	 Starch	Products paration:	and Cor	nflour. Starch, st	•		10	9	6	10	17	
Division 2 nployees engaged in the ma and cornflour— Stonedressers and/or m Assistant millers	Starch, unufacture s uillers	Starch I	Products  paration:	and Cor for sale of 	nflour. Starch, st		ducts'				10	17	
Division 2 mployees engaged in the ma and cornflour— Stonedressers and/or m Assistant millers Men in charge of and ac	Starch, unufacture e tillers ctually work	Starch I	Products paration:	and Cor for sale of ch macera	nflour.  starch, st	or centri	ducts'	10 10	9 2	6 0	10 9	6 19	6 0
Division 2 nployees engaged in the ma and cornflour— Stonedressers and/or m Assistant millers Men in charge of and ac and/or briquetting a	e.—Starch, unufacture of uillers ctually work	Starch I	Products paration:	and Cor	nflour.  starch, st   ator and/	or centri	ducts'	10	9 2	6	10 9	17	- ,. 6
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### OTHER EMPLOYEES—continued.

			От	нев Емп	PLOYEES—	continu	ed.						
									-	. Wages p	er Week.		
			-					except	Bal	of Victoria larat and districts.	Within Bendig	Ball o D	arat and istricts.
	•								_	,			,
Dinision	4.—Glut	en Glace	nee and	Allind P	roduste			ı .	8.	a.	, t	4.	a.
Employees engaged in the		·				an alve	has and						
allied products—  Vacuum pan men	manujaci		• •		no or grave	, ,		10	2	0		* 0	
Convertor men Flour mixers or men	 		 	···	 	••		10	2 17	0	9	19 19	0
Men on tanks, gluten Men engaged on char fil	washers, lters, filte	gluten s r press oj	queezers, perators,	gluten bulk cor	dryers nflour bagg	gers and		9 9	14 14 14	6 6	9	14 11 11	6 6
Leading hands—10s. p			al	••	-••	••				-	9	-	0
All other male adults All female adults		• •	••					9 7	7	0		4 17	
Divisio	on 5.—M	acaroni (	and Allie	d Produ	cte.								
Employees engaged in the r	nanufacti	ire and p	preparation	on for sa	le of maca	roni an	d allied						
Employees engaged dr Paste makers			ermicelli 		ed produc		::		7 13		10 9	<b>4</b> 10	
Hydraulic press attend Women working in do	lants							9	13	0	9	10	0
All other male adults All other female adult	- · ·				••	••		9	7	0	9	4	0
An other remaie adult	· · ·	••	••	••	••	••			٠	Ü	0	17	6
n;	vision 6	_Cereal	Resaktasi	Foods			-						
Employees engaged in the			•		sale of ce	ereal bi	reakfast						
foods— Men in charge of and								10	2	0	g	19	0
Men in charge of and Men in charge of and wo	working	rollers		isenits (	oven men)			10	2 2	0	9	19 19	ŏ
Grinding and milling r Fillers and/or makers	nachinist			• •	••	::		9	13 13	Ò	9	10 10	Ō
Pressmen	••	::	::	••	••	•••	••	9	13	0	9	10	0
Conveyor workers Leading hands—10s. p				••		••				-		10	0
All other male adults All female adults	::	••		::	••		::	9 7	7 0		9 6		0 6
										i			
n			t Extract		1	.i					•		
Employees engaged in the Leading vacuum pan att Vacuum pan attendants	manufaci endants	ture and	prepara	tion for	aale of m				9		10		6
Man operating and in ch	arge of c	rain em	shers, m	ixino ar	d filling r	nachine	es	9	2 19	6	9 1 9 1	16	0 6
Men working at and in o	лагуе от	BLUTE	• •		• • •	• • •	::	9	19 18	0	9 I 9 I		6 0
Man working at and in a	charge of	spent g	rain bins	• • •	• • •	• •			18 14			5 1	
	Division	8.—Ma	ize Prod	ucis.									
Millers and/or stonedressers Man engaged on cornflour		 nachine			• ::	• •	:: ::	10 10	$_2^9$	6	10 9 1		6 0
Convertor men Man in charge of and work			٠	• •		•••		10 10	2	0	9 I 9 I	9	0
Vacuum pans men Men in charge of and work				· · · · · · · · · · · · · · · · · · ·	::	•••	. ::	10 10	2	0	9 I 9 I	9	0 0 .
Dextrine and/or custard m	ixer and,	or blend	ler	• ::	. ::	•••	••	9	19	0	9 1	6	Ó
Weighbridge attendants Steepmen	••	••	•••		• ••	••	::	9	17	0 0	9 1 9 1	4	0
Millers' assistants Feed dryers	••		•••	::	••	::		9	17	0	9 I 9 I	4	0
Silk reel repairers Men engaged on char filters		::			**	::		9	14 14	6	9 1 9 1	l	6 6
Char kilnmen Oliver filtermen	••		••	••	••	••	• •	9	14 14	6	9 1 9 1	I	6 6
Oil expeller men Reels and cracker men	••	• •	••	::	::			9	14 14	6	9 1 9 1		6 6
Neutralizer men Drip room men	••		••	• • •	••	• • •			14 14		9 1	l	6
Maize receiving and cleanin Sample men			••	•••	• • •	:		9	12 12	0	9	9	0
Liquor presses Feed press valve men	::	•••	::	. ::	•••	• •	::	9	12 12		9	9	0
Town brees ignite men	••	••	••	••	••	ī.	•• '	9	- **	v 1	b	9	0

### OTHER EMPLOYEES—continued.

									Wages p	er Week.	
		_						In all Parts of except Bal Bendigo D	larat and	Within Ba Bendigo	llarat an Districts
								£ s.	d.	£ s.	d.
Div	ision 8.—M	aize Pro	ducts—(ce	ontinu	ed).						
ones men								9 12	0	9 9	
lushing system men	••	• •	••	••	••	• •		9 12 9 12	0	99	
addlers umpmen	••	• •	•••	• •	• • •	• •	• • •	9 12	ŏ	9 9	
arch-house kilnmen					••	• •		9 12	0	9 9	
olly feed and/or oil mea ulk cornflour baggers an				• •		• • •		9 12 9 12	0.	99	
ssistant operators on ma		• •	• • • • • • • • • • • • • • • • • • • •	• •	• • •			9 12	ŏ	9 9	0
ardmen		• •	• •	• •	• •	• •	•••	9 12 7 5	0	9972	
omen employed at scrap omen employed on cust	ong staren ard powder	filling r	nachines	• •		• • •	::		0	7 2	
ading hands—10s. per v	veek additio	nal									
l other male adults l other female adults	••	••	••	• •		• •		9 7	0	9 4 6 17	
Totale armis	••	••	••	••		••	••	. 0	Ĭ	<b>.</b>	•
	. Divis	ion 9.—	Tallow.								
nployees engaged in pre		tallow-					[	9 12	0	9 9	0
Man in charge of liquef	ying tallow				•••	••		9 19	Ŏ	9 16	Ö
Assistant liquefying talk	ow	• •	• •		• •	• •		9 15 9 14	6	9 12	
Operator of bleaching pl Operator of pumps and		••		• • •	• • •	••	- ::		6	9 11 9 9	
All other male adults			••				- ::	9 7	Ò	9 4	Ŏ
All female adults	••	• •		••	••			7 0	0	6 17	6
Dis	vision 10.—.	Fatty Ac	ids and	Candle	e.						
perator of tallow splittin		41.						10 3 10 3	6	10 0	
perator of filter presses a perator of fatty acid stil	ind/or reag	ent-mak	ing biant	••	• • • • • • • • • • • • • • • • • • • •		- ::	10 3 10 3	6	10 0 10 0	
llman's assistant and/or	numnman				••			9 14	6	9 11	6
pboard runners ess room ganger (or cha	-ac band ir		···	••	• •	• •		9 17 10 3	6	9 14 10 0	
erator in charge of blac	k acid pres	aes		• •	•••	• •	::	9 12	ŏ	9 9	
erator of oliver filters			• •	••	••	••		10 3	6	10 0	
mpman oreman in oliene store	••	••	• •	••	••	• •	••	9 14 9 13	6	9 11 9 10	
								9 17	0	9 14	Ō
tmen treating stearine ndle moulder—after 12 ndle moulder with less	months' ex	perience		••	• •			9 17		9 14	
ndle moulder with less l other male adults							::	9 12 9 7	0	9 9 9 4	
l female adults									·ŏ	6 17	
Cupboard runners who er 100° F. for more tha	are require n half an h	d to rem our cont	ain in the	e cupb on an	oard at a ly day—6	temperat l. a day	ure of extra				
									ļ		
	Division 1	11.—Soa	p and Sc	da.					Ì		
Caustic soda and/or si	manufactu licate prepa	re and parers (the	preparation pris inclu	on for des M	etso i.e.,	Meta-Si	soda— licate	0.15	a	0.14	a
Caustic soda and/or si manufacture) Soda crystal maker	manufactu licate prep	re and p	- preparatio	on for	sale of so	ap and a Meta-Sil	soda— licate	9 17 9 17	6	9 14 9 14	0
Caustic soda and/or si manufacture) Soda crystal maker Assistant soda crystal m	manufactu licate prepa : : naker	re and parers (the	preparation included the control of	on for des M	etso i.e.,	Meta-Si	icate  	9 17 9 12	0	9 14 9 9	0
Caustic soda and/or si manufacture) Soda crystal maker Assistant soda crystal m Assistant soap maker	manufactu licate prepa  naker	re and parers (the	preparation in clu	on for des M	etso i.e.,	Meta-Sil	icate  	9 17	Ō	9 14 9 9 10 1	0 0 6
Caustic soda and/or si manufacture) Soda crystal maker Assistant soda crystal m Assistant soap maker Soap pumpmen Lye runner	manufactu licate prepa  naker	re and parers (the	preparation in clude	on for des M	etso i.e.,	Meta-Si	icate  	9 17 9 12 10 4 9 17 9 12	0 0 6 0	9 14 9 9 10 1 9 14 9 9	0 0 6 0
Caustic soda and/or si manufacture) Soda crystal maker Assistant soda crystal m Assistant soap maker Soap pumpmen Lye runner Operator of power mixe	manufactu licate prepa  naker   rs and/or c	re and parers (the	preparation in clud	on for des M	etso i.e.,	Meta-Sil	icate	9 17 9 12 10 4 9 17 9 12 9 17	0 0 6 0 0	9 14 9 9 10 1 9 14 9 9 9 14	0 6 0 0
Caustio soda and/or si manufacture) Soda crystal maker Assistant soda crystal maker Soap pumpmen Lye runner Operator of power mixe Soap crutcher by hand	manufactu licate prepa  naker  rs and/or c	re and parers (the	preparation in clude	on for des M	etso i.e.,	Meta-Sil	icate	9 17 9 12 10 4 9 17 9 12 9 17 9 14	0 0 6 0 0	9 14 9 9 10 1 9 14 9 9	0 6 0 0
Caustio soda and/or si manufacture) Soda crystal maker Assistant soda crystal maker Assistant soap maker Soap pumpmen Lye runner Doap pumpmen Soap crutcher by hand Soap cutther by hand Head soap cutter by ha	manufactu licate preparation naker   rs and/or c	re and parers (the	preparation in clud	on for des M	etso i.e.,	Meta-Sil	icate	9 17 9 12 10 4 9 17 9 12 9 17 9 14 9 14	0 0 8 0 0 0 0	9 14 9 9 10 1 9 14 9 9 9 14 9 11 9 11	0 6 0 0 0 0 0 0 0
Caustio soda and/or si manufacture) Soda crystal maker Assistant soda crystal maker Soap pumpmen Lye runner Doperator of power mixe Soap cutting machinist Head soap cutter by hand Soap cutter by hand Soap cutter by hand	manufactu licate preparente naker rs and/or c	re and parers (the	preparation in clud	on for des M	etso i.e.,	Meta-Sil	icate	9 17 9 12 10 4 9 17 9 12 9 17 9 14 9 14 9 14	0 0 6 0 0 0 0	9 14 9 9 10 1 9 14 9 14 9 11 9 11 9 11	0 6 0 0 0 0 0 0 6
Caustic soda and/or si manufacture) Soda crystal maker Assistant soda crystal maser Soap pumpmen Uperator of power mixe Soap crutcher by hand Soap cutting machinist Head soap cutter by hand Stampers by foot or ha	manufactu licate prepa  naker  rs and/or c   and	re and parers (the	preparation in clud	on for des M	etso i.e.,	Meta-Sil	icate	9 17 9 12 10 4 9 17 9 12 9 17 9 14 9 14	0 0 6 0 0 0 0	9 14 9 9 10 1 9 14 9 9 9 14 9 11 9 11	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Caustio soda and/or si manufacture) Soda crystal maker Assistant soda crystal maker Soap pumpmen Lye runner Operator of power mixe Soap cutting machinist Head soap cutter by hand Soap cutter by hand Stampers by foot or ha Operator of automatic so so so contact the sound of t	manufactu licate preparation in the control of the	re and parers (ti	preparation in clud	on for des M	etso i.e.,	Meta-Sil	icate	9 17 9 12 10 4 9 17 9 12 9 17 9 14 9 14 9 9 9 12	0 0 6 0 0 0 0 0 0	9 14 9 9 10 1 9 14 9 14 9 11 9 11 9 11 9 9 9	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Soda crystal maker Assistant soda crystal m Assistant soap maker Soap pumpmen Lye runner Operator of power mixe Soap crutcher by hand Soap cutting machinist Head soap cutter by hand Stampers by foot or ha Operator of automatic s Operator of automatics Leading hands—10s. pei	manufactu licate preparation naker rs and/or c and tamping, w tamping, w week addi	re and parers (the state of the	preparation in column in c	on for des M	etso i.e.,	Meta-Si		9 17 9 12 10 4 9 17 9 12 9 17 9 14 9 14 9 9 9 12 9 12 9 12	0 0 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	9 14 9 9 10 1 9 14 9 14 9 11 9 11 9 11 9 9 9 9	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Caustio soda and/or si manufacture) Soda crystal maker Assistant soda crystal Maker Assistant soap maker Coap pumpmen Lye runner Operator of power mixe Soap cutting machinist Head soap cutter by hand Soap cutter by hand Stampers by foot or ha Operator of automatic s Operator of automatic s Leading hands—10s. per All other male adults	manufactu licate preparation in the control of the	re and parers (ti	preparation in clud	on for des M	etso i.e.,	Meta-Si		9 17 9 12 10 4 9 17 9 12 9 17 9 14 9 14 9 14 9 19 9 12 9 12	0 6 0 0 0 0 0 0 0 6 0	9 14 9 9 10 1 9 14 9 14 9 11 9 11 9 11 9 0 9 9	0 0 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Caustio soda and/or si manufacture) Soda crystal maker Assistant soda crystal Maker Assistant soap maker Soap pumpmen Lye runner Operator of power mixe Soap cutteher by hand Soap cutten by hand soap cutter by hand stampers by foot or ha Operator of automatic s Operator of automatic s Operator of automatic s All female adults Ling of Toilet Soap	manufactu licate preparation in the control of the	re and parers (the control of the co	preparation of pack	on for des M	etso i.e.,	Meta-Si	:: icate	9 17 9 12 10 4 9 17 9 17 9 14 9 14 9 14 9 12 9 12 9 12	000000000000000000000000000000000000000	9 14 9 9 10 1 9 14 9 9 9 14 9 11 9 11 9 9 9 9 9 9 9 9	0 0 6 0 0 0 0 0 0 6 0 0 0 6
Caustio soda and/or si manufacture) Soda crystal maker Assistant soda crystal Maker Assistant soap maker Coap pumpmen Lye runner Operator of power mixe Soap cutter by hand Soap cutting machinist Head soap cutter by hand Stampers by foot or ha Operator of automatic so Operator of automatic so Coerator of automatic so Leading hands—10s. per All other male adults Lling of Toilet Soap—Milling room foreman	manufactu licate preparation in the preparation in	re and parers (ti	preparation in clusters and the clusters are considered as a cluster and the clusters are clusters and the clusters are cl	on for des M	etso i.e.,	Meta-Si		9 17 9 12 10 4 9 17 9 12 9 17 9 14 9 14 9 9 12 9 12 9 12	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	9 14 9 9 10 1 10 1 9 14 9 9 9 11 9 11 9 11 9 9 9 9 9 9 9 9	0 0 6 0 0 0 0 0 6 6 6
Caustio soda and/or si manufacture) Soda crystal maker Assistant soda crystal Maker Assistant soda crystal Maker Soap pumpmen Lye runner Operator of power mixe Soap cutting machinist Head soap cutter by hand Operator of automatic s Operator of automatic s Leading hands—10s. per All other male adults All female adults All female adults Iling of Tolet Soap— Milling room foreman Man in charge of, and a Soap miller	manufactulicate prepared in the control of the cont	re and parers (the state of the	preparation in clusters and the clusters are considered as a cluster and the clusters are clusters and the clusters are cl	on for des M	etso i.e.,	Meta-Si	:: icate	9 17 9 12 10 4 9 17 9 12 9 17 9 14 9 14 9 19 9 12 9 12 9 12 9 17 7 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	9 14 9 9 10 1 10 1 9 14 9 9 9 11 9 11 9 11 9 6 17 9 9 9 9	0 0 6 0 0 0 0 0 0 6 6 0 0 0
Caustio soda and/or si manufacture) Soda crystal maker Assistant soda crystal maker Assistant soap maker Soap pumpmen Lye runner Operator of power mixe Soap cutting machinist Head soap cutter by hand Soap cutter by hand Stampers by foot or ha Operator of automatic s Operator of automatic s Operator of automatic s Leading hands—10s, per All other male adults All female adults Milling room foreman Milling room foreman Man in charge of, and a Soap miller Mixing and/or blending	manufactulicate prepulation in the control of the c	re and larers (the state of the	preparation included the control of	on for des M	etso i.e.,	Meta-Si		9 17 9 12 10 4 9 17 9 12 9 17 9 14 9 14 9 19 9 12 9 12 9 12 9 17 7 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	9 14 9 9 10 1 9 14 9 9 9 11 9 11 9 11 9 16 9 9 9 9 9 9 9 14 9 14	000000000000000000000000000000000000000
Caustio soda and/or si manufacture) Soda crystal maker Assistant soda crystal Maker Assistant soap maker Soap pumpmen Lye runner Operator of power mixe Soap cutteher by hand Soap cutter by hand soap cutter by hand stampers by foot or ha Operator of automatic so Operator of automatic so Operator of automatic so All chemale adults all female adults all female adults Hiling of Toilet Soap—Milling room foreman Man in charge of, and a Soap miller Mixing and/or blending	manufactulicate preparation in the interest of	re and parers (the state of the	preparation included the control of	on for des M	etso i.e.,	Meta-Si	icate	9 17 9 12 10 4 9 17 9 12 9 17 9 14 9 14 9 19 9 12 9 12 9 12 9 17 7 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	9 14 9 9 10 1 10 1 9 14 9 9 9 11 9 11 9 11 9 6 17 9 9 9 9	000000000000000000000000000000000000000
Caustio soda and/or si manufacture) Soda crystal maker Assistant soda crystal maker Assistant soap maker Soap pumpmen Lye runner Operator of power mixe Soap cutting machinist Head soap cutter by hand Stampers by foot or ha Operator of automatic soperator of soperator of automatic soperator of soperator of soperator soperator of soperator soperator soperator	manufactulicate preparation in the interest of	re and parers (the state of the	preparation included the control of	on for des M	etso i.e.,	Meta-Si		9 17 9 12 10 4 9 17 9 12 9 17 9 14 9 14 9 19 9 12 9 12 9 12 9 17 7 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	9 14 9 9 10 1 9 14 9 9 9 11 9 11 9 11 9 16 9 9 9 9 9 9 9 14 9 14	000000000000000000000000000000000000000

### OTHER EMPLOYEES-continued.

	Wages p							er Week.					
	_		-					except	Bal	of Victoria larat and listricts.	Within Bendi	Bal go E	llarat an Districts.
Division	12.—Soa	p Powde	rs and S	Soap Ext	racts.			£	8.	d.	£	8.	d.
Operator of power mixer	and/or cr	ntcher						9	17	0	9	14	0
Operator of soap powder	mill							9	17	0	9	14	0
Fruckers and assistants to Leading hands—10s, per	operators week addit	or mixer tional	s, crutei	iers or m	ıılla	• •	••	9	10	0	9	7	0
all other male adults	• •	••						9	7	0			
ill female adults	• •	••	• •	• •	• •	• •	• •	7	0	0	6	17	6
	Divis	ion 13.—	-Glycerin	ıe.									
			•					۱.,		_	10		
perator of evaporators ssistant operator of evap	orators	• •	• • •	• • •		• • • • • • • • • • • • • • • • • • • •			3 14	6		0 11	
perator of glycerine still	B				•••	::		9	3	6	9	0	6
en preparing charcoal fo	or refining	glycerine			••		••		14			11	
lter press hand l other male adults	• •	• •			• •	••	• •		$\frac{12}{7}$			9 4	0
l female adults	• • •	• • •	• • •	• • •	• •	••			ó			17	
						•••	•••	'	v		,		•
	Division	14.—Po	olishing	M aterials	١.								
nployees engaged in the r Men in charge of and act blacking, boot creams	tually work , boot clea	ing at m nser, line	ixing an oleum pe	d/or bler olishes, c	ading boo ar polish	t polishe es or an	s, boot y kind			;			
of polish and/or stain Mill hands as defined	٠.,		• •		••	• •	•••		7			4	
Mill hands as defined Men working at mixing	and/or ble	nding b	ont polic	hea hoof		hoot kl	okira	9	19	6	9	16	6
boot cleanser, linoleum	n polishes.	car rolisl	nes, or a	nv kind o	of nolish	nd /or a	tain	9	14	0	9	11	0
Mill hands shall be paid i	in addition	to the a	mount p	rescribed	l above ar	amoun	t of 5s.	_					
per week dirt money	in addition and an a	to the a mount o	mount p	rescribed	l above ar	amoun	t of 5s.	_					
per week dirt money the cost of clothing r	in addition and an a eplacement	to the a mount o	mount p	rescribed	l above ar	amoun	t of 5s. nce for	_			0	4	
per week dirt money the cost of clothing r All other male adults	in addition and an a eplacement	to the a mount o	mount p	rescribed I. per we	l above ar	amoun	t of 5s. nce for	9 7	7	0		4 17	
per week dirt money the cost of clothing r	in addition and an a eplacement	to the a mount o	mount p of 2s. 6c	rescribed l. per we	l above ar	amoun allowar	t of 5s. nce for	9	7			4 17	
per week dirt money the cost of clothing r All other male adults	in addition and an a eplacement	to the a mount o	mount p of 2s. 6c	rescribed l. per we	l above ar	amoun allowar	t of 5s. nce for	9	7				
per week dirt money the cost of clothing r All other male adults All female adults	in addition and an a eplacement	to the a mount o	mount p of 2s. 6c	rescribed l. per we	l above ar	amoun allowar	t of 5s.	9	7		6		·B
per week dirt money the cost of clothing r All other male adults All female adults	in addition and an a eplacement	to the a mount o	mount p of 2s. 6c	rescribed l. per we	l above ar	a amoun a allowar 	t of 5s. nce for	9 7	7 0	6	10	17	·6
per week dirt money the cost of clothing r All other male adults All female adults	in addition and an a eplacement	to the a mount of	mount p f 2s. 6c	rescribed i. per we	l above ar	a amoun a allowar 	t of 5s.	9 7	7 0	6	10	17	·6
per week dirt money the cost of clothing r All other male adults All female adults	in addition and an a eplacement	to the a mount o	mount p f 2s. 6c	rescribed i. per we	l above ar	a amoun a allowar 	t of 5s.	9 7	7 0	6	10	17	·6
per week dirt money the cost of clothing r All other male adults All female adults	in addition and an a eplacement Div Divis manufact	to the a mount of to the sister 15.	mount por 2s. 66	ts.	above arek as an	a amoun a allowar	t of 5s.	9 7 10 10	7 0 4 2	6 0	6 10 9	17 1 19	-G 6 0
per week dirt money the cost of clothing r All other male adults All female adults	in addition and an a eplacement  Divident Control of the contr	to the a mount of the sision 15.	mount pf 2s. 6c	ts.	above are ek as an	a amoun a allowar	t of 5s.	9 7 10 10	7 0 4 2	6 0	6 10 9	17 1 19	6 0
per week dirt money the cost of clothing r All other male adults All female adults	in addition and an a eplacement Div	to the a mount of t	mount pf 2s. 6c	rescribed I. per we s	above arek as an	a amoun a allowar	t of 5s.	9 7 10 10 9 9 9	7 0 4 2	6 0	6 10 9	17 1 19	-G 6 0
per week dirt money the cost of clothing r All other male adults All female adults  aster, man in charge oker, man in charge oker, man in charge oker, man in charge  ployees engaged in the Compo-mixers  Skillet and/or splint che Paste makers  Wax mixers	in addition and an a eplacement Div	to the a mount of the sision 15.	mount pf 2s. 6c	ts.	above and	a amoun a allowar  	t of 5s.	9 7 7 10 10 9 9 9 9 9 9 9	7 0 4 2 14 13 12 12	0 6 0	9 9 9	17 19 11 10 9 9	6 0 6 0
per week dirt money the cost of clothing r All other male adults All female adults  aster, man in charge oker, man in charge oker, man in charge  compo-mixers  skillet and/or splint che che che makers  wax mixers	in addition and an a ceplacement  Divisor manufact  pppers	to the a mount of to the sision 15.	mount pf 2s. 6c	ts.	above at a cek as an	a amounn allowar atches—	t of 5s.	9 7 10 10 9 9 9 9 9 9 9	7 0 4 2 14 13 12 12 12 12	6 0 0 0 0	9 9 9 9	17 19 11 10 9 9	6 0 0 0 0
per week dirt money the cost of clothing r All other male adults All female adults  aster, man in charge oker, man in charge oker, man in charge apployees engaged in the Compo-mixers  Skillet and/or splint chere was mixers  Slitters  Jun grinders	in addition and an a eplacement  Division manufact poppers	to the amount of	mount pf 2s, 6c	ta.  ta.  tion for a	above at as an	a amount allowar	t of 5s.	9 7 10 10 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	7 0 4 2 14 13 12 12 12 12 12 12	6 0 6 0 0	9 9 9 9	17 1 19 11 10 9 9 9	6 6 0 6 0 0
per week dirt money the cost of clothing r All other male adults All female adults  aster, man in charge oker, man in char	in addition and an a ceplacement  Divide manufact  coppers	to the a mount of the second o	mount pf 2s. 6c	ts.	above at a cek as an	a amounn allowar atches—	t of 5s.	9 7 10 10 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	7 0 4 2 14 13 12 12 12 12	6 0 0 0 0	9 9 9 9	17 19 11 10 9 9	6 0 0 0 0
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# 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 gods ash from lovery to etack

this clause :						1
Employees stacking soda ash from lorry to stack						
Employees processing soda ash (i.e., during such period as	s 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						14d. 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 cercal 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 cercal 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 cercal 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;

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

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.
- 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

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 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 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 abovenamed 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
  - (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 sods 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:—

				Art	icles.						Quantities to be kept in Ambulance Chest—
ntiseptic solu	tion										l bottle .
Bandages, cott	on and	gauze			• •						l dozen assorted sizes
astor oil		٠									2 oz.
dine, tinctur	e of				• •		••				2 oz.
lanual, first-a	id						• •				1
etrolatum, ca	rbolized						••,				l jar
ieric acid sol	ution, m	ade accor	ding to	the follow	ving rec	ipe or pr	escription	:			
11 teaspoo	onfuls of	powdere	d pierie	acid, 3 -	oz. of a	bsolute	alcohol, ar	nd 2 pin	ts of	distilled	
water											1 pint
ins, safety											l packet
al volatile											6 oz.
cissors					• •						1 pair
ourniquet					• •						1 1
weezers											l pair
otton, absorb	ent										١) -
		٠									[ ]
auze, sterilize											An adequate assortment
auze, sterilize int. absorben	υ										

<sup>(</sup>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.
In all parts of Victoria except Ballarat and Bendigo Districts Within Ballarat and Bendigo Districts—3s. less than the contemporaneous basic wage ingredient for Melbourne	£ s. d. 8 10 0	s. d. 5 0	s. d. 12 0	£ s. d. 9 7 0	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.
adult male employees in accordance with clause 32.			

### 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.

				<u>.</u> .							Margin p	er Week
		Di	ivision	1.—Grocer	s' Sundrie	8.					s.	d.
mployees engaged in	he man	afacture	of groo	ers' sundr	ies—							
Stonedressers and/or	millers	• •	• •		• •		• •	• •	• •	• •	22	6
				 bland .	· · ·	 Linna	• •	• •	• •		17	6
Men roasting and/or	grinding	and wn	o mix	or blend o	onee or c	nicory	• •	• •	• •		17 15	6
Assistant millers Coffee essence makers	••	••	••	• •	• •	• •			••	•••	15	
Bagged goods carriers	and/or	stackers		• •	••	••			• •		15	
Cellarmen in charge s	and work	ring at l	nadino.	unloading	and desi	atching	hv-produ	eta	- :		15	
Men roasting and/or	grinding.	. who do	not r	nix or ble	nd coffee	or chicor	v -				12	
Roasters of other con	amodities	s than c	offee o	r chicory	• •		• •				12	0
Mill assistants while	engaged	l workin	g at (	or taking	off spices	, cinnam	on, chilli		meric,			
curry powder, or g	nger	• •	• •	• •	• •	• •	• •	• •	• •			0
Mixers or blenders Kilnmen and/or blead	hore	• •	• •	• •	••	••	••	• •	• •		12 7	0 6
Mill hands	HEIB	••	• •	• •			• •	::		• • •		0
Men engaged drawing	off finis	thed proc	luots a	nd/or by			mills	••	• • •			ŏ
Men engaged at oat	leaning	and/or	rading	· · · · · · · ·						::	5	
All other male adults		••	• • • •									Til.
All female adults											N	il.
	Divi	ision 2 —	-Starch	Starch P	roducts an	d Cornflo	ur					
				-		•				_		
nployees engaged in t Stonedressers and/or	he manu: millers	facture a	nd pre	paration to							22	6
Assistant millers	iiiiici b	••				••	::	::	•••	11 }	15	ŏ
Men in charge of	and a	ctually .	workin			nacerator	and/or	centri	fugals	and/or		•
briquetting and/or	pumping	operation	ons						Ť.,	· ]	15	0
Men in charge of and	actuall	y workin	g at s	tarch draii	ning boxes	and/or	cornflour	runs			15	0
Steepmen Men engaged on crus			٠				• •					0
Men assisting the per	son in c	harge of	starch	draining	boxes and	or corni	lour rune		٠٠	::	8 7	0 6
Assistant operators v	orking a	at rice s	starch					briqu	etting	and/or	_	_
pumping operations			• •	• •	• •	• •	• •	• •	• •	• •		0
Men grinding starch a Mill hands	major o	ornnour	• •	••		••		• •	• •		5 5	
Starch and/or cornflo	 ur ahovo	llare	• •	•••				• •			5	
All other male adults	ui snove	11020	• •	• • •		••		••		::	· Ni	
All female adults		••			.,						Ni	
					Dina					1		
				vision 3				_		i		
mployees engaged in t Stonedressers and/or	he manı millere	ifacture	and pr	eparation	for sale o	f rice and	i rice pro	oducts-		j	22	ß
Assistant millers						••	• •	• •		:: 1	15	
Mill hands				• •								ŏ
Men engaged drawing	off brol	ken rice,	bran,	straw, and	l/or rice						5	0
Men engaged taking	off and/o	or sewing	g and/	or stacking	g rice			••				0-
Rice meal rammers			• •			••	• •	• •	• •	•••		0
	••	• •	• •	• •	• •	••	• •	• •	• •	•••	5 N:	
All other male adults All female adults		••		••	••	••	• •	••	• •	::	Ni Ni	
An lemale addres								••	••		111	
				n, Glucose						.	••	
	he manı	ıfacture	and pr	eparation	for sale of	gluten,						•
mployees engagen in i	• •	• •	••	• •	••	• •	••	• •	• •	I	15	
Vacuum pan men			55	hagging d	rv duter	••	• •	• •	• •		15 10	
Vacuum pan men Convertor men	fooding	mivore o			LT KILLUCII		• •			]		
Vacuum pan men Convertor men	feeding	mixers a	saueez	zers. gluter	drvers						7	6
Vacuum pan men Convertor men Flour mixers or men Men on tanks, gluten	feeding washers filters.	mixers a s, gluten filter pre	squeez ess ope	zers, gluter rators, bul	n dryers k cornflou	r baggers	 and sev	rera	• • •			6 6
Vacuum pan men Convertor men Flour mixers or men Men on tanks, gluten Men engaged on char Pumpmen			squeez ss ope		dryers k cornflou	r baggers	and sev		•••		7 5.	6 0
Convertor men Flour mixers or men Men on tanks, gluten Men engaged on chai					dryers k cornflou	r baggers	and sev			••	7	6 0 1. ·

### MARGINAL RATES-continued.

			MARGI	NAL NA	TES-cont	inued.				
	-									Margin per Wee
							•			s. d.
	Divisio	n 5Ma	caroni a	nd Allied	l Product	ls.		٠,		
nployees engaged in the	manufacti	re and	preparati	on for	sale of	macaroni	and all	ied prodi	nets—	
Employees engaged drying	macaroni	, vermice	lli and a	llied pro	oducts					20 0
Paste makers Hydraulic press attendants	• • •		• •	• •		::	• •	• • •		6 0 6 0
Women working in dough a	coom and	vermicell	i twistin	g and s	paghetti	spreading	g	• •		5 0 Nil.
All other male adults All other female adults	• • • • • • • • • • • • • • • • • • • •	•••				••	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •	•••	Nil.
										•
1 1 1		ision 6.—		· ·		1 116	.4 53			
iployees engaged in the m Men in charge of and work Men in charge of and work	anuracture cing cerea	and pre leookers	paration	ior sale	or ceres	u oreakia				15 0
Men in charge of and worl Men in charge of and worl	king roller	8 ostina fla	kestor b	iscuite (	oven mei	n)			.:.	15 0 15 0
Grinding and milling mach	inists	··						::	::	6 0
Fillers and/or makers	• •	••	• •	• •	••	• •	••			6 0 6 0
Grinding and milling mach Fillers and/or makers Pressmen		••		••	••	• •	••	• •		6 0
All other male adults All female adults	• •		 					• •	-::	Nil. Nil.
in icinaic active	••	••	••			••	••	••		
		Division	7.—Ma	lt Extra	ct.					
ployees engaged in the m	anufacture	and pre	paration	for sale	of malt	extract-	-		}	22 6
eading vacuum pan atten acuum pan attendants	uants 	• •	• •		••	• •		• •		15 0
							• •	••	: -	12 6 12 6
Men working at and in that Man working at and in the Man working at and in the All other adult males	arge of st	ore	• • •	• •	• • •	••	• •	• •		11 0
Man working at and in ch	arge of sp	ent grain	bins	• •	• •					11 0 7 0
All other adult males	••	•••	••		•••	••	٠٠,			
		Division	8.—Maiz	e Produ	cts.				-	
lers and/or stonedressers n engaged on cornflour pa	okina maa	chino	• •	• •	• •	••	•••			22 6 15 0
nvertor men	<i>:</i> .		••		•••	::	::	::		15 0
n in charge of and working uum pans men	g at mac	erators	••	• •	• • •	• •	• •			15 0 15 0
n in charge of and workin	g in drip	rooms			• •	••		••	]	15 0
strine and/or custard mix ighbridge attendants			••		: ·	••		• • •	::	12 · 0 12 · 0
epmen	••		• •				• •		:. [	10 0 -
lers' assistants d dryers k reel repairers n engaged on char filters ar kilnmen ver filtermen expeller men	••	••	• • •		••				:: l	10 0 10 0
x reel repairers										7 6
n engaged on char filters	• •	• •	• •	• •				::	::	7 6 7 6
ver filtermen	••					• •			- ::	76
els and cracker men			• • •	• •	• •		• •	• •		7 6 ` 7 6
utranzer men	• •	• •			· · ·	• •	• •	• •	:.	76
p room men ize receiving and cleaning	operators	• •		• •		• •	••	• •	::	7 6 5 0
nple men		• • •				• •				5 0
uor presses d press valve men	• • •	• •	• •		• •	• •	••	• •	::	5 0 5 0
nes men		• •						••		5 0
shing system men Idlers		••	• •	• • •	• •	• •			::	5 0 5 0
mpmen	• •		••			••		• •		5 0
rch house kilnmen ly feed and/or oil meal b	aggers and	d sewers		• •		• •		• •	_ ::	5 0 5 0
lk cornflour baggers and s	ewers	• •	• •		<i>:</i> .	• •	••		;.	5 0
sistant operators on macers		••	• •	• •	• • •	••	• • •	• • •	::	5 0 5 0
men employed at scraping men employed on custard	g starch	illing ma	 hines		• •	••	• •	• •		5 0 5 0
other male adults	powder i	ining max	inines	• • •	• • • • • • • • • • • • • • • • • • • •			::	-::	Nil.
other female adults	••	• •	• •	••	• •	• •	••	••		Nil.
		Divis	ion 9.—	Tallow.						
ployees engaged in prepar l'allow samplers	ation of t	allow-								5 0
	g tallow	•••	::				• •	::	::	12 0
									- 1	0 0
Assistant liquefying tallow		• •	• •	• • •		• • •		••	::	8 6 7 6
Man in charge of liquefying Assistant liquefying tallow Operator of bleaching plan Operator of pumps and/or All other male adults	 	••	•••	••		••		••	::	7 6 5 0 Nil.

# MARGINAL RATES—continued.

·				INAL IVA	-					-
			<u> </u>		.,					Margin per
		+								s. d.
	D	ivision 10	-Fatty A	cids and	Candles.		-			
perator of tallow splitt	ing vats									16 6
perator of filter presses	and/or rea	agent-makin	g plant	• •	• •	• •	• •	• •		16 6 16 6
perator of fatty acid s illman's assistant and/ upboard runners	or pumpms	n	• • •		-::		• •	• •		16 6 7 6
pboard runners .				••			••	•••		10 0
ess room ganger (or c	harge hand	in press ro	om)	• •		• •	••	• •	• • •	16 6 5 0
perator in charge of bluerator of oliver filters	ack acta pi	Coocs	• •	• •	• • •	• • •	• •	• •		5 0 16 6
ımpman							••			76
oreman in oliene store	•••	• • •	••	• •	• •	• • •		••	•••	6 0 10 0
perator of oliver filters impman oreman in oliene store atmen treating stearine indle moulder—after 1	2 months' e	ex perience		• • •	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •	• • •			10 0
ingie mouiger with ies	s tnan 12 r	попъпа ехр	erience			••				5 0
l other male adults l female adults			• •	• •	• •	• • •	• •	• • •	••	Nil. Nil.
· ·		••	••	••	••	•	••	••		2411.
		Division	11.—Soa	p and S	oda.					
nployees engaged in	the manufe	acture and	preparat	ion for	sale of a	oap and	d soda—			
Caustic soda and/or s Soda crystal maker				Metso i.e.	., Meta-Si	licate m	anufactur			10 6 10 0
Assistant soda crystal	maker		••	• • •	••	• • •		• •	::	5 0
Assistant soda crystal Assistant soap maker Soap pumpmen Lye runner	·· · · · ·	• •	• •		••	• •			]	17 6
Soap pumpmen Lve runner		• •		• •	• •		• •		::	10 0 5 0
Operator of power mix	ters and/or	crutchers				••			[	10 0
Soap crutcher by hand Soap cutting machinist	1	• •	• • •	• •	• •	• •	••	• •		7 0 7 0
Head soap cutter by	i hand	• • •			• • •	• •		• •	::	7 0 .7 0
Head soap cutter by Soap cutter by hand Stampers by foot or h			••							2 6
Stampers by foot or I Operator of automatic	and	wranning	r nackin	a machir		• • •	• •	• •		5 0 5 0
Operator of automatic	soap dryer	s						• • • • • • • • • • • • • • • • • • • •		5 0
All other male adults All female adults		•	• •		• •	• •	••	• •	••	Nil.
All lemale addits		••	••	••	••	••	••	• •	••	Nil.
illing of Toilet Soap :-	_									
Milling room foreman Man in charge of, and		nilling soen	• •	• •	• • •	••	• •	• •		10 6
Soap miller	· · · · · ·	··	• • • • • • • • • • • • • • • • • • • •				• •	• •	::	10 0 5 0
Soap miller Mixing and/or blendin	g toilet soa	p chips	• •		••	• •				5 0
Pulverizing and/or dre All other male adults	ssing pulve	rized soap			••	• • •		• •		5 0 Nil.
All female adults		••	••				•••	•••	.:	Nil.
		on 12.—Soa	•		•	cts.			ļ	
perator of power mixed perator of soap powde	and/or cr mill	utcher			• •	• • •	• •	• •	::	10 0 10 0
ruckers and assistants	to operator	в of mixers	, crutche:	rs or mil	ls		••			3 0
ll other male adults		• •	• •	• •	••	• •	• •	• •	::	Nil. Nil.
a someto estato		••		• •	- •	- •	••	••	[	71114
·		Divis	ion 13.—	Glycerine					4	
_	•					٠				
perator of evaporators ssistant operator of eva	noratora	• •	••	• •			• •	• •		16 6 7 6
perator of glycerine sti	lls			• • •			• • •	••		16 6
en preparing charcoal	tor renning		• •	••		٠	••			76
F		••	::	• • •	• •		••		::	5 0 Nil,
	:: ::		•	••	••			••	::	Nil.
		Distriction 3	4 D-22-3	Lina W	aniale					
		Division 1		_					4	
mployees engaged in t Men in charge of and a	he manufac ctually work	ture and pr	eparation	for sale	of polish boot poli	ing mat shes, boo	erials— et blackin	z. boot e	геата.	
boot cleanser, linole	um polishes	, car polish	es or an	y kind o	f polish a	nd/or st	ain	• •	]	20 0
Mill hands as defined Men working at mix	ng and/or	blending b	oot nolis	shes. boo	t creams	boot l	lacking	boot ele	ADSAT.	- 12 6
linoleum polishes, ca	ar polishes,	or any kin	d of poli	sh and/o	r stain		nacking,		anser,	7 0
All other male adults		• •	•	••	• •		••			Nil.
All female adults	••	••	:•		.:•	• : •	• • •	• • •	••	Nil.
		Diei	nion 15.—	-Peansite		•			- 1	
		, Divi			• ••					
oaster, man in charge		• •	`: <u>·</u>	• • •	• • •	•••	•••	• •		17 6 15 0
ooker, man in charge	. :	::	:*	•••		1,7,			۱ ۰٫۰۰	19 0

### MARGINAL RATES-continued.

											Margin per V	Week
											s. d.	
			Divi	nion 16	Matches.							
ployees engaged in	the ma	aufacture	and p	reparation	for sale	of mate	hes—					
Compo-mixers											76	
Skillet and/or splin	t chopper	rs	٠.		• •	• •			• •		6 0	
Paste makers	••			• •							5 0	
Wax mixers							• •			-: [	5 0	
Slitters	• •	• •	• •		• •		• •	• •			50	
um grinders	• •	• •		• • •	• •			• •			50	
ogmen	••		• •	• •		• •		• •			5 0	
ainting machine at				• •	• •		• •		• •		5 0	
Ien operating two-		ers		• •		• •	• •				5 0	
dl other male adul	ts	• •	••		• •	• •	• •		• •	[	Nil.	
All female adults	••	• •	• •	••	••	••	••	• •	••		Nil.	
			<b>7</b> .		<i>~</i> ,							
	•		Div	ision 17	—Gen <b>e</b> rai	•				1		
The provisions in	ı this di	vision o	f this	dause sh	all apply	in all	ections o	f the in	dustry co	vered		
this Determination	except v	where ot	herwise	stated.					-	l		
Storemen and pa	ckers (Ar	ny perso	n engag	ed as a	storeman	and or	packer	who "n	otwithsta	nding		
t he may be und	er the	orders o	f a su	perior wh	o does	not deve	ote the	whole of	f his tin	ae to		
ervising the storing				_								
(a) Supervises o	r directs t	the numb	er of pe	rsons 18	years of a	age or ove	er indicat	ed hereui	ider, nam	ely—		
(i) one, two,	, three, fo	our, five	or six	such pers	ons					٠. ا	12 9	
(ii) seven or		ch person	18		• •	• •	••	• •			26 9	
(b) Works singly (c) Storemen an			• •	• •					••		10 6	
											6 0	

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

Melbourne, 8th March, 1951.

J. V. WILLOX, Secretary.