



# VICTORIA GOVERNMENT GAZETTE.

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[1951

Factories and Shops Acts.

## DETERMINATION OF THE VEHICLE BUILDING INDUSTRY 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 17th October, 1932, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business connected with or incidental to the manufacturing, making or repairing of—(a) carriages, carts, and other vehicles (other than perambulators) or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (b) motor car bodies, or any part or parts thereof such as the hoods or cushions; (c) tram cars or any part or parts thereof, such as the ironwork or bodies, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (d) motor cycle side-car bodies, or any part or parts thereof, such as the hoods or cushions, (e) aircraft; has made the following Determination, viz. :—

1. That as from the beginning of the first pay period to commence in May, 1951, the last previous Determination of this Board shall be revoked and replaced by this Determination.

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
<b>MALES.</b>			
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Brass finisher, tradesman .. .. .	229 0	235 6	226 0
Carpenter on maintenance work .. .. .	229 0	235 6	226 0
Coremaker, jobbing .. .. .	229 0	235 6	226 0
Die maker (see "toolmaker") .. .. .			
Die setter .. .. .	223 6	230 0	220 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) .. .. .	223 6	240 0	230 6
Electrical fitters .. .. .	229 0	235 6	226 0
Electrical mechanic .. .. .	229 0	235 6	226 0
Fitter and/or turner, tradesman .. .. .	229 0	235 6	226 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work) .. .. .	200 0	206 6	197 0
Jigmaker, in wood or metal .. .. .	229 0	235 6	226 0
Machinist (metal), first class .. .. .	229 0	235 6	226 0
Machinist (metal), second class .. .. .	214 0	220 6	211 0
Machinist (metal), third class .. .. .	205 0	211 6	202 0
Machinist (wood) (see "wood machinist") .. .. .			
Marker-off (see "tradesman, the greater part of whose time is occupied marking off") .. .. .			
Panel orker, tradesman .. .. .	229 0	235 6	226 0
Pattern maker .. .. .	242 0	248 6	239 0

	DAY SHIFT.		
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	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrambol Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	s. d.	s. d.	s. d.
<b>MALES—continued.</b>			
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>			
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that—			
(a) such tradesmen shall not be required to work to drawings or prints;			
(b) whilst so employed shall be paid a rate of ..	233 6	240 0	230 6
Pipe fitter—			
(a) On high pressure work (i.e., live steam or hydraulic press work) ..	229 0	235 6	226 0
(b) On low pressure work ..	214 0	220 6	211 0
Saw doctor ..	233 6	240 0	230 6
Smith, tradesman ..	230 6	237 0	227 6
Template maker ..	235 0	241 6	232 0
Tool maker, tool hardener, and die maker (in wood or metal)	242 0	248 6	239 0
Tradesman, the greater part of whose time is occupied marking off ..	233 6	240 0	230 6
Turner (see "Fitter and/or turner") ..	228 0	234 6	225 0
Turner (see "Fitter and/or turner") ..	232 6	239 0	229 6
Welder, first class ..	216 0	222 6	213 0
Welder, second class ..	205 0	211 6	202 0
Welder, third class ..	200 6	207 0	197 6
Welder, fourth class ..	223 6	230 0	220 6
Wood machinist, first class ..			
<i>Production.</i>			
Acid washer ..	210 0	216 6	207 0
Air hammer operator ..	216 0	222 6	213 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim) ..	202 0	208 6	199 0
Assembler (aero engine) ..	229 0	235 6	226 0
Assembler and/or wirer, chassis ..	209 0	215 6	206 0
Assembler, cushion and squab spring ..	206 0	212 6	203 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	216 0	222 6	213 0
Assembler of bodies or parts of bodies "on the line" ..	223 6	230 0	220 6
Assembler of chassis parts independently of main assembly	209 0	215 6	206 0
Assembler, windscreen frame ..	206 0	212 6	203 0
Axle maker ..	229 0	235 6	226 0
Axle turner ..	229 0	235 6	226 0
Band and/or jig sawyer, trim ..	216 0	222 6	213 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments) ..	219 0	225 6	216 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work ..	205 0	211 6	202 0
Body maker, first class ..	229 0	235 6	226 0
Body maker, second class ..	223 6	230 0	220 6
Body moulder ..	209 0	215 6	206 0
Bow socket enameller (see "enameller") ..			
Bulldozer operator—			
(a) Setting up machine ..	214 6	221 0	211 6
(b) Not setting up machine ..	205 0	211 6	202 0
Chassis assembler (see "Assembler") ..	217 0	223 6	214 0
Checker (chassis assembly and/or vehicle pre-delivery) ..	208 0	214 6	205 0
Cold setter ..			
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative") ..			
Cushion maker (see "Squab and cushion maker") ..	223 6	230 0	220 6
Cushion spring maker (by hand) ..			
Cutter, electric machine (trim) (see "Electric machine cutter") ..			
Dent knocker (see "Panel worker and/or dent knocker") ..	223 6	230 0	220 6
Die setter, press ..	199 0	205 6	196 0
Dipper and hangar (paint) ..	205 0	211 6	202 0
Dipper, solder or tin ..	201 0	207 6	198 0
Drier ..	203 0	209 6	200 0
Driller (Panel) ..	205 0	211 6	202 0
Drider (Other) ..			
Drop hammer smith—			
(a) When dies are not used ..	230 6	237 0	227 6
(b) When dies are used ..	205 0	211 6	202 0

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<b>MALES—continued.</b>			
<b>Production—continued.</b>			
Drop hammer stamper .. .. .	s. d. 200 6	s. d. 207 0	s. d. 197 6
Edge turner (see "Panel edge trimmer").			
Electric machine cutter (trim) .. .. .	216 0	222 6	213 0
Electric stove attendant (see "Stove attendant").			
Electroplater, first class .. .. .	229 0	235 6	226 0
Electroplater, second class .. .. .	214 0	220 6	211 0
Electroplater, third class .. .. .	198 0	204 6	195 0
Enameller, bow socket .. .. .	202 6	209 0	199 6
Enameller in colours and/or varnisher (finishing coat brush)	223 6	230 0	220 6
Folding machine operator .. .. .	206 0	212 6	203 0
Frame operative (cushion and squabs) .. .. .	206 0	212 6	203 0
Furnace brazer .. .. .	214 6	221 0	211 6
Furnaceman .. .. .	205 0	211 6	202 0
Garnish mould bender and/or shaper (see "Bender and/or shaper") .. .. .			
Garnish mould finisher .. .. .	216 0	222 6	213 0
Grainer, transfer (see "Transfer grainer").			
Grinder and/or buffer (metal) .. .. .	205 0	211 6	202 0
Grinder and/or buffer (metal) using portable machine .. .. .	210 0	216 6	207 0
Guillotine machinist .. .. .	206 0	212 6	203 0
Hammer driver, steam, pneumatic or other power .. .. .	200 6	207 0	197 6
Hanger, paint (see "Dipper and hanger").			
Kiln attendant (see "Timber kiln attendant").			
Labourer assisting (plating department)	195 0	201 6	192 0
Labourer assisting without using tools (chassis assembly) .. .. .	195 0	201 6	192 0
Liner .. .. .	223 6	230 0	220 6
Machinist (metal), first class .. .. .	229 0	235 6	226 0
Machinist (metal), second class .. .. .	214 0	220 6	211 0
Machinist (metal), third class .. .. .	205 0	211 6	202 0
Machinist (wood) (see "Wood machinist").			
Machine setter-up, other than machines specified in definition of first class machinist (metal) .. .. .	214 6	221 0	211 0
Marker-out or scribe (using patterns or templates) .. .. .	204 0	210 6	201 0
Metal band sawyer (see "Band sawyer, metal").			
Nickel polisher and/or grinder .. .. .	207 0	213 6	204 0
Painter, coach (brush) .. .. .	223 6	230 0	220 6
Painter, spray (on coats other than priming) .. .. .	223 6	230 0	220 6
Painter, spray and/or brush (on prime coats) .. .. .	210 0	216 6	207 0
Painter, brush and/or spray (on floors, undercarriages, and gear) .. .. .	202 6	209 0	199 6
Painter's labourer .. .. .	197 0	203 6	194 0
Panel beater, first class .. .. .	229 0	235 6	226 0
Panel beater, second class .. .. .	223 6	230 0	220 6
Panel edge turner .. .. .	214 0	220 6	211 0
Panel fixer, metal .. .. .	206 0	212 6	203 0
Panel machinist (other) .. .. .	205 0	211 6	202 0
Panel worker, dent knocker and/or metal finisher .. .. .	223 6	230 0	220 6
Paster (trim) .. .. .	207 0	213 6	204 0
Petrol tank operative .. .. .	207 0	213 6	204 0
Pickler .. .. .	205 0	211 6	202 0
Plate glass beveller .. .. .	219 0	225 6	216 0
Plate glass cutter .. .. .	219 0	225 6	216 0
Plate glass driller .. .. .	219 0	225 6	216 0
Plate glass grinder .. .. .	202 6	209 0	199 6
Pleat stuffer .. .. .	205 0	211 6	202 0
Polisher, nickel (see "Nickel polisher").			
Polisher (paint) using buffs .. .. .	214 0	220 6	211 0
Polisher (paint) (see "Wet rubber and/or polisher").			
Power hammer driver (see "Hammer driver").			
Press operator (over 400 tons pressure) .. .. .	215 0	221 6	212 0
Press operator's assistant directly assisting at press (over 400 tons pressure) .. .. .	199 0	205 6	196 0
Press operator (light) .. .. .	204 0	210 6	201 0
Process worker .. .. .	199 0	205 6	196 0
Riveter on motor truck or wagon body .. .. .	223 6	230 0	220 6
Riveter, chassis .. .. .	209 0	215 6	206 0
Riveter, other (up to and including ½-in. rivet) .. .. .	206 0	212 6	203 0
Rotary buff operator—			
(a) While doing dent knocking .. .. .	223 6	230 0	220 6
(b) While not doing dent knocking on the line .. .. .	216 0	222 6	213 0
Rotary shearing machinist .. .. .	214 0	220 6	211 0
Sand blast operator (see "Shot and/or sand blast operator").			
Sandpaper and emery machinist (woodwork) .. .. .	201 0	207 6	198 0
Screw and/or tapper .. .. .	200 6	207 0	197 6
Scriber (see "Marker-out or scriber").			
Sectional trimmer (see "Trimmer, sectional").			
Setter-up machine (see "Machine setter-up").			

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<b>MALES—continued.</b>			
<i>Production—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	205 0	211 6	202 0
Smith tradesmen .. .. .	230 6	237 0	227 6
Solderer, "on the line" .. .. .	223 6	230 0	220 6
Solderer not "on the line" .. .. .	216 0	222 6	213 0
Solderer (on other than body work) .. .. .	216 0	222 6	213 0
Spotter and/or touch-up .. .. .	223 6	230 0	220 6
Spray painter (see "Painter, spray") .. .. .			
Spring fitter .. .. .	229 0	235 6	228 0
Spring maker, cushion and squab .. .. .	223 6	230 0	220 6
Spring maker, laminated .. .. .	229 0	235 6	226 0
Spring maker, spiral (by hand) .. .. .	214 6	221 0	211 6
Spring service worker .. .. .	205 0	211 6	202 0
Squab and/or cushion maker .. .. .	223 6	230 0	220 6
Stopper-up .. .. .	209 0	215 6	206 0
Stove attendant, electric .. .. .	206 0	212 6	203 0
Strap maker .. .. .	205 0	211 6	202 0
Stretching machine operator .. .. .	206 0	212 6	203 0
Striker .. .. .	200 0	206 6	197 0
Tapper (see "Screw and/or tapper").			
Tester .. .. .	205 0	211 6	202 0
Timber kiln attendant .. .. .	197 0	203 6	194 0
Timber orderman .. .. .	204 0	210 6	201 0
Timber stacker .. .. .	198 0	204 6	195 0
Toucher-up (see "Spotter and/or touch-up").			
Transfer grainer .. .. .	208 0	214 6	205 0
Trimmer, sectional (on the line) .. .. .	219 0	225 6	216 0
Trimmer, sectional (off line) .. .. .	214 0	220 6	211 0
Trimmer, tradesman (including cutter by hand) .. .. .	223 6	230 0	220 6
Tube maker .. .. .	202 6	209 0	199 6
Tyre fitter .. .. .	202 6	209 0	199 6
Uni-shear operator .. .. .	205 0	211 6	202 0
Varnisher (see "Enameller in colours and/or varnisher")			
Vyceman .. .. .	208 0	214 6	205 0
Washer using phenyl, petrol, kerosene, &c. .. .. .	200 0	206 6	197 0
Welder, "A" grade .. .. .	232 6	239 0	229 6
Welder, "B" grade .. .. .	225 0	231 6	222 0
Welder, federal aluminium .. .. .	216 0	222 6	213 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades) .. .. .	216 0	222 6	213 0
Welder, electric spot and butt .. .. .	206 0	212 6	203 0
Wet rubber and/or polisher (paint) .. .. .	210 0	216 6	207 0
Windscreen frame assembler (see "Assembler").			
Wood machinist, first class .. .. .	223 6	230 0	220 6
Wood machinist, second class .. .. .	214 0	220 6	211 0
Writer .. .. .	229 0	235 6	226 0
<i>Horse-drawn Vehicles.</i>			
Axle maker .. .. .	223 6	230 0	220 6
Axle turner .. .. .	223 6	230 0	220 6
Crainer .. .. .	223 6	230 0	220 6
Nave mortise and boring machinist .. .. .	204 0	210 6	201 0
Nave turner .. .. .	217 0	223 6	214 0
Signwriter .. .. .	223 6	230 0	220 6
Spoke lather .. .. .	217 0	223 6	214 0
Spoke planer .. .. .	217 0	223 6	214 0
Spoke tenoner .. .. .	217 0	223 6	214 0
Spoke throater .. .. .	217 0	223 6	214 0
Timber bender .. .. .	217 0	223 6	214 0
Wheelwright and wheel maker .. .. .	223 6	230 0	220 6
(All other classifications as prescribed for in other Sections.)			
<i>Rolling Stock.</i>			
Body maker .. .. .	229 0	235 6	226 0
Pitman .. .. .	214 6	221 0	211 6
Wheel grinder .. .. .	214 6	221 0	211 6
Wheel turner .. .. .	229 0	235 6	226 0
(All other classifications as prescribed for in other Sections.)			
<i>Miscellaneous (Wherever Employed).</i>			
Acetylene generator operator in charge of installation .. .. .	209 0	215 6	206 0
Driver of chassis and/or new vehicle .. .. .	203 0	209 6	200 0
Case maker .. .. .	202 6	209 0	199 6
Case repairer .. .. .	199 0	206 6	196 0

The rates in clause 2 include war loadings.

## FEMALES.

3. (a) The minimum rates to be paid to adult female machinists and females employed in the cushion and squab springs and frame department of the following classes of work :—

Working or attending the following machines :—knotting U and S metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be :—

	Per Week of 40 Hours.
	£ s. d.
Under one month's experience .. .. .	6 12 6
All others .. .. .	7 8 6
(b) The rates payable to female under the age of 21 years shall be :—	
For the first six months .. .. .	3 15 6
For the second six months .. .. .	4 13 0
Thereafter until 21 years of age .. .. .	5 10 6

## APPRENTICES.

An amended form of Indenture was prescribed by the Board on 12th July, 1950.

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—

- (i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
- (ii) Trimmer (Production).
- (iii) Axle maker.
- (iv) Saw doctor.

(b) Minors other than indentured apprentices shall not be kept at the following occupations :—

- (i) Electrical fitter.
- (ii) Electrical mechanic.
- (iii) Electro-plater, first class.
- (iv) Fitter and/or turner.
- (v) Metal machinist, first class.
- (vi) Pattern maker.
- (vii) Welder (first class only).
- (viii) Body maker, first class.
- (ix) Painter (i.e., tradesman who mixes, matches and applies paint).
- (x) Tradesman panel worker and panel beater (first class).
- (xi) Trimmer, development and/or repair work.
- (xii) Wood machinist (first class).

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry.

In the trade of electrical mechanic, the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

The number of tradesmen shall be deemed to be the average number working during the immediately preceding six months and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

(d) The periods of apprenticeship shall be as follows :—

If the apprentice when articulated is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.

(e) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship.

*Cancellation or Suspension of Indenture.*

(f) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if in the opinion of the Secretary for Labour circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

*Instruction in Welding.*

(g) The training of apprentices to smithing, fitting, and turning or panel working shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

The training of apprentices to body making or electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

(h) (a) Apprentices—

Wages.

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	s. d.	s. d.	s. d.
<b>Five-year terms—</b>			
First year .. .. .	50 6	52 0	49 6
Second year .. .. .	70 0	72 6	69 0
Third year .. .. .	93 6	97 0	92 0
Fourth year .. .. .	147 6	152 6	145 0
Fifth year .. .. .	183 0	189 6	180 0
<b>Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—</b>			
First year .. .. .	57 6	59 6	56 6
Second year .. .. .	93 6	97 0	92 0
Third year .. .. .	147 6	152 6	145 0
Fourth year .. .. .	183 0	189 6	180 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

Apprentices to body-making first class shall be supplied by their employers at the end of each quarter with an order for sum equivalent to 2s. 6d. per week as a tool allowance.

(b) An employee who is under 21 years of age at the expiration of his apprenticeship and thereafter works as a minor the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

*Sick Leave, Public Holidays, and Annual Leave.*

(i) Apprentices shall be entitled to sick leave, public holidays, and annual leave as prescribed by clauses 8, 13, and 14 hereof.

*Hours.*

(j) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

*Overtime and Shift Work.*

(k) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that no apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination, or regulation applicable to him.

(l) No apprentice shall work under any system of payment by results.

(m) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour and by agreement with his employer serve as an apprentice until he reaches the age of 23 years.

(n) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may for every day short of the said number of working days and for every day of such absence be required by his employer to serve one day in which case the calendar period of the succeeding year of his services shall not be deemed to begin until the said additional day or days shall have been served provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

(o) No employer shall either directly or indirectly or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(p) Apprentices attending technical colleges or schools for prescribed courses and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(q) A person who is for a period not exceeding two years taking practical training in a workshop in continuance of a course of training for professional works shall not be taken into account in calculating the proportion of apprentices to journeymen.

**MALE JUNIOR WORKERS.**

5. (a) For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

(b) Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(c) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following :—

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	£. s. d.	£. s. d.	£. s. d.
Under 16 years of age .. .. .	2 4 6	2 6 0	2 4 6
16 years of age .. .. .	3 3 0	3 5 6	3 2 0
17 years of age .. .. .	4 5 6	4 8 6	4 4 0
18 years of age .. .. .	5 7 6	5 11 6	5 6 0
19 years of age .. .. .	6 15 0	7 0 0	6 13 0
20 years of age .. .. .	8 3 0	8 8 6	8 0 0

Provided that the rate payable to any employee shall not be less than 20s.

(d) An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

(e) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(f) Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

(g) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice or an unapprenticed male junior) to every three male adults employed in the shop or factory.

#### SPECIAL RATES.

6. In addition to the wages prescribed in clauses 2, 3, 4, and 5 of this Determination hereof the following special rates and allowances shall be paid to employees, including apprentices and unapprenticed juniors :—

##### *Confined Spaces.*

(a) Employees other than those working on vehicles or parts of vehicles working in a confined space, i.e., a compartment or space access to which is through a manhole or similar opening on a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation 3d. per hour extra.

##### *Dirty Work.*

(b) Work which the employer's industrial officer, if there be one, or otherwise the employer or the executive officer responsible for the management and/or superintendence of the plant concerned shall agree is of an unusually dirty or offensive nature shall carry such extra rate as shall be agreed upon.

##### *Special Rates not Cumulative.*

(c) Where more than one of the disabilities referred to in sub-clause (a) and (b) hereof entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely the highest for the disabilities so prevailing.

##### *Rates not Subject to Penalty Additions.*

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed and shall not be subject to any premium or penalty additions.

##### *First-Aid Work.*

(e) An employee holding a first-aid certificate and who is instructed by his employer to perform first-aid work (other than Air-Raid Precaution emergency work) in the factory during his or her shift shall be paid 1s. per shift extra.

##### TOOL ALLOWANCE.

(f) Carpenters on maintenance work shall be paid at the rate of 4s. per week extra as a tool allowance.

#### CONTRACT OF EMPLOYMENT.

7. (a) Except as hereinafter provided employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

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

(c) An employee not attending for duty shall except as provided by clause 8 of this Determination lose his pay for the actual time of such non-attendance.

(d) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination, plus 10 per cent. for the work which he or she performs.

(e) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

## EMERGENCY PROVISIONS.

8A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

- (i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—
- (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
  - (2) where an employee commences work he shall be entitled to be paid for four hours' work;
  - (3) this sub-clause shall not apply to apprentices.
- (ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—
- (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
  - (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
  - (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

- (iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—
- (1) for day work or day shift work—ordinary time;
  - (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
  - (3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

- (4) Nothing continued in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

- (iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power to meet the normal demands for power—
  - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
  - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

## SICK LEAVE.

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

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.
- (v) Notwithstanding the foregoing provisions it is further prescribed that in consideration of the seasonal fluctuations of employment in this industry the following conditions shall apply—
  - (a) An employee who is commencing a new engagement with an employer and is not covered by paragraph (b) hereof shall not be entitled to paid sick leave during the first month of his employment.
  - (b) In the case of an employee with not less than three months' continuous service, his continuity of employment for the purposes of this clause shall not be affected by reason of his being stood off on account of seasonal fluctuations for any period not exceeding three months in any sick leave year.

For the purposes of this clause seasonal fluctuations include—

- (i) The termination of an employee's services owing to completion of contracts or finalization of body models, or
- (ii) Completion of or changes in production or tooling programmes.

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

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

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) hereof 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.



(d) Rights accrued in sub-clause (c) hereof prior to 1st January, 1948, shall be preserved, except that the total number of hours so accrued and not taken prior to 1st January, 1948, shall be reduced by 1/11th of such total, the result to be calculated to the nearest hour.

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

#### SHIFT WORK.

9. (a) For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least five consecutive days without interruption except during breakdowns or meal breaks (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required: no such shift to exceed eight hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(c) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

- (i) eight in any one day; nor
- (ii) 48 in any one week; nor
- (iii) an average of 40 per week during the period of employment upon such shifts; nor
- (iv) 160 in 28 consecutive days.

Subject to the following conditions, such shift workers shall work at such times as the employer may require—

- (i) a shift shall consist of 8 hours inclusive of crib time,
- (ii) except at the regular changeover of shifts, an employee shall not be required to work more than one shift in each 24 hours,
- (iii) 20 minutes shall be allowed to shift workers each shift for crib which shall be counted as time worked.

(c.a.) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

- (i) 40 in any week, to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than eight hours and one shift (Saturday) of not more than four hours; or
- (ii) 80 in 14 consecutive days, in which case an employee shall not, without payment for overtime be required to work more than eight consecutive hours on any shift or more than six shifts in any week; or
- (iii) 120 in 21 consecutive days, in which case an employee shall not—without payment for overtime be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.

(d) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall be paid at the rate of time and a half for the first four hours and double time thereafter, except when the time is worked—

- (i) by arrangement between the employees themselves;
- (ii) for the purpose of effecting the customary rotation of shifts; or
- (iii) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 8 hereof.

(e) Employees on continuous work shifts working afternoon and night shifts shall be paid 10 per cent. more than ordinary rates for such shifts.

(f) For all work done on a shift commencing before 11 p.m. on a Sunday or a holiday shift workers shall be paid at the rate of double time.

Where a shift commences at 11 p.m. or between 11 p.m. and midnight on a Sunday or a holiday, the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate.

On a shift which commences before midnight on the day preceding a Sunday or a holiday and extends into a Sunday or a holiday, the time so worked before midnight shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday and partly on another day duty on which is payable at ordinary rates, one shift only shall be observed as the holiday shift provided that the shift the major portion of which is performed on the holiday shall be regarded as the holiday shift.

(g) In shift work not upon continuous work as herein defined any afternoon or night shift which does not continue for five successive working nights or more in a five-day workshop, or six successive nights or more in a six-day workshop, shall be paid for at the rate of time and a half.

(h) For working on any afternoon or night shift which has been in operation for five afternoons or nights or more, an employee shall be entitled to the following additional rates—

- (i) 25 per cent. for working on night shift only;
- (ii) 15 per cent. for working on alternating night and afternoon shifts;
- (iii) 10 per cent. for the night shift working on alternating day and night shifts;
- (iv) 15 per cent. for working on afternoon shift only; and
- (v) 10 per cent. for the afternoon shift for working on alternating day and afternoon shifts.

(i) The extra rates specified in paragraphs (ii), (iii), and (v) of sub-clause (h) shall be payable only when shifts are changed once in every three weeks; otherwise the extra rates prescribed in (i) or (iv) of sub-clause (h) shall apply.

(j) Afternoon shift shall mean a shift commencing not later than 6 p.m. on any day, night shift shall mean a shift commencing at any time after 6 p.m. on any day.

(k) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.

(l) No female employee and no male employee under the age of 16 years shall be required or permitted to work on afternoon or night shift.

#### MIXED FUNCTIONS.

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

## OVERTIME.

11. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work: Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour whichever is the higher.

Except as provided in this sub-clause and sub-clause (b) hereof in computing overtime each day's work shall stand alone.

(b) When overtime is necessary it shall wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

(c) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purpose of sub-clause (b) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

(d) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

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

(f) Subject to the provisions of the second part of sub-clause (e) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(g) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

An employee required to work overtime for more than one and a half hours (or in the case of an employee engaged in production for more than two hours) shall before starting overtime after working ordinary hours be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

(h) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 2s. and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised he shall be paid as above prescribed for meals which he has provided but which are surplus.

(i) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finished work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

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

## SUNDAY AND HOLIDAY RATES.

12. (a) Where an employee works on a Sunday, the work done shall be paid for at the rate of double ordinary time.

(b) Where an employee works on union picnic day, the work done shall be paid for at the rate of double ordinary time.

(c) Where an employee works on any of the holidays (including overtime) specified in clause 13 (b) of this Determination, the work done shall be paid for at the rate of double ordinary time.

(d) Employees, other than on shift work, or engaged in maintaining the continuity of electric light or power, required to work on a Sunday or a public holiday shall be paid for a minimum of three hours work at the appropriate rate.

Employees required to work on a Sunday or a public holiday in connexion with the maintenance of the continuity of electric light or power shall be paid for a minimum of one hour at the appropriate rates in addition to the time reasonably occupied in getting to and from work which shall be counted as time worked except where the work occupies more than two hours.

This sub-clause shall not apply in cases where, by mutual consent, it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours or where such work is continuous with overtime, commenced on the previous day.

## HOLIDAYS.

13. (a) The day on which the Vehicle Builders' Federation trade union picnic is held shall be a local holiday (without pay if such day is a day other than one mentioned in sub-clause (b) of this clause) in any city or town.

(b) Employees shall be entitled to the following public holidays (without loss of pay as regards employees on weekly hiring)—The Days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively. Provided that employers shall also be entitled to the 9th day of May, 1951, as a public holiday without loss of pay, and that the employees concerned attend work on the working day before and the working day after such holiday.

## ANNUAL HOLIDAY.

14. 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.

## HOURS OF EMPLOYMENT.

15. (a) With the exceptions herein set out, the ordinary hours of employment shall be 40 per week to be worked between 7 a.m. and 5.30 p.m. Monday to Friday inclusive, and 7 a.m. and noon on Saturday; or in 5 days of not more than 8 hours to be worked between 7 a.m. and 5.30 p.m. Monday to Friday inclusive continuously, except for meal hour breaks at the discretion of the employer, provided that the spread of hours and daily hours herein prescribed may be altered by mutual agreement between any employer and his employees.

(b) By agreement between any employer and his employee ordinary hours may be worked on the basis of 80 per fortnight with one week of not more than 48 hours.

(c) It shall be optional for the employer to work either the 5 or the 5½ days' week provided that the option once exercised shall only be altered by a week's notice.

(d) For the purpose of performing work which is preparatory to the daily operations of a plant, employees engaged on such preparatory work may be required to commence their ordinary hours of employment at or after 6.30 a.m. on any day other than Sunday.

## PIECEWORK RATES.

16. Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rate.

## PAY DAY.

17. (a) Employers shall pay all moneys due at least once in each week, and not later than Friday in each week, except where it has been the practice to pay fortnightly. All wages shall be paid in employer's time.

(b) Where wages are paid after 1.30 p.m. on pay day the employer shall not keep more pay in hand than has accrued to any employee in respect of work performed by him on such pay day and the preceding day. Where wages are paid before 1.30 p.m. on pay day the employer shall not keep more pay in hand than has accrued to any employee in respect of work performed by him on such pay day and the two preceding days.

(c) On or prior to pay day the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom and the net amount being paid to him.

## PAYMENT FOR PART WORK.

18. An employee, working any portion of a week, shall be paid, on ceasing work, for all time worked during that week.

## TIME AND WAGES BOOK.

19. (a) Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

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

(c) The time and wages book shall be open for inspection to a duly accredited official of the Vehicle Builders Employees Federation of Australia during the usual office hours at the employer's office or other convenient place; provided that an inspection shall not be demanded unless the secretary of the Union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The inspecting official may take extracts relevant to any alleged breach of this Determination from the book inspected.

## LEADING HANDS.

20. Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

## AIRCRAFT MAKING.

21. Employees engaged in aircraft making (in wood, metal, or other materials) in occupations which are similar to those for which classifications are provided in this Determination, shall be paid the rates prescribed for such classifications.

## TRAVELLING TIME.

22. In the event of an employee being sent during working hours to any place other than his usual place of employment, he shall be allowed travelling time and excess expenses. Such time to be part of the ordinary day's work.

## GRINDING TOOLS.

23. (a) Where a woodworker using his own tools has been in employment for more than one week, the employer shall allow him one hour, with payment therefor on termination of his employment, to enable him to pack and sharpen his tools.

(b) The employee shall be permitted to use the employer's emery wheel or grindstone to sharpen his own tools used in the course of his employment.

## WATERPROOF CLOTHING.

24. Men engaged in transferring trams to or from the factory to the various depots shall be provided with suitable clothing for wet weather.

## SPRAY PAINTERS.

25. Where spray painters are employed, adequate protection for their health shall be provided for them by the employer.

## TOOLS TO BE PROVIDED BY EMPLOYER.

26. Woodworkers and vycemen shall be supplied where required with bench, bench-vices, cramps above 4 inches, files (including saw files), rasps, hand-drills, hacksaws, frames and blades, bits and parallel shank-drills up to ¼ inch, and snips, such tools to remain the property of the employer.

## MISCELLANEOUS PROVISIONS.

27. (a) Employees engaged in working with acids shall be supplied with rubber gloves.

(b) Employees engaged in wet rubbing shall be provided with rubber aprons and rubber boots.

(c) Suitable coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operator and their assistants, and suitable mica or other goggles for emery wheel operators.

(d) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic hammers.

(e) Tramway pitmen shall be provided free with one suit of overalls as required.

(f) Employers shall provide boiling water for employees at meal times.

(g) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

(h) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection. Goggles containing celluloid shall not be considered suitable for the purposes of this provision. Provided that this provision shall not apply where other protective equipment is fitted to machines.

(i) Employers shall provide adequate ventilation in workshops and facilities for the free circulation of air.

(j) Compensation to the extent of the damage sustained shall be made where in the course of the work, clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

#### RIGHT OF ENTRY OF UNION OFFICIALS.

28. (i) A duly accredited representative of the Australian Vehicle Builders Employees Federation and of the Amalgamated Engineering Union shall have the right to enter employers' workshops during the mid-day meal hour for the purpose of interviewing employees on legitimate union business, on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

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

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

(d) That no one representative visit a workshop more than once in each week.

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating dissatisfaction amongst his employees, or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

(ii) For the purpose of investigating complaints concerning the application of this Determination a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

(a) That he discloses to the employer or his representative the complaints which he desires to investigate.

(b) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).

(c) That he does not interfere with work proceeding in the workshop or plant.

(d) That he conducts himself properly.

(iii) Where employees are working under a system of shiftwork which precludes a representative from interviewing them during the mid-day meal hour the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

#### SHOP STEWARDS.

29. An employee appointed as shop steward in the shop or department in which he is employed shall upon notification thereof to his employer be recognized as the accredited representative of the Union to which he belongs and he shall be allowed the necessary time during working hours to interview his employer or his representatives on matters affecting employees whom he represents.

#### LIMITATION OF EMPLOYER'S LIABILITY.

30. When an employer has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums in respect of any services rendered to such employer during such period, unless within a period of 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 himself, or by some person on his behalf.

#### DEFINITIONS.

31. (a) "Tradesman" means an adult workman who, in the course of his employment, works from drawings or prints required to be scaled, and/or measured from drawings or prints, or makes precision measurements, or applies general trade experience, and includes locksmith and first-class machinist.

(b) "Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper measuring scale or rule.

(c) "Patternmaker" means a tradesman engaged in the making of both patterns and templates in wood. "Template maker" means a tradesman engaged in the making of templates only.

(d) "Jig-maker" means a tradesman engaged in the making of jigs in wood or metal.

(e) "Toolmaker" means a tradesman making and/or repairing any precision tool, gauge, die or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion.

(f) "Machinist (metal)—1st class" means a tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, precision grinding machine and a drilling machine where the operator uses the same precision tools as fitters or turners.

(g) "Machinist (metal)—2nd class" means an adult employee not engaged as a tradesman who is not required to work from drawings or prints or to do precision work, but who is engaged in operating or in setting up and operating all machines, other than a drilling machine, enumerated in the definition of 1st class machinist.

(h) "Machinist (metal)—3rd class" means an adult employee other than a process worker who operates any power-driven machine for which a rate is not elsewhere prescribed in this Determination and without limiting the scope of the foregoing includes such an employee operating any of the following:—nut, bolt, rivet or dog spike making machines, tapping machines and drilling machines on work other than that specified in the definition of machinist—1st class.

(i) "First-class wood machinist" (in wood) means a machinist who in the course of his employment is called upon to grind and set knives only or to braze, set, and sharpen band or jig saws and to set and sharpen circular saws or to set up machines operated by other machinists or to grind knives for and to set up and operate one or more of the following machines:—Shapers, spindles, linderman machines, routers, tenoners, still hingo and other gainer machines and band saws.

(j) "Second-class wood machinist" (in wood) means any machinist called on to set up and operate any other machines, or any circular saw or dimension saw.

(k) "Process worker" means an employee engaged on—

(i) Repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges or other tools rendering operations mechanical (and in connexion with which the worker is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or

(ii) in assembling processes not requiring the use of hand tools (except hammers and/or screwdrivers and/or spanners).

(l) "Electrical fitter" means a tradesman fitter mainly engaged in making, fitting or repairing electrical machines, instruments or appliances, who in the course of his work applies electrical knowledge.

(m) "Electrical mechanic" means an adult employee mainly engaged outside a workshop on any class of installation work, or in the repairing thereof, or in wiring, and who, when employed inside a workshop, is engaged on repairs to installation.

(n) "Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns, and/or finishing off bath moulds by a machine process.

(o) "Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.

(p) "Plate and machine moulder" means an adult employee engaged in moulding on the plate system, or by machines where the pattern is either a fixture to the plate or the spray system is used.

- (g) "Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.
- (r) "First-class body maker" means a tradesman engaged on the building of bodies without the aid of jigs.
- (s) "Second-class body maker" means an employee engaged on the building of bodies with the aid of jigs.
- (t) "First-class panel beater" means a tradesman who makes panels or mudguards from the sheet by hand or partly by hand and partly with the aid of machines or repairs panel work on used vehicles.
- (u) "Second-class panel beater" means an employee who is engaged in dent knocking (by hand) or who makes panels from the sheet entirely with the aid of machines or who is engaged solely on a panel beating machine.
- (v) "Other panel machinists" means employees engaged solely on wheeling and stretching or other machines in the panel section not otherwise provided for.
- (w) "Metal panel worker" means an employee engaged in the preparation of material for the making of panels other than machinists and others for whom specific rates are provided.
- (x) "Sectional trimmer" means any workman (unless specific margins have been herein prescribed) who was so classed on the 1st day of October, 1935, and all future workmen doing the same classes of work.
- (y) "Smith" includes coach smith, wheelwright smith, angle iron smith, and motor smith.
- (z) "Saw doctor" means an employee exclusively engaged in brazing, hammering, straightening and sharpening saws.
- (aa) "On the line" means sectionalized body building and assembling in which bodies in course of building are moved on from one operative or group of operatives to another operative or group of operatives.
- (bb) "Painter's labourer" means an employee assisting in painting, graining, lining and decorating who does not use brush or sprayer.
- (cc) "Timber stacker" means an employee who stacks timber for seasoning by the process of stripping.
- (dd) "Diemaker" means a tradesman making any die to be affixed to any machine who designs or lays out his work.
- (ee) "Garnish mould finisher" means an employee engaged on any of the following classes of work, viz.:—Clamping metal garnish moulds to jigs and scribing and cutting same; re-working and filing metal garnish moulds, after welding; re-working and filing metal windscreen garnish moulds; working and filing recesses in rear quarter garnish moulds, after welding; finally working and checking metal garnish moulds, after welding; and/or fabricating metal windscreen garnish moulds and re-working and filing same.
- (ff) "Spring service worker" means an employee who is employed on the removal and/or replacement of springs, luggage carriers and/or bumper bars, and/or the dismantling and/or re-assembling of finished parts of motor car and truck chassis (not being a chassis assembler and/or wiper).
- (gg) "Aero engine assembler" means an adult employee who assembles components into sub-assemblies, and makes any necessary adjustments to assembly.
- (hh) "Body maker," second class, means an employee engaged on the building of bodies with the aid of jigs.
- (ii) "Checker (chassis assembly and/or vehicle pre-delivery)" means an adult who checks assembly operations during the course of and after completion of chassis assembling with or without body mounting and who in the course of his duties tightens components and rejects faulty assembly which does not conform with standard.
- (jj) "Drier" means an adult employee using air hose to dry off after acid wash.
- (kk) "Material chaser" means an adult employee having the supervision of the delivery according to schedule, of material between departments or sections.
- (ll) "Packer" means an adult employee who is responsible for the selection of parts or accessories according to requisitions or for the packing and methods of packing of same for despatch.
- (mm) "Rigger" means an adult employee who is responsible for the erection of tackle, and who is, amongst other duties required to splice wire rope.
- (nn) "Tester" means an adult employee engaged in testing products for leaks or faults by immersion in liquid.
- (oo) "Timber ordorman" means an employee who is responsible for the selection, allotment and measuring of orders for delivery and/or for the execution of orders for delivery. The word "order" in this definition means the demand of a customer or of the employer, or some one on his behalf to the ordorman for an expressed size and class, or expressed sizes and classes of timber.
- (pp) "Welder," first class, means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs or doing work covered by definitions of second and third class welder, and includes re-welding by hand processes.
- (qq) "Welder," second class, means an adult employee not required to do first-class welding, but engaged in filling castings or in welding sheet metal or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.
- (rr) "Welder," third class, means an adult employee using electric spot or butt welding machine on work other than cutting scrap with oxy-acetylene blowpipe.
- (ss) "Welder," fourth class, means an adult employee cutting scrap with oxy-acetylene blowpipe.
- (tt) "Welder" "A" Grade, means a tradesman employed as a first-class welder on repair and/or production work, including aircraft, but not including production work on any other class of vehicle.
- (uu) "Welder," "B" Grade, means an adult employee welding aircraft tanks and/or sheet metal manifolds for aircraft.
- (vv) "Year" means the period between the first day of June in each year and the next 31st day of May.

## PERIODICAL ADJUSTMENT OF WAGES.

32. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 33.

## Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Victoria— Within a radius of 20 miles of G.P.O., Melbourne, 10 miles of Geelong and Warrnambool Post Offices, 5 miles of Chief Post Office at Mildura, and the Gippsland District. Yallourn—6s. 6d. in excess of the basic wage for Melbourne Elsewhere—3s. less than the basic wage for Melbourne	£ s. d. 8 17 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1951, the amount of the basic wage shall be as prescribed in clause 32.

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

(d) The wages rates prescribed for Junior females shall be adjusted on the same basis as the basic wage in the same place, but by 6d. for every 1s. of change in the amount of that basis.

*Females.*

(e) (i) The amounts of the adjustable female rates are to be made upon the following rates:—

*Adult Females.*

	Percentage of Basic Wage.	Additional Amount.
		<i>s. d.</i>
For the first month .. .. .	75	
Thereafter .. .. .	75	16 0

*Junior Females.*

		<i>£ s. d.</i>
For the first six months .. .. .		3 12 0
For the 2nd six months .. .. .		4 9 6
Thereafter until 21 years of age .. .. .		5 7 0

*Apprentices.*

(ii) The minimum rates of wage for apprentices shall be the undermentioned percentages of the basis wage for the area in which they are employed and in addition thereto the war loading specified—

	Percentage of Basic Wage.	War Loading.
		<i>s. d.</i>
<b>Five-year terms—</b>		
1st year .. .. .	28	0 9
2nd year .. .. .	39	1 0
3rd year .. .. .	52	1 6
4th year .. .. .	82	2 3
5th year .. .. .	100 plus 3s.	3 0
<b>Four-year terms—When the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—</b>		
1st year .. .. .	32	0 9
2nd year .. .. .	52	1 6
3rd year .. .. .	82	2 3
4th year .. .. .	100 plus 3s.	3 0

*Male Junior Workers.*

(iii) The minimum rates of wage for unapprenticed male juniors shall be the undermentioned percentages of the basic wage for the area in which they are employed, and in addition thereto, the loadings specified—

	Percentage of Basic Wage.	Further Additional Loading.
		<i>Per Week.</i>
		<i>s. d.</i>
Under 16 years of age .. .. .	24	2 0
16 years of age .. .. .	34	3 0
17 years of age .. .. .	46	4 0
18 years of age .. .. .	58	5 0
19 years of age .. .. .	73	6 0
20 years of age .. .. .	88	7 0

(f) Each total rate shall be calculated to the nearest sixpence and any part of sixpence in the result which does not exceed threepence shall be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 4th May, 1951.