



VICTORIA GOVERNMENT GAZETTE.

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[1951

Factories and Shops Acts.

DETERMINATION OF THE WOOLLEN AND COTTON TRADE 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 now has 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 trade of:—

- (a) manufacturing woollen, worsted or cotton woven material or wool tops;
- (b) spinning textile yarns (but not spinning or preparing silk yarn) "—
- (c) manufacturing or preparing carpets, braids, tassels, ribbons, labels, or elastic webbing;
- (d) the mercerizing of cotton yarns;
- (e) the printing of woven fabrics "—

has made the following Determination, namely:—

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.

JUNIORS.

WAGES PER WEEK OF 40 HOURS

2. (a)

Woollen and Worsted Sections.

Males.	Percentage of Male Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		£ s. d.			£ s. d.
Under 16 years of age ..	37	3 6 0	Under 16 years of age ..	49	3 5 6
16 years of age ..	43	3 16 6	At 16 years of age ..	54	3 12 0
16½ years of age ..	47	4 3 6	At 16½ years of age ..	61	4 1 6
17 years of age ..	51	4 11 0	At 17 years of age ..	66	4 8 0
17½ years of age ..	56	4 19 6	At 17½ years of age ..	72	4 16 0
18 years of age ..	67	5 19 6	At 18 years of age ..	77	5 3 0
18½ years of age ..	74	6 11 6	At 18½ years of age ..	83	5 11 0
19 years of age ..	80	7 2 6	At 19 years of age ..	89	5 19 0
19½ years of age ..	90	8 0 0	At 19½ years of age ..	95	6 7 0
20 years of age ..	95	8 9 0	At 20 years of age ..	100	6 13 6
20½ years of age ..	100 plus 1s.	8 19 0	At 20½ years of age ..	100 plus 7s.	7 0 6

JUNIORS—continued.

WAGES PER WEEK OF 40 HOURS—continued.

Other Sections.

Males.	Percentage of Male Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		£ s. d.			£ s. d.
Under 16 years of age ..	37	3 6 0	Under 16 years of age ..	49	3 5 6
16 years of age ..	43	3 16 6	At 16 years of age ..	54	3 12 0
16½ years of age ..	47	4 3 6	At 16½ years of age ..	60	4 1 6
17 years of age ..	51	4 11 0	At 17 years of age ..	66	4 8 0
17½ years of age ..	56	4 19 6	At 17½ years of age ..	73	4 16 0
18 years of age ..	67	5 19 6	At 18 years of age ..	78	5 3 0
18½ years of age ..	74	6 11 6	At 18½ years of age ..	84	5 11 0
19 years of age ..	80	7 2 6	At 19 years of age ..	89	5 19 0
19½ years of age ..	90	8 0 0	At 19½ years of age ..	96	6 7 0
20 years of age ..	95	8 9 0	At 20 years of age ..	100	6 13 6
20½ years of age ..	100	8 18 0			

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate, in determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

OTHER EMPLOYEES.

ADULT MALES.

Woollen and Worsted Section.

(d)

	Wages per Week of 40 Hours.
	£ s. d.
Wool Sorting Department—	
Assistant foreman and/or overlooker ..	11 13 0
Wool sorter ..	11 8 0
Wool Store, Wool Scouring and Carbonising Department—	
Assistant foreman and/or overlooker ..	11 3 0
Neutraliser attendant overlooking bowls in carbonising plant ..	10 12 6
Wool scourer and/or carboniser (other than foreman) responsible for mixing of liquors and working of bowls ..	10 12 6
Neutraliser attendant ..	10 7 0
Acid bowl attendant ..	10 7 0
Burr crushing machine attendant ..	10 5 0
Dryer attendant ..	10 5 0
Trucker, presser and storeman and/or packer substantially employed as such ..	10 5 0
Dock hand ..	10 5 0
All other machine operators and/or attendants (including breaker and feeder) ..	10 5 0
Waste and/or Willeying Process—	
Assistant foreman and/or overlooker ..	11 3 0
Leading hand ..	10 12 0
Blender, bedder and blend oiler ..	10 6 0
Raggar machine, waste-breaking, garnet machine, shoddy-shaker machine or blending machine attendant ..	10 5 0
Waste-sorter, baler and presser, including presser of noils ..	10 5 0
Collector, conveyor and other attendant ..	10 5 0
Carding Department—	
Assistant foreman and/or overlooker ..	11 3 0
Leading hand, head fettler, and/or man responsible for grinding cards ..	10 12 0
Fettler and/or card grinder's assistant ..	10 7 0
Attendant employed on condensers or cans ..	10 5 0
Man employed on feeds ..	10 5 0
Combing Department—	
Assistant foreman and/or overlooker ..	11 3 0
Leading hand ..	10 12 0
Comb mechanic ..	10 9 0
Comb minder ..	10 7 0
Backwash machine operator ..	10 7 0
Strongbox, gillbox, punchbox and/or finishing gillbox attendant ..	10 5 0
Pin Setting Department—	
Assistant foreman and/or overlooker ..	11 13 0
Pin setter—	
1st year's experience ..	10 0 0
2nd year's experience ..	10 6 0
Thereafter—	
Comb circle and/or French comb cylinder setter ..	11 8 0
Faller pin setter and/or porcupine setter ..	10 19 0
Roller Covering Department—	
Roller coverer—	
1st year's experience ..	9 18 0
2nd year's experience ..	10 4 0
Thereafter ..	10 16 0
Roller coverer's assistant ..	9 18 0

OTHER EMPLOYEES—continued.
ADULT MALES—continued.
Woollen and Worsted Section—continued.

	Wages per Week of 40 Hours.
£ s. d.	
Drawing, Spinning, Twisting and Winding (including Weft) Department—	
Assistant foreman and/or overlooker	11 3 0
Leading hand	10 12 0
Jobber	10 9 0
Winder (fully automatic)	10 7 0
Winder	10 5 0
Gillbox, drawing frame, weighbox, finishing box, reducing, roving, spinning and/or twisting frame attendant	10 5 0
Tape hand	10 5 0
Taker-off examiner	10 5 0
Doffer	9 14 0
Mule Spinning Department—	
Worsted :—	
Assistant foreman and/or overlooker	11 3 0
Man in charge of one pair of mules	10 15 0
Roller coverer (covering rollers for mule and French spinning department)	10 5 0
Piecer	10 5 0
Woollen :—	
Assistant foreman and/or overlooker	11 3 0
Man in charge of one pair of mules	10 12 0
Piecer	10 5 0
Warping Department—	
Assistant foreman and/or overlooker	11 3 0
Combined warping and sizing machine operator	10 13 0
Fancy warper, warper on double-faced rugs, warper using waving attachment	10 13 0
Plain warper and/or beamer	10 7 0
Size machine hand	10 5 0
Creeler	9 17 0
Warp Drawing-in and Warp Twisting-in Department—	
Assistant foreman and/or overlooker	11 3 0
Warp typing machine operator	10 5 0
Drawer and/or twister-in—	
1st year's experience	9 17 0
2nd year's experience	10 4 0
Thereafter—	
Drawer-in	10 19 0
Twister-in	10 13 0
Warp tier	10 1 0
Weaving Department—	
Assistant foreman and/or overlooker	11 13 0
Loom tuner—	
Jacquard looms—	
1st year's experience	10 1 0
2nd year's experience	10 8 0
Thereafter	11 8 0
Box looms—	
1st year's experience	10 1 0
2nd year's experience	10 8 0
Thereafter	11 8 0
Automatic looms—	
1st year's experience	10 0 0
2nd year's experience	10 7 0
Thereafter	11 3 0
Plain looms—	
1st year's experience	9 18 0
2nd year's experience	10 6 0
Thereafter	11 2 0
Pattern weaver	10 16 0
Weaver—	
First six months' experience	10 1 0
Thereafter	10 8 0
Card and/or chain maker	10 5 0
Beam lifter and loom gaiter	10 5 0
Grey percher	10 5 0
Grey percher's assistant	10 0 0
Piece taker-in	10 0 0
Battery filler	9 14 0
Piece Scouring Department—	
Assistant foreman and/or overlooker	11 3 0
Leading hand	10 12 0
Piece-scouring and/or washing machine, milling and/or piece carbonizing machine operator	10 7 0
Wet crabber operator	10 7 0
Hydro extractor operator	10 5 0
Piece scutching machine attendant	10 5 0
Mangle and/or wringer operator	10 5 0
Grey room attendant	10 5 0
Bagging machine attendant	10 5 0
Dyeing, Yarn Scouring and/or Bleaching Department—	
Assistant foreman and/or overlooker	11 3 0
Leading hand	10 12 0
Man responsible for weighing dye-stuffs	10 8 0
Man employed on non-shrink process	10 7 0
Wet crabber operator	10 7 0
Hydro extractor operator	10 5 0
Man employed on bleach tanks, dye machines or vats, steamer or dryer attendant	10 5 0
Conditioning house employee (wherever employed)	10 1 0
Conveyor	10 1 0
Hank stripper	9 14 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Woolen and Worsted Section—continued.

	Wages per Week of 40 Hours.
Finishing Department—	£ s. d.
Assistant foreman and/or overlooker	11 3 0
Leading hand	10 12 0
Sulphur house hand (for time engaged on sulphur house work)	10 10 0
Examiner of finished cloth	10 10 0
Examiner of finished cloth assistant	10 4 0
Percher during finishing process	10 8 0
Piece carboniser	10 7 0
Man engaged on unshrinkable finishing process	10 7 0
Cloth cutting or cropping machine attendant	10 7 0
Wet crabber operator	10 7 0
Dry milling machine attendant	10 5 0
Tenter and/or stenter attendant	10 5 0
Raising machine attendant	10 5 0
Brushing and/or steaming machine attendant	10 5 0
Dry blowing machine attendant	10 5 0
Dewing machine attendant	10 5 0
Napping machine attendant	10 5 0
Cloth facing machine attendant	10 5 0
Selvage stamping machine attendant	10 5 0
Pile beating machine attendant	10 5 0
Electric press operator	10 5 0
Rotary press operator	10 5 0
Press setter or other press attendant	10 5 0
Rigging, folding and/or cutting machine attendant	10 5 0
Tiger machine attendant	10 5 0
Mechanical cloth shrinking machine attendant	10 5 0
Passer of domestic flannel and/or blankets	10 5 0
Other operators and/or attendants	10 5 0
Fingering Yarn Department—	
Assistant foreman and/or overlooker	11 3 0
Leading hand	10 12 0
Sulphur house employee (for time on sulphur house work)	10 10 0
Scouring machine attendant	10 5 0
Liquor tank, dye and/or bleach machine attendant	10 5 0
Drying machine attendant	10 5 0
Conditioning house employee (wherever employed)	10 1 0
Conveyor	10 1 0
Hank stripper and/or puller	9 14 0
Warehouse (Yarn and/or Cloth)—	
Assistant foreman and/or overlooker	11 3 0
Leading hand	10 12 0
Rolling and/or blocking machine attendant	10 5 0
Employee responsible for cutting measured lengths from finished cloth	10 5 0
Storeman, packer, baler and/or despatcher	10 5 0
General—	
Man in charge water softening plant	10 7 0
Wool-top packer	10 6 0
Yarn storeman	10 5 0
Recorder	10 5 0
Storeman and/or packer (not elsewhere included)	10 5 0
Oiler and/or cleaner	10 1 0
Other adult males in any section not elsewhere included	9 1 0
Cotton Section.	
Leading hands—	
Leading hand in charge of more than seven employees—10s. per week extra	
Leading hand in charge of not more than seven employees—5s. per week extra	
Spinning.	
Bale store—	
Man in charge of receipt of bales, storage and putting mixings down	10 2 0
All other adult males	9 14 0
Blow room—	
Blow room major	10 16 0
Leading hand where no blow-room major employed	10 11 0
Scutcher tenter	10 6 0
Feeder	10 0 0
Carding—	
Card room jobber	10 16 0
Stripper and grinder	10 11 0
Stripper	10 5 0
Derby doubler	10 5 0
Condenser tenter	10 5 0
Can tenter	10 1 0
Lap carrier	9 14 0
Combing—	
Needler—	
1st year's experience	10 0 0
2nd year's experience	10 6 0
Thereafter	10 18 0
Jobber	10 16 0
Comber tenter	10 5 0
Sliver and/or ribbon lap tenter	10 1 0
Draw frames—	
Draw-frame tenter	10 1 0

OTHER EMPLOYEES—continued:

ADULT MALES—continued.

Cotton Section—continued.

	Wages per Week of 40 Hours.
<i>Spinning—continued.</i>	
Stubbers—	£ s. d.
Stubber tenter	10 5 0
Backer tenter	9 14 0
Intermediate—	
Intermediate tenter	10 5 0
Back tenter	9 14 0
Rovers—	
Rover tenter	10 5 0
Back tenter	9 14 0
Ring spinning—	
Ring jobber	10 16 0
Ring spinner	10 5 0
Head doffer	10 0 0
Doffer and/or gaiter	9 14 0
Mule spinning—	
Man in charge of one pair of mules	10 16 0
Piecer	10 1 0
Winding and reeling—	
Winding jobber	10 16 0
Automatic Winding machine attendant	10 1 0
Winder and/or Reeler	10 3 0
Packer	9 17 0
Doubling and cabling—	
Doubling jobber	10 16 0
Doubler, twister and/or cabler	10 5 0
Doffer	9 14 0
General—	
Roller—coverer	10 16 0
Roller—coverer's assistant	9 18 0
Yarn warehouseman (in charge of more than three operatives)	10 16 0
Yarn warehouseman (in charge of three or less than three operatives)	10 6 0
Yarn warehouse operator and/or attendant	10 1 0
Hard-waste-breaking machine feeder	10 0 0
Linker of hanks for dyeing and bleaching	9 14 0
Tapeman and/or bandman	9 14 0
Recorder	10 3 0
Lay-on, set weigher and/or bobbin carrier	9 14 0
Storeman and/or packer	9 17 0
Laborer (trucker, conditioner, wheeler and/or carrier)	9 14 0
Waste man	9 18 0
Sweeper	9 14 0
Oiler and/or cleaner	10 1 0
All adult males in any section not elsewhere specified	9 1 0
<i>Weaving.</i>	
Winding—	
Winding jobber	10 16 0
Automatic winding machine attendant	10 1 0
Winder	10 3 0
Warping and Beaming—	
Warper and/or beamer	10 7 0
Creeler	9 17 0
Sizing—	
Slasher-sizer—Leading hand if no foreman employed	11 8 0
Assistant slasher-sizer	10 5 0
Slasher's laborer	9 17 0
Dry taping machine operator	10 5 0
Dry taping machine operator's assistant	9 17 0
Warp Drawing-in and twisting-in—	
Drawer-in	10 9 0
Twister-in	10 9 0
Warp tier-in (hand)	10 5 0
Warp tying-in machine attendant	10 0 0
Reacher-in	9 17 0
Loom tuning—	
Automatic and jacquard loom tuner—	
1st year's experience	10 11 0
2nd year's experience	10 16 0
Thereafter	11 8 0
Box loom tuner—	
1st year's experience	10 11 0
2nd year's experience	10 16 0
Thereafter	11 2 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Cotton Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
<i>Weaving—continued.</i>	
Plain loom tuner—	
1st year's experience	10 5 0
2nd year's experience	10 11 0
Thereafter	10 16 0
Weaving—	
Weavers—	
1st six months' experience	10 1 0
Thereafter	10 8 0
Beam lifter and loom gaiter	10 5 0
Battery-filler and/or weft carrier	9 14 0
Bleaching, dyeing and finishing (Yarn and/or cloth)—	
Dye house storeman	10 2 0
Grey-room warehouseman	10 5 0
Dye house machine operator and/or attendant	10 5 0
Sanforising machine attendant	10 5 0
Plaiter	10 5 0
All other bleach house and/or finishing machine operators and/or attendants	10 5 0
General—	
Cloth warehouseman (in charge of finished cloth)	10 16 0
Cloth warehouseman	10 1 0
Card and/or chain maker	10 5 0
Cloth picker	10 1 0
Recorder	10 3 0
Yarn warehouseman	10 1 0
Cloth examiner—finished cloth	10 9 0
Splicer and creeler	9 17 0
Oiler and/or cleaner	10 1 0
Machine operator and/or attendant not elsewhere specified	10 5 0
Adult males in any section not elsewhere specified	10 1 0

Miscellaneous Section.

Braids, Tassels, Labels, and Ribbons.

Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Loom tuner—	
1st year's experience	10 11 0
2nd year's experience	10 16 0
Thereafter	11 2 0
Jacquard card cutter—	
1st year's experience	10 11 0
2nd year's experience	10 16 0
Thereafter	11 2 0
Card handler and/or changer	10 5 0
Weaver—	
1st six months' experience	10 1 0
Thereafter	10 8 0
Warper	10 7 0
Twister-in	10 7 0
Braiding machine operator	10 5 0
All other machine operators and/or attendants	10 5 0
Oiler and/or cleaner	10 1 0
Winder	10 5 0
Recorder	10 1 0
Storeman and/or packer	9 17 0
Cord twister	10 5 0
Cord spinner	10 5 0
Other adult males not elsewhere specified	9 1 0

Carpets.

Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Yarn Production Department—	
Man in charge of one pair of spinning mules	10 12 0
Card fettler	10 7 0
Teasing machine attendant	10 5 0
Garnet machine attendant	10 5 0
Attendant employed on condensers and/or feeds	10 5 0
Piecer	10 5 0
Dye house—	
Leading hand	10 10 0
Machine operator and/or attendant	10 5 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Miscellaneous Section—continued.

	Wages per Week of 40 Hours.
£ s. d.	
<i>Carpets—continued.</i>	
Winding department—	
Leading hand in winding	10 12 0
Slasher size hand	10 10 0
Beamer	10 2 0
Bobbin winder	10 2 0
Cheese winder	10 2 0
Weaving department—	
Loom tuner—	
Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms—	
1st year's experience	10 1 0
2nd year's experience	10 10 0
Thereafter	11 8 0
Wilton plain loom—	
1st year's experience	9 18 0
2nd year's experience	10 7 0
Thereafter	11 2 0
Weavers—	
Gripper loom, spool gripper loom and spool Axminster loom—	
1st six months' experience	10 4 0
2nd six months' experience	10 10 0
Thereafter	10 16 0
Wilton, jacquard loom—	
1st six months' experience	10 4 0
2nd six months' experience	10 10 0
Thereafter	10 14 0
Wilton plain loom	10 8 0
Loom creeler	9 18 0
Finishing department—	
Shearing machine	10 6 0
Brushing	10 2 0
Steaming machine	10 2 0
Roll and measuring machine	10 2 0
Back starching	10 2 0
Other machine operator and/or attendant	10 2 0
Warehouse—	
Leading hand in warehouse	10 12 0
Other warehousemen	10 1 0
General—	
Solderer	10 5 0
Card stamper	10 5 0
Oilier and cleaner	10 1 0
Other male labour not elsewhere specified	9 1 0

Elastic Webbing.

Leading hand in charge of more than seven employees—10s. per week extra.
 Leading hand in charge of not more than seven employees—5s. per week extra.

Loom tuner—	
1st year's experience	10 11 0
2nd year's experience	10 16 0
Thereafter	11 2 0
Textile mechanic—	
1st year's experience	10 1 0
2nd year's experience	10 6 0
Thereafter	10 12 0
Weaver—	
1st six months' experience	10 2 0
2nd six months' experience	10 8 0
Thereafter	10 11 0
Braider—	
1st year's experience	10 2 0
2nd year's experience	10 8 0
Thereafter	10 11 0
Rubber—coverer—	
1st year's experience	10 2 0
2nd year's experience	10 6 0
Thereafter	10 8 0
Warper	10 7 0
Rubber warper	10 8 0
Dye house employees	10 5 0
Winder	10 3 0
Finishing machine operator	10 5 0
Yarn storeman	10 1 0
Storeman, packer and/or despatcher	9 17 0
Oilier and/or cleaner	10 1 0
Other adult male not elsewhere specified	9 1 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Miscellaneous Section—continued.

	Wages per Week of 40 Hours.
£ s. d.	
<i>Mercerising.</i>	
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Warp mercerising—	
Man in charge	10 13 0
Machine operator and/or attendant	10 5 0
Quiller operator and/or attendant	10 3 0
Twister	10 5 0
Roller	10 3 0
Winder	10 3 0
Yarn storeman	10 1 0
Packer and/or despatcher	10 5 0
Oiler and/or cleaner	10 1 0
Other adult males not elsewhere specified	9 1 0
<i>Printing.</i>	
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Roller machine printer	10 16 0
Man engraving designs on copper rollers	10 16 0
All other employees engaged on roller machine printing process	10 5 0
Textile and Fabric printer (hand painting)	10 11 0
Textile and fabric printer (screen printing)—	
1st six months' experience	9 18 0
Thereafter	10 8 0
Printing room and/or screen room assistant	9 17 0
Measuring blocking machine operator and/or attendant	10 5 0
Calendar operator and/or attendant	10 5 0
Dye-house—machine operator and/or attendant	10 5 0
Stenter operator and/or attendant	10 5 0
Festoon dryer attendant	10 5 0
Leading hand employed on steaming	10 11 0
Leading hand employed on colour mixing	10 11 0
Colour mixing assistants	10 1 0
Warehouse—operator and/or attendant	10 1 0
Roller grinder	10 5 0
Examiner of finished fabrics	10 5 0
Recorder	10 1 0
Storeman and/or packer	9 17 0
Percher	10 5 0
Oiler and/or cleaner	10 1 0
Other adult males not elsewhere specified	9 1 0

ADULT FEMALES.

(e)

Woollen and Worsted Section.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Combing department—			
Comb minder	6 16 0	7 2 6	7 9 0
Back-wash machine attendant	6 16 0	7 2 6	7 9 0
Strong-box, gill-box, punch-box, and/or finishing gill-box attendant	6 16 0	7 2 0	7 8 0
Drawing, spinning, twisting and Winding (including weft) department—			
Gill-box, drawing-frame, weigh-box, finishing-box, reducing, roving, spinning and/or twisting frame attendant	6 16 0	7 2 0	7 8 0
Winder (fully automatic)	6 16 0	7 2 6	7 9 0
Winder	6 16 0	7 2 0	7 8 0
Roller-coverer (covering rollers for mules and french spinning department)	6 16 0	7 2 0	7 8 0
Taker-off and examiner	6 16 0	7 2 0	7 8 0
Doffer	6 16 0	6 19 0	7 2 0
Warping department—			
Fancy warper, warper on double-faced rugs and warper using waving attachment	6 16 0	7 5 0	7 14 0
Plain warper	6 16 0	7 3 6	7 11 0
Croeler	6 16 0	7 2 0	7 8 0
Warp drawing-in and warp twisting-in department—			
Warp tier and/or reacher-in	6 16 0	7 2 0	7 8 0
Weaving department—			
Pattern weaver	8 1 0	8 1 0	8 1 0
Weaver	6 16 0	7 5 0	7 14 0
Battery filler	6 16 0	6 19 0	7 2 0
Mending department—			
Assistant forewoman	8 11 0	8 11 0	8 11 0

OTHER EMPLOYEES—continued.
ADULT FEMALES—continued.
Woollen and Worsted Section—continued.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Mending department—continued.			
Examiner and passer of pieces after mending	7 8 0	7 9 0	8 1 0
Worsted mender and/or darning	7 5 0	7 5 0	7 14 0
Other menders and/or darning	6 16 0	7 3 0	7 11 0
Other examiners and/or passers of pieces	6 16 0	7 2 0	7 8 0
Knotter and burler	6 16 0	7 2 0	7 8 0
Picker	6 16 0	7 2 0	7 8 0
Whipping machinist	6 16 0	7 2 0	7 8 0
Rug fringer	6 16 0	7 2 0	7 8 0
Numbering machine operator	6 16 0	7 2 0	7 8 0
Fingering yarn department (including warehouse)—			
Hank reeler	6 16 0	7 2 0	7 8 0
Examiner of hanks	6 16 0	7 2 0	7 8 0
Balling machine attendant	6 16 0	7 2 0	7 8 0
Maker-up of shade-cards and/or tassels	6 16 0	7 2 0	7 8 0
Buncher, bundler and/or tier	6 16 0	7 0 6	7 5 0
Parceller and/or boxer	6 16 0	7 2 0	7 8 0
Ticketer and/or tabber	6 16 0	7 0 6	7 5 0
Warehouse (Yarn and/or cloth)—			
Machine operator and/or attendant	6 16 0	7 2 0	7 8 0
Other warehouse employees, including packer	6 16 0	6 19 0	7 2 0
General—			
Recorder	6 16 0	7 2 0	7 8 0
Sorter of noils and/or waste	6 16 0	7 2 0	7 8 0
All other females in any section not elsewhere specified	6 16 0	6 16 0	6 16 0

Cotton Section.

Carding—			
Can tenter	6 16 0	7 2 6	7 8 0
Combing—			
Comber tenter	6 16 0	7 2 6	7 8 0
Sliver and/or ribbon lap tenter	6 16 0	7 1 0	7 8 0
Drawing—			
Draw frame tenter	6 16 0	7 2 0	7 8 0
Slubbers—			
Slubber tenter	6 16 0	7 2 0	7 8 0
Back tenter	6 16 0	6 19 0	7 2 0
Intermediate —			
Intermediate tenter	6 16 0	7 2 0	7 8 0
Back tenter	6 16 0	6 19 0	7 2 0
Rovers—			
Rover tenter	6 16 0	7 2 0	7 8 0
Back tenter	6 16 0	6 19 0	7 2 0
Ring spinning—			
Head doffer	7 8 0	7 8 0	7 8 0
Ring spinner	6 16 0	7 2 0	7 8 0
Doffer and/or gainer	6 16 0	6 19 0	7 2 0
Winding and/or reeling—			
Winder and/or reeler	6 16 0	7 2 0	7 8 0
Automatic winding machine attendant	6 16 0	7 1 6	7 7 0
Doubling and cabling—			
Doubler, twister and/or cabler	6 16 0	7 2 0	7 8 0
Doffer	6 16 0	6 19 0	7 2 0
General—			
Roller-coverer	6 16 0	7 2 0	7 8 0
Roller-coverer's assistant	6 16 0	6 19 0	7 2 0
Recorder	6 16 0	7 2 0	7 8 0
Yarn tester and/or wrapper	6 16 0	7 0 6	7 5 0
Packer	6 16 0	6 19 0	7 2 0
Adult females in any section not elsewhere specified	6 16 0	6 16 0	6 16 0

Weaving.

Winding—			
Winder	6 16 0	7 2 0	7 8 0
Automatic winding machine attendant	6 16 0	7 1 6	7 7 0
Warping and beaming—			
Warper and/or beamer	6 16 0	7 2 0	7 11 0
Creeler	6 16 0	6 19 0	7 2 0
Warp drawing-in—			
Drawer-in	7 2 0	7 8 0	7 14 0
Twister-in	7 2 0	7 8 0	7 14 0
Reacher-in	6 16 0	7 2 0	7 8 0
Weaving—			
Weaver	6 16 0	7 5 0	7 14 0
Battery-filler and/or weft carrier	6 16 0	6 19 0	7 2 0
Grey room—			
Cloth examiner and picker	6 16 0	7 2 0	7 8 0
Machine operators	6 16 0	7 2 0	7 8 0
Assistant machine operators	6 16 0	6 0 6	7 5 0

OTHER EMPLOYEES—continued.

ADULT FEMALES—continued.

Cotton Section—continued.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
<i>Weaving—continued.</i>			
<i>Warehouse—</i>			
Warehouse employee	6 16 0	6 19 0	7 2 0
Packer, Parceller and/or despatcher .. .	6 16 0	7 2 0	7 8 0
Cloth examiner—finished cloth .. .	7 4 0	7 9 0	8 1 0
Folding, rolling or block machine attendant .. .	6 16 0	7 2 0	7 8 0
Automatic guillotine attendant .. .	6 16 0	7 2 0	7 8 0
Folders and feeders .. .	6 16 0	6 19 0	7 2 0
Warehouse machinists .. .	6 16 0	7 2 0	7 8 0
Warehouse finishers .. .	6 16 0	7 2 0	7 8 0
Decouzon attendants .. .	6 16 0	7 2 0	7 8 0
Warehouse employees (towel section) not elsewhere specified (including hooker, cutter, trimmer, folder and/or parceller) .. .	6 16 0	7 2 0	7 8 0
<i>General—</i>			
Recorder .. .	6 16 0	7 2 0	7 8 0
Splicer and creeler .. .	6 16 0	6 19 0	7 2 0
Hand wash women .. .	6 16 0	7 2 0	7 8 0
Adult females in any section not elsewhere specified .. .	6 16 0	6 16 0	6 16 0

Miscellaneous Section.

<i>Braids, tassels, labels and ribbons—</i>			
Weaver .. .	6 16 0	7 3 0	7 14 0
Warper .. .	6 16 0	7 3 0	7 11 0
Other machine operators and/or attendants .. .	6 16 0	7 2 0	7 8 0
Recorder .. .	6 16 0	7 2 0	7 8 0
Warehouse employees, including packers .. .	6 16 0	6 19 0	7 2 0
Winder .. .	6 16 0	7 2 0	7 8 0
Finisher .. .	6 16 0	7 2 0	7 8 0
Cord spinner .. .	6 16 0	7 2 0	7 8 0
Tassel hands (cordage) .. .	6 16 0	7 2 0	7 8 0
Other adult females not elsewhere specified .. .	6 16 0	6 16 0	6 16 0
<i>Carpets—</i>			
Assistant forewomen and/or overlooker .. .	8 3 0	8 3 0	8 3 0
Weaver .. .	6 16 0	7 5 0	7 14 0
Setter and spool setter .. .	6 16 0	7 3 0	7 11 0
Creeler .. .	6 16 0	7 2 0	7 8 0
Threader .. .	6 16 0	7 2 0	7 8 0
Examiner and mender .. .	6 16 0	7 2 0	7 8 0
Card stamper and lacer .. .	6 16 0	7 2 0	7 8 0
Winder .. .	6 16 0	7 2 0	7 8 0
Whipper, fringer, trimmer and picker .. .	6 16 0	7 2 0	7 8 0
Other machine operators and/or attendants .. .	6 16 0	7 2 0	7 8 0
Other females not elsewhere specified .. .	6 16 0	6 16 0	6 16 0
<i>Elastic webbing—</i>			
Warper .. .	6 16 0	7 2 0	7 8 0
Winder .. .	6 16 0	7 2 0	7 8 0
Examiner and carder .. .	6 16 0	7 2 0	7 8 0
Tagging machine operator .. .	6 16 0	7 2 0	7 8 0
Packer and/or despatcher .. .	6 16 0	6 19 0	7 2 0
Other adult females not elsewhere specified .. .	6 16 0	6 16 0	6 16 0
<i>Mercerising—</i>			
Quiller operator and/or attendant .. .	6 16 0	7 2 0	7 8 0
Reeler .. .	6 16 0	7 2 0	7 8 0
Winder .. .	6 16 0	7 2 0	7 8 0
Packer .. .	6 16 0	6 19 0	7 2 0
Recorder .. .	6 16 0	7 2 0	7 8 0
Other adult females not elsewhere specified .. .	6 16 0	6 16 0	6 16 0
<i>Printing—</i>			
Technical drawer and/or designer .. .	6 16 0	7 2 0	7 8 0
Textile fabric printer (hand painting) .. .	6 16 0	7 2 0	7 8 0
Textile fabric printer (screen printing) .. .	6 16 0	6 19 0	7 2 0
Printing room and/or screen room assistant .. .	6 16 0	7 2 0	7 8 0
Examiner of finished fabrics .. .	6 16 0	7 2 0	7 8 0
Percher .. .	6 16 0	7 2 0	7 8 0
Percher's assistant .. .	6 16 0	6 19 0	7 2 0
Storewomen .. .	6 16 0	6 19 0	7 2 0
Recorder .. .	6 16 0	6 19 0	7 2 0
Packer and/or warehouse woman .. .	6 16 0	6 19 0	7 2 0
Measuring and blocking machine operator and or attendant .. .	6 16 0	7 2 0	7 8 0
Other adult female employees not elsewhere specified .. .	6 16 0	6 16 0	6 16 0

The wages of adult females include a loading of 2s. 6d.

ADDITIONAL PAYMENTS.

3. (a) An employee who is employed as first-aid man or woman and who holds a first-aid certificate shall be paid 10s. per week extra.
- (b) Employers shall provide proper facilities for the protection of employees engaged in loading and unloading soda ash from delivery vehicles by hand; in the event of such facilities not being so provided, the employer shall pay each employee whilst so engaged the sum of 1s. per hour extra.
- (c) An employee required to clean wool scouring pits which are in an unusually dirty or offensive condition shall be paid at double ordinary rates whilst employed in the cleaning of the pits.
- (d) For picking over bales of wool waste or rags which are in an offensive or obnoxious condition, an employee shall be paid 1s. per bale, in addition to his ordinary pay.
- (e) Employees engaged in dye houses, operators of machines in the wool scouring and wet finishing departments and employees on liquor tanks in bleaching departments shall be paid an additional allowance at the rate of 5s. per week.
- (f) An employee employed as blender or blending machine attendant, who in the course of duty is required to blend angora rabbit hair and/or rabbit kemp with other fibres, shall be paid an additional allowance at the rate of 10s. per week whilst so engaged.
- (g) Men employed on breaking-up double-dumped bales shall be paid an additional allowance of 6d. per bale whilst so engaged.
- (h) Employees who in the course of their normal duties are called upon to work in a dust chamber in a cotton mill shall be paid the sum of 5s. per week extra whilst so employed.

PAYMENT OF WAGES.

4. (a) Wages shall be paid weekly not later than Friday.
- (b) Wages shall be paid during working hours; shift workers finishing work on Friday mornings shall be paid their wages before ceasing work; any employee kept waiting for his or her wages beyond the ordinary working hours shall be paid at overtime rates for such waiting time.
- (c) Where the services of an employee are dispensed with wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.
- (d) Not more than two days' pay of each employee shall be kept in hand by an employer.

DEDUCTIONS FROM WAGES.

5. No deductions shall be made from the wages of any employee for any purpose except with the written consent of the employee or by reason of statutory compulsion or any order of a Court.

PAYMENT BY RESULTS SYSTEM.

Piecework.

6. (a) Any employer may fix piecework rates for any process: Provided such rates enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piecework rates shall be posted in the mill or factory.

(b) Piecework rates now paid may be re-adjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force but thereafter such rates shall not be altered except by mutual agreement between the employer and pieceworkers concerned.

(c) Effects shall be given in piecework earnings to alterations of the male basic wage and the female basic wage made in accordance with the provisions of clauses 28 and 29 of this Determination. For that purpose an employer may alter his piecework rates in accordance with sub-clause (b) hereof or he may observe the following provisions:—

At the end of each working week, the aggregate earnings of each pieceworker for such week shall be ascertained, and where such pieceworker has worked on each and every day ordinarily worked in such week, such aggregate earnings shall be increased or decreased—

- (i) in the case of males, by the sum by which the male basic wage has been increased or decreased in accordance with the provisions of clause 29 of this Determination; and
- (ii) in the case of females, by the sum by which the female basic wage has been increased or decreased in accordance with the provisions of clause 29 of this Determination.

but where the pieceworker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum, proportionate to the number of days worked, calculated to the nearest penny.

(d) Where an employee has worked part of the week on piecework, he or she shall be entitled to his or her earnings in full for the actual time worked in piecework if the earnings are higher than the minimum rate for such time.

(e) Adults and juniors doing the same operations shall be paid the same piecework rates.

(f) As far as practicable different grades of work shall be equitably divided between pieceworkers.

(g) A pieceworker who also instructs learners shall receive 10s. per week in addition to piecework earnings for the first week, 7s. 6d. for the second week and 5s. for the third week, but at the end of the third week shall not be called upon to continue instructing a learner unless paid 5s. per week in addition to his piecework earnings.

(h) Weavers on commencing a warp shall be provided with a ticket on which shall be entered particulars of class of work, the number of picks per inch, length of cut, speed of loom and price per cut. In the fixation of weavers' incentive rates, extra shafts over eight and shuttles over two shall be taken into consideration.

(i) A pieceworker (adult or junior) called upon to perform work before the usual starting time or after the usual finishing time on any day Monday to Saturday (inclusive) shall be paid in addition to his or her normal piecework rate:—

- (i) for the first three hours on any one of such days—at a rate per hour equivalent to 1/80th of the weekly rate prescribed for an adult employee of the same sex employed on the same work; and
- (ii) for any overtime extending beyond such three hours—at a rate per hour equivalent to 1/40th of the weekly rate prescribed for an adult employee of the same sex employed on the same work.

Youths under 18 years of age and females who work overtime extending over ten hours in any week shall, for any overtime beyond such ten hours, be paid the rate prescribed by paragraph (ii) hereof.

(j) Pieceworkers on the employer's premises at the employer's request ready and willing to work shall for each pay period receive at least the time rate prescribed for their occupations.

Bonus Payments.

(k) In all establishments in which tasks are set and employees are paid for extra production, the tasks shall be so set as to permit adults of average capacity and juniors of average capacity over the age of 17 years to earn at least 15 per centum above the respective rates prescribed by this Determination and so as to permit juniors of average capacity in the age group under 16 years and up to 17 years inclusive to earn at least 20 per cent. in addition to the respective rates prescribed by this Determination.

(l) Adjustments and/or alterations of the bases of bonus rates shall be subject to mutual agreement between the employer and the bonus workers concerned.

MIXED FUNCTIONS.

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

HOURS.

8. Forty hours shall constitute a week's work, such hours to be worked by day workers in five days (Monday to Friday inclusive) (but this shall not apply to oilers and/or cleaners, or men engaged on maintenance work) and by shift workers in accordance with clause 10 hereof.

OVERTIME.

9. (a) Overtime shall be paid for work performed before the usual starting time or after the usual finishing time of each shift at the rate of time and a half for the first three hours on any day Monday to Saturday (inclusive) and double time thereafter.

(b) The usual starting and/or finishing time in any factory or part thereof shall not be altered except on seven days' notice to the appropriate shop steward.

(c) Employees required to work overtime for more than one hour without being notified on the previous working day or earlier that they will be required to work shall either be supplied with a meal by the employer or paid 3s. each. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money prescribed herein shall be paid.

(d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings, and any tea money to which they might be entitled. Provided that the said sums of 6d. and 3d. shall not be payable to pieceworkers working overtime.

(e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day Monday to Saturday inclusive and ten hours in one week, and double time thereafter.

Compulsory Overtime.

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

SHIFTS.

10. Shifts as hereunder set forth may be worked in the industry:—

(a) A day shift for males (except those provided for in sub-clause (c) hereof) shall be worked between the hours of 7 a.m. and 6 p.m., Monday to Friday, inclusive and between the hours of 7 a.m. and 12 noon on Saturday.

(b) By mutual arrangement between an employer and his employees the hours of duty prescribed herein for night shift workers may be worked in four shifts without payment of overtime.
Under any such arrangement, all hours of duty beyond nine hours, even if they come within the starting and finishing time of a shift, shall be paid for at overtime rates.

(c) Subject to the provisions hereafter appearing, females shall be prohibited from working between the hours of 9 p.m. and 7 a.m.

Male juniors under 18 years of age are prohibited from working after 9 p.m.

Female employees and male juniors under 18 years may be required to work between the hours of 6 a.m. and 9 p.m., subject to the following conditions:—

(i) Payment at the rate of 2s. 6d. per shift extra shall be made for each shift other than day shift.

(ii) (a) Woollen and Worsted Sections an additional 6d. per shift shall be paid for each shift commencing before 7 a.m.

(b) Cotton and Miscellaneous Sections—Time and a half shall be paid for all work performed between 6 a.m. and 7 a.m.

(iii) Time and a half shall be paid for all time worked after noon on Saturday.

(iv) No employee under the age of 16 years shall be employed before 7 a.m.

(v) (1) No short shift for females under these provisions shall be substituted for any existing afternoon or night shift carried on by male labour.

(2) Where two shifts of females are employed by virtue of these provisions as well as a night shift of males, at least one shift of females shall be dispensed with, if and when it is desired to work only two shifts.

(d) Male employees 18 years of age or over engaged on shifts other than day shift shall be paid at the rate of 15s. per week in addition to the ordinary rates payable to day workers, irrespective of whether such shift is regarded as intermediate, afternoon or night shift, whether permanent or rotating.

Provided that employees engaged on a permanent night shift shall be paid at the rate of £1 per week in addition to the ordinary rate payable to day workers.

(e) Short shifts of male employees over 17 years of age may be worked at the discretion of the employer. For work done on such shifts (other than work done between noon on Saturday and midnight on Sunday) payment shall be made at the rate of 15s. per week of 40 hours, in addition to the rates payable to day shift workers.

(f) As far as practicable, employees shall work shifts in rotation.

(g) Subject to the provisions of sub-clause (c) hereof, for all work done by a shift worker on Saturday afternoon, time and a half shall be paid until 5 p.m. and double time thereafter. All time worked by a shift worker between midnight on Sunday and 7 a.m. on Monday shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(h) An employee who is required to change from one shift to another without two days' notice of such change of shifts shall be paid 10s. extra as compensation, but this shall not apply during day period when power restrictions are in operation.

(i) Shift workers may be required to work until the completion of their shifts on holidays without the payment of holiday rates; Provided they are not required to work on the night shift commencing on a holiday.

Where a holiday prescribed by this Determination is observed on a Monday, shift workers may be given time off on the shift commencing on the Sunday night preceding a holiday and in such event shall be required to work on the usual night shift commencing on the holiday, without additional pay:

Provided that where an employee works two complete shifts on a holiday, both shifts shall be paid for as holiday shifts.

TERMS OF ENGAGEMENT.

11. (a) Except as hereinafter provided employment shall be by the week. Any employee not specifically engaged as a casual employee or as a part-time 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 working week or by the payment for forfeiture of a week's wages, as the case may be.

(c) Notwithstanding anything elsewhere in this clause, the employer shall have the right to dismiss an employee without notice for inefficiency, neglect of duty, malingering or misconduct, in which case wages shall be paid up to time of dismissal only, or to deduct payment for any time 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 or for a stand-down of employees at any time when no work is offering. Provided, however, that subject to the continuance of existing practices in the weaving section of the industry, any worker starting work shall be entitled to at least half a day's pay and any pieceworker to half a day's work.

Provided further that in the case of any power stoppage that any employee required to attend for work in accordance with this clause and does so attend shall be paid as for at least two hours' work at time rates; and provided that payment shall be made at time rates to an employee who is kept on the employer's premises at the direction of the management in excess of two hours.

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

(e) Subject to existing weaving practices in sub-clause (c) hereof, employees become entitled to payment under this Determination if ready, willing and available for work at the times and during the hours usually worked by him.

(f) Where the employer terminates the employment of an employee within two weeks prior to a day on which a holiday occurs and such employee is re-engaged within a period of two weeks after such holiday or holidays, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least two weeks prior to the termination of employment.

MEAL HOURS.

12. (a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day: Provided that by mutual arrangement between the employees and the employer a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his meal hour. No employee shall be compelled to work more than five hours without a break for a meal. Provided, however, that where three shifts are worked and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Each employee shall have a meal interval fixed and having been fixed, it shall not be altered except by mutual agreement, or in the event of an emergency such as a power breakdown.

HOLIDAY AND SUNDAY WORK.

13. (a) Subject to the limitations mentioned hereinafter employees shall be entitled to the following public holidays without deductions of pay:—

New Year's Day, Australia Day, Good Friday, Easter Saturday (in establishments working a six-day week), Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day and Boxing Day, or any other day observed in lieu thereof or observed by local custom and substituted for one of the days hereinbefore mentioned. In the metropolitan district of Melbourne, Melbourne Cup Day shall be substituted for King's Birthday.

(b) Piece workers shall be paid for such holidays even though not worked at the ordinary rates payable to employees on time work doing the same class of work.

(c) Where an employee is absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable excuse or without the employer's consent, the employee shall not be entitled to payment for such holiday.

(d) When an employee is absent through illness or other reasonable cause from his or her employment for a period exceeding fourteen days, the employee shall not be entitled to payment for any holidays occurring during such period of absence:

Provided that where an employer consents to an employee having leave beyond fourteen days above-mentioned, payment shall be made for such holiday or holidays occurring in the period of absence.

(e) Production work in any factory is prohibited on Sundays unless in extra-ordinary circumstances. Provided that this sub-clause shall not apply to employees engaged in the production of wool-tops.

(f) All work done by time workers on the holidays prescribed in sub-clause (a) hereof and all work done by time workers on Sundays shall be paid for at the rate of ordinary time in addition to the ordinary rate; all such work done by piece workers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piece-work earnings.

(g) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the resumption of work the next following working day or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall, if worked on holidays and Sundays, be paid at the rate of time and a half.

(h) Part-time employees shall, in respect of public holidays, be paid only at the rate actually being received by them at such time.

(i) For all purposes of this clause, employees shall be entitled to the following public holidays without deduction of pay:—

9th May, 1951

13th November, 1951.

SICK LEAVE.

14. (a) An employee 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 unless he has been in the service of the employer concerned for at least three months immediately prior to such absence.

(ii) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to worker's compensation.

(iii) 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.

(iv) He shall prove to the satisfaction of the 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. For such purpose the employer may require an employee to make a statutory declaration verifying the cause of his absence.

(v) He shall not be entitled in any year to leave in excess of 40 hours of working time nor to payment in excess of 40 hours at ordinary rates nor in the case of an employee working short shift, payment in excess of a week's wages for such shift.

(b) A pieceworker entitled to paid leave of absence under this clause shall be paid at the time work rate applicable to his classification.

(c) "Year" for the purpose of sub-clause (a) hereof shall mean a year of service in the employ of the employer concerned.

(d) Part-time employees shall, in respect of sick leave, be paid only at the rate actually being received by them at such time.

ANNUAL LEAVE.*Period of Leave.*

15. (a) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of fourteen consecutive days' annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 13 of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave shall not be entitled to be paid for any such holiday.

Broken Leave.

(d) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(e) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

- (i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;
- (ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or
- (iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness, injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 14 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notification to employees are usually made in that plant and by posting to each union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby varied. The annual leave shall be allowed at the rate of 6½ hours for each completed one month of continuous service. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transferee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause to be deemed to be in the service of the employer.

Calculation of Month.

(g) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(h) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (i) and (m) hereof payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(i) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(j) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case a further period of annual leave shall not commence until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 13 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages except a seven-days shift worker who shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof wages shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates. Part-time employees shall, in respect to annual leave, be paid only at the rate actually being received by them at such time.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee the employee shall be paid at his ordinary rate of wage of 6½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(m) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections, concerned, the following provisions shall apply:—

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (f) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work. Provided that all time during which an employee is stood off without pay for the purpose of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (l) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

LIMITATIONS.

16. (a) Where practicable each machine must be stopped when being cleaned, the cleaning to be done in his or her working hours by the employee whose duty it is to do so.

(b) No female shall be required to lift or carry any article or goods weighing more than 30 lbs. without one assistant for every 30 lbs. weight.

(c) No male employee under eighteen years of age shall be permitted to operate the rotary hydros and milling machines in the finishing department.

(d) Work on "wet crabbing" in the dye house shall be confined to adult employees.

(e) No female shall be employed in the wool sorting or wool scouring departments.

(f) Work in the dye house and bleach house shall be confined to adult male employees except where, juniors are employed there for training purposes; but this clause shall not prevent the continued employment of juniors already employed on such work.

(g) To each pair of mules in the Spinning Department one adult shall be employed as "in charge" thereof.

*GENERAL.**Hot Water.*

17. (a) Employees shall be provided with hot water free of charge.

Seats for Female Employees.

(b) When requested by employees, and where practicable, suitable seats shall be provided by the employer for female employees in positions handy to their work.

Rest Room.

(c) In factories where ten or more female employees are employed a properly ventilated rest room shall be provided by the employer for the use of such female employees. It shall contain a suitable couch, stretcher, two easy chairs and a rubber hot water bag.

Dining Room.

(d) Proper dining-room accommodation shall be provided by the employer for the use of the employees.

First Aid.

(e) In each mill or establishment the employer shall provide a properly equipped first-aid chest at a place or places reasonably accessible to all employees. Such chest shall, as to its contents, comply with any State Acts or Regulations in force from time to time.

Clothing.

(f) When requested by the Union representative the employer shall provide employees working in the wool scouring, dye house, willy house, bleach house, milling and scouring, yarn dyeing and piece carbonising (except piece drying) departments with suitable protective clothing, such as gloves and top boots or clogs and (when working with acids) aprons. Employees shall take reasonable care of clothing so provided.

Cleaning Materials.

(g) All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

Changing Accommodation.

(h) Separate dressing accommodation shall be provided by the employer for male and female employees.

An employer shall, at some reasonably convenient place on his premises, provide a suitable locker for each employee in his mill or hanging facilities which afford reasonable protection for employees' clothes.

Washing Facilities.

(i) Adequate washing and sanitary facilities shall be provided in all factories and, where possible, warm running water shall be available for washing.

Tea Break.

(j) Female employees shall be allowed a period of not less than ten minutes for rest and refreshment during each day or shift, to be taken at times to be mutually arranged. Reasonable facilities shall be provided by the employer for female employees to have refreshments during such intervals if they so desire:

Provided:—

- (i) that such period shall not be allowed within one hour of commencing or finishing work for the day or for a meal break; and
- (ii) this sub-clause shall not apply to employees working a short shift who are allowed crib time without deduction of pay; and
- (iii) that employees shall conform to such arrangements as the employer may make to ensure the continuity of machine operations.

Floor Coverings.

(k) Where practicable, suitable floor coverings shall be placed before machines and no employee shall be called upon to stand on a bare concrete or brick or stone floor when operating or attending to a machine.

Guarding Machinery.

(l) Nothing in this Determination shall be deemed to override or limit any State law relating to the safeguarding of machinery for the protection of employees from accident.

Lighting Facilities.

(m) Adequate lighting facilities shall be provided in all factories.

Drinking Water.

(n) Clean and wholesome drinking water shall be provided in places easily accessible to all employees.

Heating and Cooling Facilities.

(o) Adequate heating systems shall be provided in all factories to maintain satisfactory working conditions during cold weather.

Provisions shall be made in all factories to maintain air movement in order to keep temperatures as low as practicable during hot weather.

Respirators.

(p) Respirators and goggles shall be supplied for the use of employees when cleaning out dust tower pit in cotton mills.

Vacuum System.

(q) A vacuum system of card stripping or an individual unit system of dust extraction shall be installed and kept working in all card rooms in the cotton section. For hand stripping 6d. per complete set shall be paid in addition to an employee's ordinary rate of pay.

NOTICE BOARDS.

18. The employer shall permit a notice board to be erected in a prominent position in his establishment upon which representatives of the Union shall be allowed to post notices in connexion with Union meetings or other legitimate business of the Union, provided such notices are not objected to by the management.

DETERMINATION POSTED.

19. A copy of this Determination shall be posted by each employer in a prominent and accessible place on the factory premises.

SHOP STEWARDS.

20. Shop stewards to the number of one in each department shall be recognized by the employer and not more than three of such shop stewards shall be allowed time off during working hours to interview the employer if there is any legitimate complaint.

RIGHT OF ENTRY.

21. The Secretary or Branch Secretary of the Union or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time.

If any official so authorized makes himself objectionable during any such visit, his right to visit may be determined by the employer affected.

UNION CONFERENCE DELEGATES.

22. Delegates of the Union not exceeding two from each factory shall be granted leave without pay to attend Union conferences provided that reasonable notice has been given to the employer and that such absence will not unduly interfere with the business of the employer.

CERTIFICATE OF SERVICE.

23. An employee, if he or she asks for it, shall be entitled on termination of service, to a certificate of length of service with an employer and the nature of the work which he or she was employed upon.

TIME AND WAGES BOOK.

24. (a) An employer shall keep a time and wages book or record in English showing the name of each employee, the age and/or experience of each employee, paid as a junior under clause 2 of this Determination, the occupation of each employee, the hours worked each day or each week and the wages and/or allowance paid each week.

(b) (i) When any junior employee is engaged, the employer shall obtain and file in records a certificate or declaration as to the age and experience of such junior employee, which shall be open for inspection as provided herein.

(ii) Any employee giving misleading or false information as to his or her experience and/or age shall be liable to penalties for breach of this Determination.

(c) The time occupied by an employee in filling in books 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.

(d) The time and wages book or record shall be open for inspection to a duly accredited official of the Union during the usual office hours at the employer's office or other convenient place; Provided that no inspection shall be demanded unless the Secretary of the Union or the Branch Secretary or organizer of any division suspects that a breach of this Determination is being or has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

OUTSIDE WORKERS.

25. (a) No work of any description or class covered by this Determination shall be done or performed except in the factory or workshop of an employer affected by this Determination unless a permit has been given to an employee by the Secretary for Labour to work outside such factory or workshop.

(b) An employer shall not have more than one outside worker for every twenty indoor workers or fraction thereof.

(c) An outside worker shall be deemed to be a person who works by himself or herself and is not employed in a workshop or factory.

(d) The outside worker shall not work during any part of the day inside a workshop or a factory.

(e) Outside workers shall be paid the rates prescribed in this Determination.

(f) Outside workers shall be provided free of charge with all yarn and/or other materials used in connexion with their work.

(g) Where an employer delivers and/or collects the work of such outside workers, the outside workers shall not be charged for such delivery and/or collection.

(h) Outside workers shall not employ any labour whatever except members of their own families.

(i) Outdoor workers shall be paid for annual leave and for each public holiday prescribed by this Determination which occurs during the period of their employment, such payment to be on a *pro rata* basis in proportion to the amount their aggregate earnings bears to the annual time rate earnings plus 15 per cent. of an indoor worker doing similar work, payable on termination of employment or annually: Provided that such payment shall not exceed by more than 15 per cent. the total amount to which such indoor workers are entitled to annually.

(j) *Record Book*.—An employer who has work done elsewhere than in his factory or workshop shall keep a record book in English which shall contain a correct account written in ink as follows:—

(i) The name and address of the outside worker.

(ii) The number of articles and description of the work given out.

(iii) The price paid for such outside work.

(iv) The record book shall be signed each week by each outside worker verifying the accuracy of the amount of wages received.

(v) The record book shall be open for inspection at any time by any authorized officer of the Department of Labour.

(k) No employer shall, except as provided herein, require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work of preparing any material for manufacture or materials so prepared)—

(i) in any place other than his usual workshop or factory; and/or

(ii) by any person or persons other than his employees usually employed at such workshop or factory.

(l) Nothing herein contained shall affect the right of an employer affected by this Determination to contract, sub-contract, let or sub-let to any person employing not less than four persons, exclusive of members of his own family, who conducts a workshop or factory, and is affected by this Determination.

LIMITATION OF EMPLOYER'S LIABILITY.

26. 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 prescribed by this Determination 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.

DEFINITIONS.

27. (a) (i) "An assistant foreman and/or overlooker" is a male employee who under the direction of the management, supervises the work of eight or more other employees.

(ii) "A leading hand" is an employee who, under the direction of the management, supervises the work of a shift or gang of other employees not exceeding seven in number.

(iii) "An assistant forewoman" is a female employee who, under the direction of the management, supervises the work of eight or more other employees where no assistant foreman and/or male overlooker is employed.

(b) "Jobber" means a male employee who is an assistant to the section overlooker who carries out the changing of draft and twist wheels, also the changing of roller settings for quality changes and generally assisting in the adjusting of machines for different qualities and counts of yarns.

(c) "Machine operator and/or attendant" means an employee who in the course of his duty is called upon to operate a machine and does not include an employee whose sole duty is carrying material to and from a machine.

(d) "Wool store" shall mean a department in this industry where untreated wool is stored in bulk.

(e) "Yarn storeman" means an adult employee in a yarn store engaged in handling, receiving or distributing yarn but does not include a wheeler or conveyor.

(f) "Experience", for the purpose of calculating rates under clause 2 of this Determination, shall include all experience in the classification concerned, whether gained as a junior or as an adult.

(g) "Continuous process" means the working of three shifts per day for six or seven days per week or in other cases the working of three shifts per day between midnight on Sunday and noon on the following Saturday.

PERIODICAL ADJUSTMENT OF WAGES.

28. (a) *Adult Males*.—The wages rates for adult males, set out in clause 2, are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board determines that such rates shall be automatically adjusted as prescribed by clause 29.

Place.	Basic Wage. (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	8 18 0	<div style="display: flex; align-items: center;"> <div style="border-left: 1px solid black; padding-left: 5px; margin-right: 5px;"> Sydney .. Melbourne Adelaide Perth .. Hobart .. </div> <div style="font-size: 2em; line-height: 1;">}</div> <div style="text-align: center;"> Weighted average </div> </div>

(b) *Adult Females*.—The basic wage for an adult female employee shall be 75 per cent. of the basic wage payable from time to time to an adult male employee. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

(c) The wages for juniors shall be the appropriate percentages as set out in clause 2 (a), the total wage shall be calculated to the nearest sixpence, any fraction of 6d. in the result not exceeding 3d. to be disregarded.

ADJUSTMENT OF BASIC WAGE.

29. (i) (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 28.

(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.

(ii) *Adjustment of Wages of Adult Females.*—(a) For work done by adult female employees until the beginning of the first pay period to commence in August, 1951, the amounts of wage rates prescribed for them by clause 2 hereof shall be paid.

(b) Thereafter the amounts of wage rates prescribed for them by clause 2 hereof shall be increased or decreased (as the case may be) whenever and wherever there is any alteration in the basic wage for adult males calculated in accordance with clause 29 hereof.

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

J. V. WILLOX, Secretary.

Melbourne, 4th May, 1951