



VICTORIA GOVERNMENT GAZETTE.

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[1952

Factories and Shops Acts.

DETERMINATION OF THE INDUSTRIAL GASES 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 appointed 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 manufacturing or preparing carbon dioxide or other industrial gases for trade or sale in gas, liquid or solid form has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK.

(a) Juniors.				(b) Other Employees.	
—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.	Oxygen, Acetylene, Air, Nitrogen, CO ₂ , and Hydrogen.	
				s. d.	£ s. d.
Under 16 years of age ..	24	2 0	2 13 0	Acetylene plant attendant	12 19 6
16 years of age ..	34	3 0	3 15 0	Acetylene generator attendant	12 14 6
17 years of age ..	46	4 0	5 1 6	Operator of dry-ice machine	11 16 0
18 years of age ..	58	5 0	6 8 0	Cylinder tester and/or valve hand	12 11 0
19 years of age ..	73	6 0	8 1 0	Cylinder filler	12 9 0
20 years of age ..	88	7 0	9 13 6	Other employees with not less than three months' experience in the industry	11 16 0
				All others	10 15 0

The total wage shall be calculated to the nearest sixpence any broken part of sixpence in the result not exceeding threepence to be disregarded.

The Board has determined that no apprentice shall be taken to the trade.

Leading Hands.

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.

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof, the following special rates and allowances shall be paid to employees:—

Cold Places.

(a) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit—4d. per hour extra. Where the work continues for more than two hours, employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

Confined Spaces.

(b) Working in confined space (as defined)—6d. per hour extra.

Dirty Work.

(c) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature—4d. per hour extra. In case of disagreement between the foreman and workman, the workman, or a shop steward on his behalf, shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said allowance shall be paid.

Hot Places.

(d) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 4d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 6d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

Slag Wool.

(e) Employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise, shall when so employed on ship construction or ship repairing or on the construction, repair or demolition of furnaces, walls, floors and/or ceilings be paid 6d. per hour extra.

Wet Places.

(f) An employee working in any place where his clothing or boots become saturated whether by water, oil, or otherwise, shall be paid 4d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Special Rates not Cumulative.

(g) Where more than one of the disabilities 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.

(h) 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.

HOURS OF WORK.*Day Workers.*

4. (a) Subject to the exceptions hereinafter provided the ordinary hours of work shall be 40 per week to be worked in five days of not more than eight hours (Monday to Friday inclusive) and one day (Saturday) of not more than four hours; or five days (Monday to Friday inclusive) of eight hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-days Week.

(b) In any case in which the ordinary week's work of 40 hours can be performed in five-days as aforesaid without—

- (i) detriment to the public interest;
- (ii) loss in the value of goods handled or to be handled;
- (iii) reducing the efficiency of production; or
- (iv) reducing the efficacy of the necessary service.

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid. Any dispute as to whether the ordinary hours of work can in any case or cases be worked in five days without detriment, loss or reduction as aforesaid shall be determined by the Wages Board upon application made by or on behalf of the employees. Upon such an application proof that the working of a five-days week will result in such detriment, loss or reduction as aforesaid shall be upon the employer.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-days week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

SHIFT WORK.*Definitions.*

5. (a) For the purposes of this clause—

- "Afternoon shift" means any shift finishing after 6 p.m., and at or before midnight.
- "Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption, except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.
- "Night shift" means any shift finishing subsequent to midnight, and at or before 8 a.m.
- "Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(b) 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) 8 in any 1 day; or
- (ii) 48 in any 1 week; or
- (iii) 88 in 14 consecutive days; or
- (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 not more than eight hours, inclusive of crib time;
- (ii) except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours;
- (iii) twenty minutes shall be allowed to shift workers each shift for crib which shall be counted as time worked.

Hours—Other than Continuous Work.

(c) 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 eight 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 fourteen 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.

Rosters.

(d) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(e) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(f) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½d. per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle.

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (f) hereof.

Overtime.

(g) 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—

- (i) if employed on continuous work be paid at the rate of double time; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter except in each case when the time is worked—
- (iii) by arrangement between the employees themselves;
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time; or
- (vi) 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 11 (b) hereof.

Provided that when not less than eight hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first four hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Compulsory Overtime.

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

Sundays and Holidays.

(h) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 8 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday, that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.

Junior Employees.

(i) Juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

MIXED FUNCTIONS.

6. 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.

7. (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 a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour, whichever is the higher.

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

Rest Period after Overtime.

(b) When overtime work 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.

Call Back.

(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 purposes 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.

Saturday Work—Five-days Week.

(d) A day worker on a five-days week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(e) 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.

Meal Hours—General.

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

Meal Hours—Maintenance Employees.

(g) Subject to the provisions of the second part of sub-clause (f) 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.

Crib Time.

(h) 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.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall 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.

Tea Money.

(i) 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 4s., and 2s. 8d. 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.

Transport of Employees.

(j) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes 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.

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

8. (a) Employees shall be entitled to the following public holidays, without loss of pay, as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other other day as is generally observed in the locality as a substitute for any of the said days respectively.

By agreement between any employer and his employees, other days may be substituted for the said days, or any of them as to such employer's undertaking.

(b) Except as provided in sub-clause (h) of clause 5, an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

(c) An employee, other than a casual employee, not engaged in continuous work, who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work, shall on being relieved from duty be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

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

EXTRA RATES NOT CUMULATIVE.

9. Extra rates in this Determination, except rates prescribed in clause 3, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

10. (a) Wages shall be paid weekly or fortnightly.
- (b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.
- (c) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.
- (d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work, shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.
- (e) 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.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

11. (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 break down in machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

(c) 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 for the work which he or she performs plus 10 per cent.

LATE COMERS.

(d) 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.

11a. (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 contained 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 purpose 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 plant 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.

12. (a) An employee on weekly hiring who is absent from his 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 (or in the event of dispute, the Wages Board) 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.

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.

SINGLE DAY ABSENCES.

(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.

CUMULATIVE SICK LEAVE.

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

ATTENDANCE AT HOSPITAL, ETC.

(d) 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.

ANNUAL HOLIDAY.

13. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1948* No. 5111, and any amendments which may be made thereto from time to time.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

14. (a) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) 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.

First Aid Outfit.

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit.

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

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

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes. In any case in which compliance with this paragraph necessitates the provision of lockers or new or improved hanging facilities, they shall be provided by the 1st November, 1947, unless the employer proves to the satisfaction of the Wages Board that he is unable by reason of shortage of material or labour or any other difficulties to provide such new or improved facilities, in which case their provision may be postponed for such period or periods as the Wages Board determines.

Washing and Sanitary Conveniences.

(v) Employers shall provide proper and sufficient washing and sanitary conveniences.

*Clothing, Equipment and Tools.**Damage to Clothing and Tools.*

(b) (i) 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.

Gas Masks.

(ii) The employer shall ensure that sufficient masks are available to enable each employee when engaged on repairs to refrigeration plants outside the employer's premises, to take one with him.

Gloves.

(iii) Suitable gloves or pads shall be provided by employers for such work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one) or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said equipment shall be provided.

In any case where an organization alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it may bring such case before the Wages Board.

Ventilation.

(c) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated;

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the *Victoria Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

Shop Stewards.

15. An employee appointed 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 the employer or his representative on matters affecting employees whom he represents.

RIGHT OF ENTRY OF UNION OFFICIALS.

16. (a) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions:—

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

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

(iii) That not more than one representative of each of not more than three unions be on the premises at any one time.

(iv) That no one representative visit the premises more than once in each week.

(v) That if any employer alleges that a representative is unduly interfering with his work 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, but the representative shall have the right to bring such refusal before the Wages Board.

Provided that, where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break, 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 or, failing agreement, at such times and under such conditions as the Wages Board may decide.

(b) For the purpose of investigating complaints concerning the application of this Determination, or the employment of females upon work which is alleged to be unsuitable for females, 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:—

(i) That he discloses to the employer or his representative the complaint which he desires to investigate.

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

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

(iv) That he conducts himself properly.

(c) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom:—

(Name of organization.)

This is to certify that
is a duly accredited representative of the above-named organization.

(SEAL)

Specimen signature of holder.

Strictly not transferable.

General Secretary.
Date.

TIME AND WAGES BOOK.

17. (a) Each employer shall keep a record from which can be readily ascertained 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 record 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 when entering or leaving the employer's premises.
- (c) The time and wages record shall be open for inspection to a duly accredited union official 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 one fortnight at the same establishment.
- (d) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

NOTICE BOARD.

18. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.
- Any notice posted on such board not so signed or countersigned may be removed by an accredited union representative or by the employer.

DEFINITIONS.

19. "Confined space" means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and includes such a space—
- (i) in the case of a ship, inside complete tanks, chain lockers, and peaks; in bilges, under engine beds, under engine room and stokehold floors, or under or inside boilers;
- (ii) in the case of a locomotive, inside the barrels of boilers, fire boxes, water spaces of tanks, bunker tanks, saddle tanks, or smoke boxes;
- (iii) in other cases, inside boilers, steam drums, mud drums, fire boxes of vertical or road vehicle boilers, furnaces, flues, combustion chambers, receivers, buoys, tanks, superheaters, or economizers.
- "Sunday" means all time between midnight Saturday and midnight Sunday.
- "Year" means the period between the 1st day of June in each year and the next 31st day of May.

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates set out in clause 2 (b) 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 21.

Basic Wage.

Place.	Basic Wage- (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	10 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

21. (a) For the purpose 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, 1952, the amount of the Basic Wage shall be as prescribed in clause 20.
- (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 of juniors shall be the percentages of the basic wage and in addition thereto the loadings specified in clause 2 of this Determination.

MARGINAL RATES.

22. In addition to the basic wage provided in clause 20, the margins and loadings set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins Per Week.
	s. d.
Acetylene plant attendant	47 6
Acetylene generator attendant	42 0
Operator of dry-ice machine	24 0
Cylinder tester and/or valve hand	39 0
Cylinder filler	37 0
Other employees with not less than three months' experience in the industry	24 0
All others	3 0

P. A. RANGLES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 8th May, 1952.



VICTORIA
GOVERNMENT GAZETTE.

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No. 477]

FRIDAY, MAY 30.

[1952

TALLANGATTA WATERWORKS TRUST.

RATING BY-LAW FOR THE YEAR 1952.

THE Tallangatta Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes of One shilling and ten pence in the pound on the annual municipal valuation of the lands and tenements liable to be rated within the Tallangatta Urban District.

Provided that in no case shall the amount of the rate payable per annum in respect of any tenement (other than land on which there is no building) be less than Forty shillings, and in respect of any land on which there is no building less than Ten shillings.

Such rates are made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing the 1st day of January, 1952, and shall be payable on the 1st day of June, 1952, at the office of the Trust.

The maximum quantity of water to be supplied in any one year without further charge to any property rated by the Trust is hereby fixed at the quantity which, at a charge of One shilling and three pence per 1,000 gallons, would produce an amount equal to the amount of the rate levied on such property for the said year.

The charge for water supplied by measure to any property rated by the Trust in excess of such maximum quantity, computed as in the last preceding clause, is hereby fixed at One shilling and three pence per 1,000 gallons.

The charge for water supplied by measure shall be payable, on demand, at the office of the Trust.

Passed this 9th day of May, 1952.

(SEAL)

A. MURRAY McKAY, Chairman.
A. SUTHERLAND, Commissioner.
ALAN SKILBECK, Secretary.

Approved 14th May, 1952.—R. K. BROSE, Minister of Water Supply.

Approved by the Governor in Council, 20th May, 1952.—N. G. WISHART, Acting Clerk of the Executive Council.

[2805]



VICTORIA GOVERNMENT GAZETTE.

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No. 478]

TUESDAY, JUNE 8.

[1952

DETERMINATION OF THE INDUSTRIAL APPEALS COURT.

IN THE INDUSTRIAL APPEALS COURT:

IN THE MATTER of the *Factories and Shops Acts 1928-1941*,

AND

IN THE MATTER of a Determination made by the Bread Trade Board on the 10th day of April, 1952,

AND

IN THE MATTER of an Appeal against certain provisions of the said Determination.

Before the Industrial Appeals Court (Judge Gamble, K. H. Boykett, Esq., and J. V. Stout, Esq.).

Monday, 28th April, 1952.

Having heard the abovementioned Appeal, on the 23rd day of April, 1952, and on this day the Court doth order and determine—

- (1) That the appeal be upheld.
- (2) That the part of clause 17 beginning with the words "Notwithstanding the provisions of 1, 2, 3, 6, 7, and 9" and ending with the words "an additional 1s. per hour" be deleted from the Determination.

By Order of the Court,

E. W. LAITY,

Registrar.

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No. 479]

TUESDAY, JUNE 3.

[1952

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

Dated at Melbourne, this
30th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

POTTERY BOARD.

Clauses 2 and 21 of the Determination published in *Government Gazette* No. 106 of the 30th January, 1951, shall be replaced by the following clauses:—

APPRENTICES OR IMPROVERS.

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

MALES.

Wages per Week.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
Under 15 years of age	At the Rates prescribed for Adults	<i>s. d.</i> 51 0	<i>s. d.</i> 1 3	<i>s. d.</i> 2 3	<i>s. d.</i> 54 6
15 years of age		59 6	1 6	2 9	63 9
16 " "		63 0	1 6	3 3	72 9
17 " "		80 6	1 9	3 9	86 0
18 " "		110 0	2 6	5 0	117 6
19 " "		129 6	3 0	6 0	138 6
20 " "		159 0	3 9	7 3	170 0

FEMALES.

Wages per Week.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	51 0	1 3	2 3	54 6	..	..	..	..
2nd 6 months	59 0	1 3	2 9	63 0	..	..	..	..
1st year .. .. .	..	..	..	..	59 0	1 3	2 9	63 0
2nd "	65 0	1 6	3 0	69 6	71 6	1 9	3 3	76 6
3rd "	71 6	1 9	3 3	76 6	81 0	1 9	3 9	86 6
4th "	81 0	1 9	3 9	86 6	92 0	2 0	4 3	98 3
5th "	92 0	2 0	4 3	98 3	102 0	2 3	4 9	109 0
6th "	102 0	2 3	4 9	109 0	..	..	..	..
and thereafter the minimum wage								

FEMALES—continued.
Wages per Week.

	Commencing Age.							
	17 Years.				18 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	58 0	1 3	2 9	62 0	69 0	1 9	3 3	74 0
2nd	73 6	1 9	3 6	78 9	87 6	2 0	4 0	93 6
3rd	87 6	2 0	4 0	93 6	98 6	2 3	4 9	105 6
4th	98 6	2 3	4 9	105 6	..	..	..	..
and thereafter the minimum wage								

	Commencing Age.							
	19 Years.				20 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	75 0	1 9	3 6	80 3	87 6	2 0	4 0	93 6
2nd	98 6	2 3	4 9	105 6	..	..	..	..
and thereafter the minimum wage								

Proportion (in any factory or place).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.
 One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.
An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.

Improvers.

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

ALL OTHER EMPLOYEES.

	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Glashorne, Kallor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all Other Parts of Victoria.			
	Wages per Week.		Wages per Hour.		Wages per Week.		Wages per Hour.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
All Departments.								
*Head burner	243 0	6 0 ⁹ / ₁₀	240 0	6 0				
*Burner	237 0	5 11 ¹ / ₁₀	234 0	5 10 ¹ / ₂				
Burner's assistant (i.e. a person who under the instructions of a burner assists in firing a kiln or kilns)	231 0	5 9 ³ / ₁₀	228 0	5 8 ² / ₂				
Mouldmaker	245 0	6 1 ¹ / ₂	242 0	6 0 ¹ / ₂				
Kiln labourer (i.e., a person whose duties comprise assisting a placer, drawer, or setter, and/or the cleaning of fire holes and/or flues)	229 0	5 8 ⁷ / ₁₀	226 0	5 7 ¹ / ₂				
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	249 0	6 2 ⁷ / ₁₀	249 0	6 2 ⁷ / ₁₀				
All other clayhole men (employers to provide tools)	239 0	5 11 ⁷ / ₁₀	236 0	5 10 ¹ / ₂				
Men boring or using explosives	244 0	6 1 ¹ / ₂	241 0	6 0 ⁹ / ₁₀				
FEMALES.	159 0	3 11 ⁷ / ₁₀	156 6	3 10 ¹³ / ₂₀				
MALES.								
Glazed Pipes and Salt-glazed Ware.								
Flanger	244 0	6 1 ¹ / ₂	241 0	6 0 ⁹ / ₁₀				
Man in charge of plunger	236 6	5 10 ¹³ / ₂₀	233 6	5 10 ¹³ / ₂₀				
Presser	240 0	6 0	237 0	5 11 ¹ / ₁₀				
Setter	240 0	6 0	237 0	5 11 ¹ / ₁₀				
Junction sticker	240 0	6 0	237 0	5 11 ¹ / ₁₀				
Man working pipe flanging machine	234 0	5 10 ¹ / ₂	231 0	5 9 ³ / ₁₀				
Mandril operator	231 0	5 9 ³ / ₁₀	228 0	5 8 ² / ₂				
Bitumen jointer	233 0	5 9 ³ / ₁₀	230 0	5 9				
Drawer	234 0	5 10 ¹ / ₂	231 0	5 9 ³ / ₁₀				
Feeder of pipe machine	231 0	5 9 ³ / ₁₀	228 0	5 8 ² / ₂				
Man taking off pipe machine	229 0	5 8 ⁷ / ₁₀	226 0	5 7 ¹ / ₂				
Man in charge of pug or mixer machine	229 0	5 8 ⁷ / ₁₀	226 0	5 7 ¹ / ₂				
Machine-rigger	234 0	5 10 ¹ / ₂	231 0	5 0 ⁹ / ₁₀				
Hand feeder of raw or burnt clay into crusher or grinding pan	234 0	5 10 ¹ / ₂	231 0	5 9 ³ / ₁₀				
Man carrying or wheeling into or out of kiln or to or away from kiln	231 0	5 9 ³ / ₁₀	228 0	5 8 ² / ₂				
Man sorting pipes	231 0	5 9 ³ / ₁₀	228 0	5 8 ² / ₂				
Pipe dresser	231 0	5 9 ³ / ₁₀	228 0	5 8 ² / ₂				
Packer of goods into railway trucks	230 0	5 9	227 0	5 8 ¹ / ₁₀				
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	227 0	5 8 ¹ / ₁₀	224 0	5 7 ¹ / ₂				

All Other Employees—continued.

	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3877) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Manton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
	s. d.	s. d.	s. d.	s. d.
Dust Tile Making.				
Leading hand slip making	236 0	5 10½	233 0	5 9 ⁹ / ₁₀
Slip house attendant	231 0	5 7 ³ / ₁₀	228 0	5 6½
Head dipper	240 0	6 0	237 0	5 11 ¹ / ₁₀
Dipper and/or spray operator	236 0	5 10½	233 0	5 9 ⁹ / ₁₀
Man hand pressing dust tiles or working semi-automatic tile press	234 0	5 10½	231 0	5 9 ⁹ / ₁₀
Setter	240 0	6 0	237 0	5 11 ¹ / ₁₀
Drawer	234 0	5 10½	231 0	5 9 ⁹ / ₁₀
Sagger maker	234 0	5 10½	231 0	5 9 ⁹ / ₁₀
Man operating box on sagger machine	229 0	5 8 ⁷ / ₁₀	226 0	5 7½
Man operating lever on sagger machine	231 0	5 9 ² / ₁₀	228 0	5 8½
Man carrying into or out of kiln	231 0	5 9 ² / ₁₀	228 0	5 8½
Ball mill operator (dry grind)	234 0	5 10½	231 0	5 9 ⁹ / ₁₀
Head packer	237 0	5 11 ¹ / ₁₀	234 0	5 10½
Packer who packs articles with protective substances into containers with secured lids	233 0	5 9 ⁹ / ₁₀	230 0	5 9
Other packers	230 0	5 9	227 0	5 8 ¹ / ₁₀
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	227 0	5 8 ¹ / ₁₀	224 0	5 7½
General Pottery and Insulator Making.				
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware	239 0	5 11 ⁷ / ₁₀	236 0	5 10½
Man employed at pinning, leading, and/or cementing insulators or similar ware	234 0	5 10½	231 0	5 9 ⁹ / ₁₀
Sanitary-ware presser	237 0	5 11 ¹ / ₁₀	234 0	5 10½
Head packer	237 0	5 11 ¹ / ₁₀	234 0	5 10½
Packer who packs articles with protective substances into containers with secured lids	233 0	5 9 ⁹ / ₁₀	230 0	5 9
Other packers	230 0	5 9	227 0	5 8 ¹ / ₁₀
Ball mill operator (dry grind)	234 0	5 10½	231 0	5 9 ⁹ / ₁₀
Leading hand slip making	236 0	5 10½	233 0	5 9 ⁹ / ₁₀
Slip house attendant	231 0	5 9 ⁹ / ₁₀	228 0	5 8½
Tea-pot hand presser	236 0	5 10½	233 0	5 9 ⁹ / ₁₀
Man fixing handles or spouts	233 0	5 9 ⁹ / ₁₀	230 0	5 9
Hollow ware presser	236 0	5 10½	233 0	5 9 ⁹ / ₁₀
Turner—insulator—				
1st 12 months' experience	239 0	5 11 ⁷ / ₁₀	236 0	5 10½
Thereafter	244 0	6 1½	241 0	6 0 ⁹ / ₁₀
Turner—other	230 0	5 11 ⁷ / ₁₀	236 0	5 10½
Jolly hand—insulator—				
1st 12 months' experience	237 0	5 11 ¹ / ₁₀	234 0	5 10½
Thereafter	242 0	6 0½	239 0	5 11 ⁷ / ₁₀
Jolly hand—other	237 0	5 11 ¹ / ₁₀	234 0	5 10½
Jigger hand	237 0	5 11 ¹ / ₁₀	234 0	5 10½
Man sand-papery ware on machine	231 0	5 9 ⁹ / ₁₀	228 0	5 8½
Machine rigger	234 0	5 10½	231 0	5 9 ⁹ / ₁₀
Caster	236 0	5 10½	233 0	5 9 ⁹ / ₁₀
Stoneware thrower—				
4th year's experience	231 0	5 9 ⁹ / ₁₀	228 0	5 8½
5th year's experience	237 0	5 11 ¹ / ₁₀	234 0	5 10½
and thereafter	245 0	6 1½	242 0	6 0½
Head placer inside kiln	236 0	5 10½	233 0	5 9 ⁹ / ₁₀
Head dipper	240 0	6 0	237 0	5 11 ¹ / ₁₀
Dipper and/or spray operator	236 0	5 10½	233 0	5 9 ⁹ / ₁₀
Other placer	234 0	5 10½	231 0	5 9 ⁹ / ₁₀
Sagger maker	234 0	5 10½	231 0	5 9 ⁹ / ₁₀
Man operating box on sagger machine	229 0	5 8 ⁷ / ₁₀	226 0	5 7½
Presser (screw and lever type inclusive)	236 6	5 10 ¹⁹ / ₂₀	233 6	5 10 ⁷ / ₂₀
Man, other than setter or placer, employed in the kiln handling or carrying ware or sagers into or out of kiln	231 0	5 9 ⁹ / ₁₀	228 0	5 8½
Hand feeder of raw or burnt clay into crusher or grinding pan	234 0	5 10½	231 0	5 9 ⁹ / ₁₀
Grinder of burnt ware	236 0	5 10½	233 0	5 9 ⁹ / ₁₀
Potter's printer	231 0	5 9 ⁹ / ₁₀	228 0	5 8½
Man operating lever on sagger machine	231 0	5 9 ⁹ / ₁₀	228 0	5 8½
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	227 0	5 8 ¹ / ₁₀	224 0	5 7½

*A burner who is required to burn an unroofed kiln shall receive an additional allowance of 6s. per week.

PIECEWORK.

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

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3877) and the Orders in Council thereunder such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	.. ..	3s. 4½d. per trap
Boundary traps, 4 inches	.. ..	2s. 5d. "
Gully traps (flanged)	.. ..	2s. 1½d. each
Disconnectors	.. ..	2s. 1½d. "
Basins	.. ..	2s. 1½d. "
Junctions	.. ..	29s. per 100

GENERAL POTTERY.

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

10s. 0½d. per gross extra to be allowed for embossed chambers.

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

Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.

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

GENERAL POTTERY.

<i>Bottles (Throwing).</i>		<i>Pedestal Pans (Hand Pressed).</i>	
Acid bottles, including stopping and stamping (3 gallon)	19s. 2d. per dozen bottles	Sizes whether in straight or hollow fronts not exceeding 2¼ in. x 10½ in. x 15 in., or its equivalent in cubic inches—	
		Straight fronts—	
		Cane	
		White	
		Hollow fronts—	
		Cane	
		White	
		Sizes exceeding above dimensions—	
		Cane	
		White	
		<i>Jars (Throwing).</i>	
		Squat jars—	
		Under 2 gallons	
		2 gallons and over	
		<i>White.</i>	
		Fans	
		Traps	
		<i>White.</i>	
		Fans	
		Traps	
		<i>White.</i>	
		9's	
		12's	
		18's	
		24's	
		<i>Ginger Beer and Ale Bottles (Throwing).</i>	
		1 gallon (screwed)	
		Ale bottles	
		Others	

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

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

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

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

Clauses, other than clauses 2 and 21, of the said Determination as amended on the 2nd April, 1951, shall remain in force.

Plus 60s. per week if a full week of 40 hours is worked, and a proportionate amount for a lesser number of hours in any week.



VICTORIA

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No. 480]

TUESDAY, JUNE 3.

[1952

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

Dated at Melbourne, this
30th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

BEDSTEADMAKERS BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 1240 of the 30th November, 1951, shall be replaced by the following clauses:—

2.	Wages per Week of 40 Hours.	
	Within the Metropolitan District: the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	s. d.	s. d.
Bedstead smith	237 0	234 0
Chill fitter called on to design and model	252 0	249 0
Other chill fitter	237 0	234 0
Machinist	234 0	231 0
Plater in charge	249 0	246 0
Plater's assistant	235 0	232 0
Polisher and grinder	236 0	233 0
Chipper and caster	233 0	230 0
Bedstead fitter and moulder	237 0	234 0
Employee engaged cutting, binding, straightening, drilling, or squaring up parts of bedsteads and frame setter	236 0	233 0
Japanner and lacquerer	234 0	231 0
Other employees with not less than three months' experience in the industry	221 0	218 0
All others	215 0	212 0

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—
- Leading hands in charge of not less than three and not more than ten employees, including apprentices, 9s. per week extra; more than ten and not more than twenty employees, including apprentices, 18s. per week extra; more than twenty employees, including apprentices, 27s. per week extra.
 - Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
 - Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
 - Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
 - Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
 - Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

JUNIOR MALE AND FEMALE LABOUR.
Wages Per Week of 40 Hours.

4.	*Percentage of Basic Wage.	Additional Amount.	War Loading.	Total Wage Payable—	
				Within the Metropolitan District: the Cities of Geelong, Geelong West, Newtown and Chidwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	Per Week.	Per Week. s. d.	s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>					
Under one month's experience	75	.. .. .	.. .. .	159 0	156 6
All others	75	16 0	.. .. .	175 0	172 6
<i>II.—Junior Females.</i>					
17 years of age and under	52	3 6	.. .. .	86 0	85 0
18 years of age	62	4 0	.. .. .	102 6	101 0
19 years of age	72	4 6	.. .. .	119 0	117 0
20 years of age	82	5 0	.. .. .	135 6	133 6
<i>III.—Junior Males.</i>					
Under 16 years of age	24	2 0	.. .. .	53 0	52 0
16 years of age	34	3 0	.. .. .	75 0	74 0
17 years of age	46	4 0	.. .. .	101 6	100 0
18 years of age	58	5 0	.. .. .	128 0	126 0
19 years of age	73	6 0	.. .. .	161 0	158 6
20 years of age	88	7 0	.. .. .	193 6	191 0
A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.					
<i>IV.—Junior Males (Foundries).</i>					
Under 16 years of age	24	2 0	-1 0	54 0	53 0
16 years of age	32	2 6	1 9	72 0	71 0
17 years of age	58	5 0	3 0	131 0	129 0
18 years of age	73	6 0	4 0	165 0	162 6
19 years of age and over	88	7 0	4 6	198 0	195 6

* The percentages for junior females relate to the female basic wage, but in all other cases relate to the male basic wage.

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof.

The total wage shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force.



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No. 481]

TUESDAY, JUNE 3.

[1952

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

Dated at Melbourne, this
23rd day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 12 (FUEL AND FODDER).

Clause 2 and 3 of the Determination published in *Government Gazette* No. 1221 of the 29th November, 1951, shall be replaced by the following clauses:—

2 (i)

Improvers.			Other Employees.			
WAGES PER WEEK OF 40 HOURS.			WAGES. (a) In Hay, Corn, or Chaff Stores. (b) Employed handling or distributing brewers' or distillers' grains.		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	All other parts of Victoria where this Determination applies.
—	Percentage of Basic Wage.	s. d.	Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store		s. d.	s. d.
Under 17 years of age ..	49	104 0	Drivers of motor wagons— (a) having a capacity of 2 tons or less ..		232 0	240 0
17 years of age ..	57	121 0	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons		238 0	241 0
18 ..	70	148 6	(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer ..		244 0	247 0
19 ..	78	165 6	Carters driving one horse		228 0	231 0
20 ..	85	180 0	Carters driving two horses		233 0	236 0
			And for every additional horse		0 6 extra per day	0 6 extra per day
			All others		230 0 per week of 40 hours	233 0 per week of 40 hrs.

No. 481.—4S07/52.—PRIOR 3D.

See also Clauses 2 (ii) and 3.

Improvers.	Other Employees.				
	WAGES— <i>continued.</i>	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.		All other parts of Victoria where this Determination applies.	
<p>PROPORTION.</p> <p>One improver to the first four or fraction of four workers receiving not less than 228s. per week of 40 hours, and thereafter one improver to each additional four such workers.</p>	<p><i>Wood Yards, or Wood, Coal, and Coke (Combined) Yards.</i></p> <p>Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard ..</p>	s. d.		s. d.	
		230	0 per week of 40 hours	233	0 per week of 40 hours
	Drivers of motor wagons—				
	(a) having a capacity of 2 tons or less ..	232	0 " 40 "	235	0 " 40 "
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	238	0 " 40 "	241	0 " 40 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..	244	0 " 40 "	247	0 " 40 "
	Carters driving one horse ..	228	0 " 40 "	231	0 " 40 "
	Carters driving two horses ..	233	0 " 40 "	236	0 " 40 "
	And for every additional horse ..	0	6 extra per day ..	0	6 extra per day ..
	All others ..	228	0 per week of 40 hours	231	0 per week of 40 hours
	<i>Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.</i>				
	Drivers of motor wagons—				
	(a) having a capacity of 2 tons or less ..	232	0 per week of 40 hours	235	0 per week of 40 hours
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	238	0 " 40 "	241	0 " 40 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..	244	0 " 40 "	247	0 " 40 "
	Carters driving one horse ..	228	0 " 40 "	231	0 " 40 "
	Carters driving two horses ..	233	0 " 40 "	236	0 " 40 "
	And for every additional horse ..	0	6 extra per day ..	0	6 extra per day ..
	All others ..	241	0 per week of 40 hours	244	0 per week of 40 hours
	<i>Firewood Saw Mills (i.e., Places where Mechanical Power is used to saw Firewood).</i>				
	Benchmen ..	234	0 per week of 40 hours	237	0 per week of 40 hours
	Drivers of motor wagons—				
	(a) having a capacity of 2 tons or less ..	232	0 " 40 "	235	0 " 40 "
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	238	0 " 40 "	241	0 " 40 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..	244	0 " 40 "	247	0 " 40 "
	Carters driving one horse ..	228	0 " 40 "	231	0 " 40 "
	Carters driving two horses ..	233	0 " 40 "	236	0 " 40 "
	And for every additional horse ..	0	6 extra per day ..	0	6 extra per day ..
	All others ..	230	0 per week of 40 hours	233	0 per week of 40 hours

See also Clauses 2 (ii) and 3.

(ii) EXTRA RATES.		per week.
		s. d.
Further additional amount for a person employed handling or distributing brewers' or distillers' grains ..		3 0
Further additional amount for a person employed handling or distributing brewers' or distillers' grains in lieu of employer providing working trousers and footwear ..		3 0
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties ..		2 0

3. ALLOWANCES.

- (i) To the amounts otherwise prescribed in this Determination shall be added the following:—
- (a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
 - (b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit An extra 1s.
- (ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (i) hereof.
- (iii) The employer shall provide suitable washing conveniences for any employee mentioned in sub-clause (i) hereof, together with hot water or some other efficient cleansing material.

NOTE.—To the weekly earnings of each pieceworker the sum of 104s. shall be added, provided that where less than 40 hours are worked in any week, a proportionate amount shall be added in lieu of such sum.

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.