



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 782]

WEDNESDAY, SEPTEMBER 3.

[1952

Factories and Shops Acts.

## DETERMINATION OF THE WHARFS AND JETTIES BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which since the 10th November, 1927 has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of constructing or demolishing wooden or concrete wharfs, piers, or jetties," has made the following Determination, namely:—

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

### 2. (a) APPRENTICES AND IMPROVERS.

Wages.					PROPORTION (in any place).
	Percentage of Basic Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	35	78 6	2 0	80 6	<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 247s. per week.
" 17 " "	45	101 0	2 6	103 6	
" 18 " "	54	121 0	3 0	124 0	
" 19 " "	68	152 6	3 9	156 3	
" 20 " "	79	177 0	4 6	181 6	
" 21 " "	92	206 0	5 3	211 3	<i>Improvers.</i> Three improvers to every four or fraction of four workers receiving not less than 247s. per week.

### (b) OTHER EMPLOYERS.

	WAGES.			
	Day Work.			
	Adjustable Rate.	Plus War 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>
Leading hand, i.e., a person in charge of not less than—				
(a) three nor more than ten employees	13 14 3	6 0	17 8	14 17 11
(b) eleven nor more than fifteen employees	13 17 3	6 0	17 8	15 0 11
Pile-driver	13 11 3	6 0	17 8	14 14 11
Pile-driver's offsider	12 9 0	6 0	9 7	13 4 7
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways	13 8 3	6 0	17 8	14 11 11

OTHER EMPLOYEES—continued.

	WAGNS.			
	Day Work.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	s. d.	£ s. d.
Oxy acetylene burner on demolition work .. .. .	13 8 3	6 0	..	13 14 3
Saw sharpener .. .. .	13 7 6	6 0	17 8	14 11 2
Machine borer .. .. .	12 9 0	6 0	9 7	13 4 7
Clester .. .. .	12 6 0	6 0	..	12 12 0
Cradler or squarer .. .. .	12 6 0	6 0	..	12 12 0
Hand borer .. .. .	12 4 0	6 0	..	12 10 0
Wharf carpenter's assistant .. .. .	12 4 0	6 0	9 7	12 19 7
Diver's Assistant .. .. .	12 4 0	6 0	9 7	12 19 7
Dumper .. .. .	12 4 0	6 0	..	12 10 0
Other demolition workers .. .. .	12 1 6	6 0	..	12 7 6
Barge hand on shore plant .. .. .	12 1 6	6 0	12 1	12 19 7
All others .. .. .	12 1 0	6 0	..	12 7 0
<b>CONCRETE WORK.</b>				
Pneumatic pick user or jack hammer-man .. .. .	12 7 0	6 0	..	12 13 0
Concrete floater .. .. .	12 6 0	6 0	9 7	13 1 7
Mixer operator .. .. .	12 6 0	6 0	9 7	13 1 7
Men filling moulds .. .. .	12 4 0	6 0	..	12 10 0
Gaugers, i.e., persons filling gauged barrows or boxes .. .. .	12 4 0	6 0	9 7	12 19 7
Other mixers .. .. .	12 4 0	6 0	..	12 10 0
Men employed on reinforcements .. .. .	12 4 0	6 0	..	12 10 0
Barrowmen or general labourers .. .. .	12 1 0	6 0	9 7	12 16 7

(c) When work is performed in two shifts per day the rates prescribed in clause 2 (b) hereof for day work shall be increased by 7½ per cent. in respect of all work done in the second or night shift.

HOURS.

3. The number of hours to constitute an ordinary week's work shall be 40.

TERMS OF ENGAGEMENT.

4. (a) Engagement may be by the week or by the hour. If by the week it shall be terminable on either side by a week's notice, which may be made to expire at any time during a week of the employment.

Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled to payment in respect of wages only up to such time of dismissal.

(b) If engagement is by the hour, the rates of wages shall be increased by 10 per cent. per week to cover payment for holidays and sick leave, but such amount shall not be taken into consideration when computing overtime, Sunday and holiday rates.

TIME OF BEGINNING AND ENDING WORK.

5. (a) The spread of hours shall be as follows:—

Day work—

Monday to Friday .. .. .	Time of Beginning. 8 a.m.	Time of Ending. 5 p.m.
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Where two shifts are worked—

Monday to Friday (day shift) .. .. .	6.30 a.m.	2.30 p.m.
Monday to Friday (afternoon shift) .. .. .	2.30 p.m.	10.30 p.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total length of any shift be increased.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift, or on Saturday, shall be time and a half for the first two hours, and thereafter double time. An employee recalled to work after having ceased for the day shall be paid for a minimum of two hours work at the appropriate rate.

FARE ALLOWANCE.

6. In addition to the amounts otherwise prescribed, an employee (other than on a distant job) as defined in clause 15) shall be paid an amount of 3s. 9d. per week as a fare allowance.

HOLIDAYS.

7. (a) An hourly employee shall be entitled to receive the following holidays without pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the day so substituted shall be observed.

(b) An employee on weekly engagement shall be entitled to the above-mentioned holidays without deduction of pay.

HOLIDAYS AND SUNDAY WORK.

8. All time worked on Sundays or on any of the holidays prescribed herein shall be paid for at the rate of double time. An employee required to work on a Sunday or holiday shall be paid for a minimum of two hours' work at the overtime rate.

"Rate of double time" for weekly employees shall mean as to the holidays set out an extra payment at the ordinary rate in addition to the rate ordinarily receivable.

**SPECIAL RATES.**  
*Confined Spaces.*

9. (a) Working in confined space (as defined), 6d. per hour extra.  
*Confined space* means a place the dimensions or nature of which necessitate working in a cramped position or without sufficient ventilation.

*Dirty Work.*

(b) Work which the engineer or inspector in charge of the job shall approve as being of an unusually dirty or offensive nature—4d. per hour extra.

A decision shall be given on the workman's claim within 48 hours of its being asked for (unless the 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.

(c) An employee spreading or floating metalcote shall be paid 1s. per day or any portion of a day in addition to his ordinary rate.

*Special Rates not Cumulative.*

(d) 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.

*Diving.*

(e) An employee when engaged in diving shall receive the sum of £1 16s. 3d. per dive, in lieu of his ordinary rate. A dive shall cover all time up to half a day including preparation before and after the dive.

The amount of £1 16s. 3d. is based upon a Basic Wage Group of 222s. to 226s. per week, and shall be automatically adjusted by increasing or decreasing the amount by 9d. for each increase or decrease or 5s. (in the aggregate) of such Basic Wage Group as shown in the schedule hereunder—

Basic Wage Group.	Adjusted Amount:
	£ s. d.
197s. to 201s. (inclusive) per week	1 12 6
202s. to 206s. (inclusive) per week	1 13 3
207s. to 211s. (inclusive) per week	1 14 0
212s. to 216s. (inclusive) per week	1 14 9
217s. to 221s. (inclusive) per week	1 15 6
222s. to 226s. (inclusive) per week	1 16 3
227s. to 231s. (inclusive) per week	1 17 0

Any extension of this table must be of the same construction as the table.

**SICK LEAVE.**

10. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 40 hours of working time in each year of service.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

**ANNUAL HOLIDAY.**

11. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946, No. 5111*, and any amendments which may be made thereto from time to time.

**WET WORK RATE.**

12. Men who in the ordinary course of their work are—

- (i) Wetted from feet to knees
  - (ii) Working on rafting or staging awash
- } shall be paid 1s. per day or portion of a day extra, irrespective of whether rubber boots are worn or not.

**CRIB TIME.**

13. A period of 25 minutes shall be allowed to shift workers for crib time, without deduction of pay.

**MEAL ALLOWANCE.**

14. An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work shall either be supplied with a meal by the employer or paid 4s., or if the work extends into a second meal hour 8s. for the two meals, but such payment need not be made to employees living in the same locality as their work and who can reasonably return home for meals.

**ALLOWANCES FOR DISTANT JOBS.**

15. (a) An employee who is directed by his employer to proceed to construction or maintenance work on a distant job and who complies with such direction shall be paid the following allowance in order to enable him to provide himself with suitable board and accommodation:—

- If employed on the job for less than a full working week . . . . . 12s. 9d. per day.
- If employed on the job for a full working week or longer at the rate of . . . . . 52s. 6d. per week (of seven days).

Provided that where suitable lodging and sleeping accommodation is not available the employer shall provide a hut or tent with such accommodation therein, including a stretcher and mattress but such provision shall not relieve the employer from his obligation to make the allowances specified above in this sub-clause.

Provided nevertheless that in the event of the employer providing the employee with suitable board as well as suitable lodging and sleeping accommodation the employer shall not be liable to pay any of the allowances prescribed by this sub-clause.

Provided further that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(b) An employee who has been directed by his employer to proceed to construction or maintenance work on a distant job may after three months' continuous service thereon, and thereafter at three-monthly periods of continuous service thereon, return to his home at a week-end. If he does so, he shall be paid the amount of a second class return railway fare on the pay-day which immediately follows the date on which he returns to the job, provided no delay not agreed to by the employer takes place in connexion with the employee's commencing of work on the morning of the working day following the week-end.

Provided, however, that if the work upon which the employee is engaged will terminate in the ordinary course within a further twenty-eight days after the expiration of any such period of three months as is hereinbefore mentioned then the provisions of this sub-clause shall not be applicable.

(c) For the purposes of this clause a "distant job" is one in respect of which the distance of which or the travelling facilities available to and from which make it reasonably necessary that the employee should live and sleep at some other place than his usual place of residence.

**TEA BREAK.**

16. A tea break of ten minutes' duration on each day or shift to be counted as time worked shall be allowed employees without deduction of pay. The employer shall fix the time of the tea break and shall provide the necessary labour to brew the tea at the commencement of the tea break.

**HOT WATER.**

17. The employer shall make provision where practicable for the supply of hot water during meal hours.

**CHANGING TIME.**

18. When an employee, in the course of his work, falls or is knocked into water, not more than one hour without deduction of pay shall be allowed to enable him to change into dry clothing.

**MIXED FUNCTIONS.**

19. Where an employee is required to do, and does on any one day for a time exceeding four hours in the aggregate, work for which a higher rate is prescribed than for other work done by him on that day, he shall be paid at not less than such higher rate for all work done by him on that day.

**TOOL ALLOWANCE.**

20. A wharf carpenter shall be paid a tool allowance of 2s. 6d. per week in addition to his ordinary wage.

**TRANSPORT OF INJURED OR SICK EMPLOYEES.**

21. An employer shall take immediate action to provide for an employee, if required, the necessary transport in the case of sickness or injury arising out of the normal duties of such employee.

**SHELTER, ETC.**

22. Where operations are continuously carried on each employer shall provide suitable dressing accommodation with a concrete or timber floor, and including seating and clothes hanging facilities on all jobs. Where three or more men are employed, and the work is estimated to last one week or more, a shelter shed based on six square feet per person with a minimum of 50 square feet, shall be provided. Such shed shall be for the exclusive use of workmen and not used for the storage of tools or other materials.

**First Aid Outfit.**

23. At all 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, carbolyzed .. .. .	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 .. .. .	

**PERIODICAL ADJUSTMENT OF WAGES.**

24. The wages rates set out in clause 2 are based upon the following basic wage, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such Basic Wage as proscribed by clause 25.

**BASIC WAGE.**

Place.	Basic Wage. (Adjustable).	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 11 4 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

25. (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 November, 1952, the amount of the basic wage shall be as prescribed in clause 24.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, 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 numbers 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 adjustable wages of apprentices and improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

## MARGINAL RATES.

26. In addition to the basic wage provided in clause 24, the margins set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins per Week.
	s. d.
Leading hand, i.e., a person in charge of not less than—	
(a) three nor more than ten employees .. .. .	50 3
(b) eleven nor more than fifteen employees .. .. .	53 3
Pile-driver .. .. .	47 3
Pile-driver's offsider .. .. .	25 0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, bescons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways .. .. .	44 3
Oxy acetylene burner on demolition work .. .. .	44 3
Saw sharpener .. .. .	43 6
Machine borer .. .. .	25 0
Cleater .. .. .	22 0
Cradle or squarer .. .. .	22 0
Hand borer .. .. .	20 0
Wharf carpenter's assistant .. .. .	20 0
Diver's assistant .. .. .	20 0
Dumper .. .. .	17 6
Other demolition workers .. .. .	17 6
Barge hand on shore plant .. .. .	17 0
All others .. .. .	17 0
<b>CONCRETE WORK.</b>	
Pneumatic pick user or jack hammer-man .. .. .	23 0
Concrete floater .. .. .	22 0
Mixer operator .. .. .	22 0
Men filling moulds .. .. .	20 0
Gaugers, i.e., persons filling gauged barrows or boxes .. .. .	20 0
Other mixers .. .. .	20 0
Men employed on reinforcements .. .. .	20 0
Barrowmen or general labourers .. .. .	17 0

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 28th July, 1952.





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Published by Authority.

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

No. 783]

WEDNESDAY, SEPTEMBER 3.

[1952

Factories and Shops Acts.

## DETERMINATION OF THE ENTERTAINMENT EMPLOYEES (PERFORMERS) 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 (other than persons subject to the jurisdiction of any Wages Board heretofore appointed) engaged as performers in radio or other entertainments conducted for private gain has made the following Determination, namely:—

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

### PART I.—Theatrical or Other Entertainments.

(OTHER THAN RADIO ENTERTAINMENTS.)

#### RATES OF PAY.

2. The minimum rates of pay to be paid by an employer to an employee for work, inclusive of work in or incidental to either performances or rehearsals or both, shall be as set out hereunder:—

#### A—CLASS "A" PRODUCTIONS.

<i>Engaged by the Week—</i>	(Per Week)
	£ s. d.
(i) Actor (18 years of age and over) .. .. .	9 11 0
(ii) Actress (18 years of age and over) .. .. .	9 0 0
(iii) Male engaged in the chorus or ballet (18 years of age and over) .. .. .	8 1 0
(iv) Female engaged in the chorus or ballet (18 years of age and over) .. .. .	7 1 0
(v) Supernumeraries engaged by the week shall be paid 5s. for each rehearsal and 6s. for each performance with a minimum payment per week of £2 10s. Supernumeraries on tour shall be paid the applicable chorus or ballet rates of pay together with "on tour allowances" as hereinafter prescribed.	
(vi) Walking understudy and/or supernumerary understudying one of the other roles in the production and speaking not more than 80 words in the production	
(a) Male (not on tour) .. .. .	8 11 0
(on tour) .. .. .	9 11 0
(b) Female (not on tour) .. .. .	7 17 0
(on tour) .. .. .	9 0 0
(vii) A member of the chorus or ballet speaking not less than seven lines containing in the aggregate not less than 30 words shall be paid an additional sum of not less than 10s. per week.	
(viii) Juveniles—	
(a) Male	
Under 14 years of age and not under sub-clause (c) hereof .. .. .	2 15 0
14 years of age and under 16 years of age .. .. .	3 10 0
16 years of age and under 18 years of age (not on tour) .. .. .	4 10 0
(on tour) .. .. .	6 10 0
(b) Female	
Under 14 years of age and not under sub-clause (c) hereof .. .. .	2 15 0
14 years of age and under 16 years of age .. .. .	3 10 0
16 years of age and under 18 years of age (not on tour) .. .. .	4 10 0
(on tour) .. .. .	5 10 0
(c) Children under fourteen years of age who are engaged in pantomime who do not appear in night performances shall be paid £1 per week for 6 performances or £1 12s. 6d., for 12 performances and shall perform one rehearsal on the stage before commencement of production without payment. The material for the wardrobe for these children shall be supplied by the employers; if the employer makes the costume it shall remain the employers' property but otherwise it shall be the property of the child.	

- (ix) When "on tour" the following "on tour allowances" shall be added to the rates hereinbefore specified:—
- |   | (Per Week)<br>£ s. d. |
|---|-----------------------|
| (a) Playing in Melbourne .. .. .              | 1 1 0                 |
| (b) Playing in other cities and towns .. .. . | 1 11 0                |
- (x) A member of the ballet or chorus who acts as deputy ballet or chorus master or mistress or who, under the instructions and supervision of the producer or stage manager supervises the numbers or acts to be performed by the ballet or chorus during a performance shall be paid not less than 16s. per week in addition to the per week rate.
- (xi) If an employee is required by his or her employer to act as understudy he or she shall be paid an additional five (5) shillings per week for each part understudied as required except that in cases where the part or one of the parts understudied is that of the leading actor or comedian or leading actress or comedienne ten shillings per week shall be paid for that part instead of or in addition to the five shillings as the case may be.

**B—CLASS "B" PRODUCTIONS.**

NOTE.—In the case of any theatrical performance conducted in a temporary structure in the city of Melbourne, such performance shall be classified as a B Class production only if such performance is conducted at a distance which is not less than two miles from the Town Hall in the City of Melbourne, and provided also, that maximum admission charge to such performance is not more than five shillings exclusive of any entertainment tax.

- |   | (Per Week)<br>£ s. d. |
|---|-----------------------|
| (i) Actor or Actress (17 years of age and over) .. .. .   | 9 6 0                 |
| (ii) Male engaged in the chorus or ballet (17 years of age and over) .. .. .  | 8 1 0                 |
| (iii) Female engaged in the chorus or ballet (17 years of age and over) .. .. .   | 6 17 0                |
| (iv) Juveniles (i.e. those employees who are not more than 16 years of age): The appropriate rates provided in sub-clause A hereof. |                       |
| (v) When "on tour" the sum of £1 5s. "on tour allowance" shall be added to the rates hereinbefore specified.                        |                       |

**C—AGGREGATE PAYMENTS.**

Notwithstanding any contract or arrangement no employee engaged by the week shall be paid or receive from his employer in respect of the whole period of his employment an aggregate of payments and allowances less than the aggregate of the minimum payments and allowances for ordinary work, overtime work, extra performances, and travelling fares and expenses payable to or receivable by an employee under this Determination in respect of similar employment in the absence of any such contract or arrangement.

**REHEARSALS.**

3. A person who attends rehearsals at the direction of an employer for a future production and who is not at that time employed in any current production by that employer shall for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production be paid as follows:—

- (a) Actors and Actresses—Musical Productions and Variety—
- |   | Per Week<br>£ s. d. |
|---|---------------------|
| Up to 24 hours' rehearsal per week .. .. .                                  | 3 0 0               |
| More than 24 and not more than 36 hours' rehearsal per week .. .. .         | 4 10 0              |
| More than 36 and not more than 48 hours' rehearsal per week .. .. .         | 6 0 0               |
| All work in excess of 48 hours per week shall be paid for at overtime rate. |                     |
- (b) Actors and Actresses—Legitimate Productions.
- |   |       |
|---|-------|
| Up to 30 hours' rehearsals per week .. .. .   | 3 0 0 |
| All work in excess of 30 hours per week shall be paid for at rates to be arranged between the employer and the Union. |       |
- (c) Ballet, Chorus, Showgirls, &c.
- |   |  |
|---|--|
| Up to 24 hours' rehearsals per week—one half of the appropriate per week rate prescribed in clause 2 hereof.                                |  |
| More than 24 and not more than 36 hours' rehearsals per week—three quarters of the appropriate per week rate prescribed in clause 2 hereof. |  |
| More than 36 and not more than 48 hours' rehearsals per week—the appropriate per week rate prescribed in clause 2 hereof.                   |  |
| All work in excess of 48 hours per week shall be paid for at overtime rate.   |  |
- (d) Rehearsal hours shall (subject to clause 15 hereof) be at the discretion of the employer.
- (e) No rehearsal shall be called on Christmas Day, Good Friday or on a Sunday except in an emergency and in that case the employee shall be paid one-third of the prescribed per week rate for any work carried out on that day.
- (f) Rehearsals for supernumeraries may be called at any time mutually agreed on between the employer and the Union. Such rehearsals shall not exceed two and a half hours in length.

**CASUAL ENGAGEMENTS.**

4. (a) Casual employees (other than supernumeraries) shall for each performance be paid one-sixth, plus 15 per cent thereof, of the appropriate per week rate. The maximum length of such a performance shall be three hours (exclusive of making up and taking off &c.).

(b) In the case of actors, actresses, and dance band vocalists the foregoing casual rate shall include one rehearsal of not more than 2 hours' duration and which shall be held not more than 48 hours before the time of the performance.

(c) In the case of vaudeville, variety acts, specialty artists, specialists, singers, dancers, chorus and ballet, the foregoing casual rate shall include one rehearsal of not more than one hour's duration and which shall be held not more than 48 hours before the time of the performance.

(d) Any rehearsal required by the employer additional to the foregoing shall be paid for at the rate of 7s. 6d. for two hours (minimum) and over and above two hours at the rate of 2s. per half hour or part thereof, provided, however, that if the employee desires to leave the rehearsal before the completion of two hours, payment shall be at the rate of 2s. per half hour or part thereof for the time actually worked.

(e) Casual supernumeraries shall for each day of employment be paid as follows:—

	Per Day s. d.
For attending a rehearsal and performance in one day .. .. .	16 0
For attending two performances in one day .. .. .	15 0
For attending a performance only in one day .. .. .	7 0
For attending a rehearsal only in one day .. .. .	8 0

**TRAVELLING.**

5. (a) An employee who lives in and is under casual engagement to perform any work at any place outside the Metropolitan area shall have first class rail or other transport provided by the employer and if required to travel at night shall be provided with a sleeping compartment in the case of rail travel. Should the employer not provide such sleeping compartment the employer shall pay to the employee the sum usually charged to the employer by the Railway Authorities therefor.



(b) The employer shall provide reasonable accommodation at a hotel or boarding house for any such casual employee who is obliged to remain and lodge overnight at any place other than his usual place of abode and in default thereof shall pay such employee the sum of 12s. 6d. for each night that the employee is obliged to remain and lodge overnight at any place other than his usual place of abode, and shall also provide the employee with suitable meals or in lieu of each such meal the employer shall pay the employee the sum of 2s. 6d. per meal.

(c) Should the total time of an employee's absence from the Metropolitan area plus the time occupied in the outward and return journey of a casual employee travelling to and from employment outside such Metropolitan area exceed twenty-four hours, such employee shall be paid in addition to the applicable rate one half of the casual rates hereinbefore provided for each period of twelve hours or part thereof of such excess, in addition to the provision of lodging.

(d) An employee engaged by the week, when travelling on duty, shall be provided by his employer with first class accommodation by rail.

(e) A weekly employee, when travelling on duty at night by train, shall be provided with sleeping accommodation, and if such sleeping accommodation is not available the employee shall be paid the sum which would be charged to the employer by the railway department for such sleeping accommodation if it were available.

(f) Employees engaged by the week while on tour shall be paid their weekly wages from the time the employees leave the place of engagement until they return to that place at the end of the tour, broken weeks at the beginning of the tour to be paid for *pro rata*, and the days of departure and return other than Sundays to be each counted as one day worked.

(g) Provided that where employees engaged in performances of a B class production, travel by rail on rail lines which are not reasonably considered as main lines, but could be construed as branch lines, it shall be allowable for the employer to provide such employees with second class rail accommodation if the distance to be travelled to the next town of performance is less than 100 miles. Where such employees travel at night on rail lines where sleeping compartments are not provided the employer shall be exempt from sub-clause (e) of this clause if he ensures that not more than four employees travel in each compartment.

(h) Where employees are required to travel by land transport other than rail transport, the employer shall ensure adequate and comfortable and covered conveyances with seating for each employee.

#### AGREEMENT FOR LOWER RATES.

6. Where the Federal or State Executive of the Union agrees with any employer that for special reasons rates lower than those prescribed herein should be accepted by an employee, such lower rates may be agreed upon between the said Union and the employer and paid.

#### SPECIAL ATTENDANCES.

7. If for the purpose of wardrobe, photography, or any other matter connected with an employer's business, he requires an employee to attend at any place before the commencement of his period of employment, he shall pay the employee for the time of such attendance *pro rata* at the minimum rate prescribed for the employee by clause 2 of this Determination with a minimum payment as for three hours.

This time of any such attendance during the period of employment shall be counted as time worked.

#### WAGES WHEN PAID.

8. Wages shall be paid to an employee without any deductions (other than advances on account of wages, fines or tax or other deductions which the employer is bound by law to deduct) not later than 10 p.m. on the Friday of each week, except in the case of a broken week, when payment shall be made not later than the same hour on the night of the last performance: Provided that should any employee be short paid or over paid in any week, in the case of short payment he shall receive the amount short paid on the following pay day or as soon thereafter as possible, and in the case of over payment, the amount overpaid shall be deducted from the employee's wage on the following pay day or as soon thereafter as possible: Provided further that this clause shall not affect sub-clause (f) of clause 9 and clauses 11 and 20 of this Determination.

#### ENGAGEMENT.

9. (a) In the case of employees not engaged for a tour and not paid the rates for those casually engaged, the employment shall be terminated on either side only by a week's notice, either given in writing or plainly posted up on the call board or other place seen by the employees in the ordinary course of their employment, which notice may be given at any time during the week, and the employee shall only be entitled to payment *pro rata* for the time up to the expiration of the notice.

(b) In the case of an employee engaged for a tour the employment shall continue until the employee is returned to the place of engagement, but may, in the absence of any agreement to the contrary, be then terminated without notice. Should the employee leave the employer's employ during the course of the tour such employee shall be responsible for his own return fare unless such leaving be justified by and directly attributable to a breach of the Determination by the employer with respect to such employee during the employment, in which case the fare shall be payable by the employer.

(c) If any work is done by an employee for the employer after the time of the expiration of the notice under sub-clause (a) hereof or after the termination of a touring engagement under sub-clause (b) hereof otherwise than in pursuance of a separate weekly or touring engagement, it shall be paid for at casual rates.

(d) Employees, to become entitled to be treated as being engaged by the week, must perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(e) Nothing in this Determination shall affect any legal right of an employer to dismiss without notice any employee, whether on tour or not, for malingering, neglect of duty or misconduct; and in case of such dismissal, wages shall be payable for the employment up to, but not after, the time of the dismissal.

(f) Notwithstanding anything contained in this Determination an employer may deduct payment of wages for any day on which an employee cannot be employed in his usual class of employment because of—

- (i) any strike;
- (ii) any breakdown of machinery;
- (iii) any stoppage of work unavoidable by the employer.

#### TRY-OUTS.

10. The engagement shall not be deemed to have commenced until after a "try-out" if such try-out is desired; and an employee shall not be entitled to any payment until he or she is definitely engaged, except as prescribed herein and for any rehearsals as prescribed in this Determination. Any try-out involving an appearance in public shall be paid for at the prescribed casual rate for the class of employee in question and any try-out not involving public appearance shall not be paid for unless the number thereof exceeds three in any calendar month, in which case there shall be paid for each try-out in excess the casual rate as aforesaid. No try-out shall be held on a Sunday.

#### ABSENCE FROM DUTY.

11. (a) Any employee paid per week absent from duty shall lose pay proportionate to the time of such absence unless he produces or forwards to his employer within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the absence was reasonable, because of either—

- (i) Any illness of himself due neither to his own default nor to accident arising otherwise than out of and in the course of his employment;
- or
- (ii) any bodily injury to himself caused by accident arising out of and in the course of his employment.

(b) If any dispute shall arise as to deduction of pay on the ground that satisfactory evidence has not been produced or forwarded, the question whether the evidence should have been accepted by the employer as satisfactory may be determined by the local secretary or other authorized representative of the Union and the employer or his representative.

(c) This clause shall not affect any right of the employer to determine the employment in accordance with clause 9 of this Determination.

#### HOURS.

12. Hours of duty shall not exceed 8½ in any one day nor 96 in any one fortnight, including both performances and rehearsals.

#### OVERTIME.

13. (a) For all time worked over 8½ hours in any one day or 96 hours in any one fortnight, the employee shall be paid at the rate of time and a quarter.

(b) If an employee is detained in the theatre by the employer or his representative until after 11.30 p.m. he or she shall be paid for the time he or she is detained after 11.30 p.m. at the rate of time and a half.

(c) If a female employee is detained too late to travel by the last tram or train to her home (temporary or permanent), as the case may be, the employer shall provide for her proper conveyance to her home. This provision shall also apply to a male employee if his home is more than a mile from the theatre.

#### TIMES OF PERFORMANCE AND REHEARSAL.

14. (a) Where a rehearsal is held on the same day as a performance the rehearsal shall not exceed 4½ hours in duration. Such rehearsal shall not commence before 10 a.m. and shall finish at or before 4 p.m., with an interval of at least one hour, or at the employer's option the rehearsal may commence at 10 a.m. and continue until 1.30 p.m. without any interval. If no performance is held on the same day as a rehearsal, such rehearsal shall not exceed 8½ hours in duration, with an interval of at least one hour. The employee shall be dressed and ready to begin rehearsal at the time fixed to start. Each of the intervals shall contain at least one continuous hour clear of any dressing, undressing, re-dressing, making-up or other work. The said intervals shall be given during the period between the hours of noon and 2 p.m. and 6 p.m. and 8 p.m. as the case may be. If the aforesaid hours are exceeded or the said continuous clear hour is curtailed, overtime shall be paid for the extra time worked or for the time of the curtailment.

(b) Where in the ordinary course of business not more than eight performances are given in any one week, no call of any kind shall be made on a day where more than one performance is given except in case of emergency.

#### TIME FOR DRESSING.

15. Thirty minutes shall be allowed an employee for preparatory duties incidental to a performance such as undressing, making-up and re-dressing, and fifteen minutes shall be allowed after a performance for undressing, washing off grease paint, and re-dressing; such time shall count as working time.

#### NUMBER OF PERFORMANCES.

16. (a) The wages prescribed in paragraphs (i), (ii), (iii), (iv), (vi), (vii), and (viii) of clause 2 of this Determination as adjusted under clause 51 of this Determination shall be the weekly wage for the purposes of calculating hourly rates, overtime, Sunday and holiday rates, rehearsal rates under clause 3 of this Determination and any other rates of pay based on the weekly wage.

(b) When extra performances exceeding eight, but not exceeding twelve are presented in Christmas week, Easter week or during the pantomime season in December, and January, employees shall be paid a total of one-ninth of their weekly wage extra for such performances.

(c) When an extra performance is presented in any week in which a public holiday occurs, employees shall be paid one-ninth of their weekly wage extra for such performance.

(d) Where employees give more than eight performances in any one week they shall be paid one-eighth of their weekly wage extra for each such additional performance.

(e) In the circumstances set out in sub-clause (b) hereof, employees (being in the chorus or Ballet), shall in addition be entitled to holidays equal to one-twenty-fifth of the period worked for twelve performances per week or alternatively shall be entitled to payment in lieu thereof.

(f) In the case of B class productions (as defined in B of clause 2 of this Determination) when extra performances exceeding 8, but not exceeding 12 are presented during a season of not more than 3 weeks commencing on Boxing Day, and which includes presentation of pantomime, employees shall receive in addition to their usual weekly wage and in addition to any "on tour allowance" for which they may qualify the following additional sums:—

(i) For each performance in excess of 8 up to and including an eleventh performance in one week—a sum equal to 10 per cent of the employee's total weekly wage and allowance for each such performance.

(ii) For a twelfth performance in any one week—a sum equal to 5 per cent of the employee's total weekly wage and allowance.

(iii) For each performance over and above 12 in any such week—a sum equal to one eighth of the employee's total weekly wage and allowance for each such performance.

(iv) When extra performances exceeding eight are given in any other circumstances in respect of B class productions the employee shall receive in addition to his week's wage a sum equalling one eighth of the employee's weekly wage in addition to such wage and allowance for each performance over and above 8.

#### SUNDAYS AND PUBLIC HOLIDAYS.

17. For any work done on Sundays or public holidays, payment shall be made at least as follows:—

(a) On Sundays—

(i) If the engagement is by the week, one-third of the weekly wage received by the employee in addition to his wage for the week.

(ii) If the engagement is not by the week, at least double the prescribed minimum per day rate.

(b) On Good Friday, Christmas Day and Labour Day—

(i) If the engagement is by the week, one-sixth of the weekly wage received by the employee in addition to his wage for the week or tour.

(ii) If the engagement is not by the week, double the prescribed minimum per day rate.

(c) On other holidays—

(i) If the engagement is by the week, one-twelfth of the weekly wage received by the employee in addition to his wage for the week or tour.

(ii) If the engagement is not by the week, one and a half times the prescribed minimum rate per day.

The said other holidays are the days observed as New Year's Day, Australia Day, Easter Monday, Anzac Day, Queen's Birthday, Boxing Day and all other days regarded and observed as holidays throughout the State, but where any of the holidays named are observed on different days in different parts of the State, employees shall only be entitled to extra payment from the one employer for work on one of such days in each year.

(d) In the case of employees engaged by the week, if by reason of any of the holidays referred to in this clause being a holiday no work is done thereon, the wage for the week or tour shall nevertheless be paid without deduction therefor and such holiday shall, for the purpose of clause 13 of this Determination be treated as if there had occurred thereon one of the eight or two of the twelve performances for which that clause provides.

(e) If an employee is required by his employer to travel on a Sunday, he shall, unless he is paid in pursuance of this clause for working on the said Sunday, receive therefor, if engaged by the week one-twelfth, or if not so engaged, one-half of the prescribed minimum per week or per day rate appropriate for him.

## TRANSPORTATION OF LUGGAGE.

18. All luggage required by the employee in the execution of his duties shall be taken from the wharf or railway station to the theatre and from the theatre to the wharf or railway station, and from theatre to theatre, at the employer's expense. All reasonable care, but no responsibility, shall be taken by the employer.

In the case of canvas theatres (country touring tent shows) if the employer's canvas theatre or other place of performance is over half a mile by the shortest available route from the wharf or railway station and there are no trams or other public transport services readily available at the time of arrival or departure of the employees for the commencement or at the conclusion of the show in the town the employer shall at his expense provide transport for the employees and their luggage to and from the station or wharf and the place of performance.

## WARDROBE AND MAKE-UP.

19. (a) The employer shall provide make-up for supernumeraries when such employees are not receiving at least the prescribed chorus or ballet rates of pay.

(b) Actors and Actresses shall provide their own make-up. When the employer requires the employee to use special body make-up (other than facial or in cases of specialty acts) the employer shall provide such make-up.

(c) The employer shall provide wardrobe "wigs" and appurtenances required by him to be used in performance or rehearsal and they must be clean when so provided.

(d) All laundry made necessary by the work of the employee for the employer shall be done at the employer's expense.

## PENALTY FOR BREACH OF DUTY.

20. An employer may at his discretion inflict a fine of 5s. upon an employee or suspend him for one performance with loss of pay or instantly dismiss him for any unpunctuality or missing of an entrance, or any dereliction of duty during a performance and/or rehearsal: Provided that whenever a penalty as aforesaid has been imposed the employer shall when paying the employee give a written notice to the employee so penalised stating the amount of the fine, and the offence committed and the date thereof, and the employee shall have the right of appeal to a committee of two, one to be nominated by the employee and the other by the employer or his representative.

## TIME BOOKS TO BE KEPT, ETC.

21. (a) The employer shall keep a time book or time sheet properly posted in ink, showing the names of and times worked by each employee, and the wages paid to each employee from week to week.

(b) The time book or time sheet shall, after all the time worked previous to the entry by an employee has been entered therein, be produced to such employee, and such entry if correct, shall be vouched by his signature in the time book or time sheet, and the entries of the time so worked may be checked by an accredited representative of the Union if he be available at the place of business and by the employer's representative who shall, if the entries be correct, vouch for them by their signatures in the time book or time sheet.

(c) The time book or time sheet with all the entries therein, and the relevant wages' receipts shall on demand, be produced by the employer for inspection at the place where they are kept, at any time between the hours of 10 a.m. and 1 p.m. during any day except pay day, to an official of the Union who has been authorized in writing to inspect the same by the General Secretary or Secretary of the State Branch or Division of the Union. One clear day's notice, setting out the grounds for desiring such inspection, shall be given to the employer of any intended inspection. No authority to inspect shall be given by the Union unless the General Secretary or State Branch or Divisional Secretary has good reason to suspect that a breach of this Determination has been committed by the employer, whose time book or time sheet or wages' receipts are to be inspected.

## ACCESS FOR UNION REPRESENTATIVE.

22. The President and General Secretary or any other two officers of the Union, duly authorized in writing, shall, not more than three times in any one week, have access to any place of rehearsal and/or performance to interview employees when they are off duty. The Union representatives shall not attempt to interview any employee on or in the precincts of the stage during any actual performance or rehearsal and shall not detain any employee from making an entrance.

## DEFINITIONS.

23. (a) "Union" means the Actors' and Announcers' Equity Association of Australia.

(b) "Engaged by the week" means being engaged for at least a week of employment terminable only in the manner prescribed by clause 9 of this Determination or being engaged for employment to last longer than a week.

(c) "Engaged casually" means being engaged otherwise than by the week.

(d) "Actor or Actress" means a person who takes part in a performance and is required to speak by himself or herself in the aggregate more than 80 words, or to sing by himself or herself more than 40 bars of music, or to dance solo more than 40 bars of music, or to perform any specialty.

(e) "Supernumerary" means a person who takes part in a performance, but is not required therein to speak by himself or herself in the aggregate more than two, or in Shakespearean productions more than five lines, exclusive of shouts, exclamations and utterances marked by authors or stage direction for all (Omnes) the players on the stage to speak at the same time, or required to sing in the aggregate more than sixteen, or in Shakespearean productions more than thirty-two bars of the musical score, if any, and includes anyone appearing as extra lady, show girl or mannequin.

(f) "Time and a quarter", "time and a half" and "double time" used in relation to pay, respectively mean at the rate of one and a quarter, one and a half and twice the actual pay of the employee in question, calculated *pro rata* for the time for which the payment is to be made.

(g) "Playing" means taking part in an actual performance.

(h) "On tour" means being away at the direction of the employer from the actual city, town or other place where the employee was originally engaged by the employer.

(i) "Hometown" means the city or town where the employee was actually engaged by the employer.

(j) "Variety" (performance or production) means a production which contains a number of variety or vaudeville acts and which is not connected by a single or central theme or plot. It may or may not contain a ballet or chorus.

(k) "Run of the show"—"Run of the play"—"Run of the piece" means the period which in any one city commences on the opening night or day of a production and concludes on the last day or night of the presentation of the production in that city.

(l) "Call" means a call or direction to the employee by the employer to attend at a rehearsal at a particular time, or at a particular place and time for the purpose of photography, wardrobe or other legitimate reason.

(m) "Wages" means the rate of wage per week paid to an employee and is exclusive of any overtime or additional payments such as (but not limited to) overtime, holiday remuneration, additional performances, travelling, understudy, ballet or chorus master or mistress rates and the appropriate on tour or travelling allowance.

(n) "Pantomime" is a production with an appeal primarily for children presented during the Christmas holiday period and shall include (in addition to the nursery stories and fairy tales hitherto presented as Pantomime) such productions as "Peter Pan", "Alice in Wonderland", "The Wizard of Oz", "Snow White and the Seven Dwarfs" and the like.

**PART II.—Radio Entertainments.**

**RECORDING.**

*Casual Employees.*

24. (a) These, whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows :—

Musical presentations—	£	s.	d.
Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per “side” .. .. .	1	7	9
Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof .. .. .	0	9	3
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of .. .. .	1	7	9
Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d .. .. .	0	11	9
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.			
When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of .. .. .	0	15	3
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour or “side.”			
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of .. .. .	0	8	9
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus.			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½) hours or part thereof of .. .. .	0	8	9
“Legitimate” or “Straight” presentations—			
Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per “side” .. .. .	1	7	9
Beyond one (1) hour on any one day for each quarter (¼) of an hour or part thereof .. .. .	0	9	3
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of .. .. .	1	7	9
Preliminary rehearsals in which no recording is done per hour or part thereof .. .. .	0	15	3
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means			

*Weekly Employees.*

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid .. .. . 14 6 0

For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half.

*Provided that—*

Any such employee who in any week takes part in more than twelve (12) recorded “sides of fifteen (15) minutes” shall for each “side” in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.

If the hours of work of any such employee on any one day are “scattered” so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

**COMMERCIAL ANNOUNCEMENTS.**

25. Actors and actresses when used as such or as announcers, comperes or commentators, shall for each hour or part thereof be paid .. .. . 1 7 9

If used in more than one half (½) the aggregate number of announcements in any one hour, an additional amount of .. .. . 0 15 3

**LIVE SHOWS, ACTUAL BROADCASTS, ETC.**

*Casual Employees.*

26. (a) These whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows :—

Musical presentations—	£	s.	d.
Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half (1½) hours—per fifteen (15) minute broadcast .. .. .	1	7	9
Rehearsal beyond one and a half (1½) hours on any one day, for every quarter (¼) hour or part thereof .. .. .	0	9	3
Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of .. .. .	1	7	9
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.) .. .. .	0	11	9
When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of .. .. .	0	15	3
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour broadcast or performance.			
“Legitimate” or “Straight” presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance .. .. .	1	7	9
Beyond one (1) hour on any one day for every quarter (¼) of an hour or part thereof .. .. .	0	9	3
Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with minimum per call of .. .. .	1	7	9
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof .. .. .	0	15	3
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of .. .. .	0	8	9
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½ hrs.) or part thereof .. .. .	0	8	9

*Weekly Employees.*

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week—

These employees whether actors, actresses, or radio artists, shall for a week's work be paid .. .. . £ s. d.  
14 6 0

For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one "side," such singer shall be paid for each solo item beyond the first in the same programme the sum of .. .. . £ s. d.  
0 15 3

Rehearsal time for each such solo item beyond the first shall be one half (½) the rehearsal time allowed for the first period of fifteen (15) minutes or one "side."

**SPECIAL RATES.**

27. Double time shall be the special rate payable for all work done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, and Boxing Day. But if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable for work done only on the day so substituted.

**AUDITIONS, SAMPLE RECORDINGS, OR TRIAL BROADCASTS.**

28. These according to their specific type as set out in this Determination, and whether broadcast for public or private purposes, or recorded for any reason whatever, shall be paid for in full, but this shall not apply to any voice test in private unless it entails a previous rehearsal.

**REMAKES OF RECORDINGS.**

29. Should a remake be necessary owing to the mistake of any member of the cast, the remake shall be made by the cast without charge provided that no longer interval occurs than is necessary for a replay of the disc, for which time the cast shall remain in attendance.

If the necessity for a remake owing to such mistake is not discovered until later than as aforesaid the cast shall perform the remake at half rates, and if the remake is necessary owing to any technical fault or to any mistake other than that of one of its members, the cast shall be paid as for a new recording.

In the event of a power cut interrupting the work for which the artist has been called, such artist shall be paid at the rate of 12s. 6d. for each hour or part thereof already worked.

**PERFORMANCES BY MEMBERS OF STAFF.**

30. Where a member of the management's staff, other than an actor, or actress, is called upon to perform any duty within the scope of this Determination he shall be paid a sum not less than that payable under this Determination for the particular duty so performed, except where such member receives a staff salary or wages greater than the minimum weekly pay herein prescribed for an actor or actress. Provided that when process discs are being recorded he shall be paid the sum as prescribed in clause 24 in addition to his ordinary salary or wages.

**BROADCASTS OR RECORDING IN THE PRESENCE OF AN AUDIENCE.**

31. Where a broadcast or a recording is made before an audience, members generally of which have paid for admission, each employee taking part in such broadcast or recording shall be paid the additional sum of one quarter (¼) the rate to which he is otherwise entitled, but this shall not apply to community singing advertised and/or announced as such, or to performances of which fifty per cent. at least of the proceeds is donated to charity.

**MAKE-UP.**

32. (a) Make-up in excess of that normally provided by an actor, or actress, shall be provided at the expense of the management and all dress other than that usually and ordinarily worn by the employee (i.e., such dress as would be worn to and from the place of employment) shall be provided by the management in a clean and fresh condition. The employee shall nevertheless, if so required by the management, provide one dinner dress in a reasonably good condition.

(b) Any cleaning or laundering made necessary by such make-up or by "Business" occasioned for the management's benefit shall be at its expense, but cleaning or laundering which in the ordinary course of events is necessary is excluded from this rule.

**LATE ARRIVALS.**

33. If an employee is late for a call, the burden shall be borne by the cast. If a producer or any person other than one of the actors, or actresses, delays the rehearsal or recording the burden shall be borne by the management.

**CANCELLED CALLS.**

34. Should a call be cancelled within twelve (12) hours of the time of such call for any reason other than the non-attendance of an employee the call shall be paid for in full.

**MEAL BREAKS.**

35. One hour shall be allowed for lunch between 12 o'clock noon and 2 p.m. and one hour for dinner between 5 p.m. and 7 p.m. or at a time to be agreed upon. Should the cast require a "break" for morning or afternoon tea, the time thus occupied shall not be counted as in the time of employment.

**PHOTOGRAPH CALLS.**

36. All photograph and publicity calls shall be paid for at rehearsal rates.

**TIME SHEETS.**

37. Every employee shall sign a time sheet provided by the management whereon shall be shown the time occupied, number of records, and footage of films. A copy of this time sheet, together with pay sheets, shall be open for inspection by Actors' Equity representatives if required for checking purposes.

**NOTICE BOARD.**

38. The management shall provide and place in a position a suitable and easy of access notice board for the display of announcements and notices, and on which the Actors' Equity shall have the right to place relevant notices.

**ACCESS.**

39. Actors' Equity officials, provided they are duly authorized in writing, shall have access to broadcasting or recording premises for the purpose of interviewing members, when off duty, on union matters, the place of the interview to be arranged between the Actors' Equity and the management, and to be reasonably suitable for the purpose.

**ACTORS' EQUITY MEMBERSHIP.**

40. No objection shall be taken to nor shall any discrimination be exercised against any employee because of Equity membership or activity.

**ONE EMPLOYEE—ONE PART.**

41. A broadcast or recording shall be taken as the performance by an employee of one part or character only. In the event of an employee being required to perform more than one part or character he shall be paid an additional sum of one quarter ( $\frac{1}{4}$ ) the prescribed amount, but only if and when the additional part or parts consists of more than 25 words in the aggregate.

**SOUND EFFECTS.**

42. Should an actor be required to produce sound effects not incidental to his particular part in the broadcasting or recording he shall be paid an additional sum of one quarter ( $\frac{1}{4}$ ) the prescribed amount.

**TRAVELLING.**

43. First class return fares and reserved seats, wherever obtainable, shall be provided by the management for all employees who may be required to travel in the management's interests. When such travel involves any employee spending the night in the train he shall be provided with a sleeping berth at the expense of the management wherever such berth is procurable, and where not procurable the employee shall be paid the sum usually charged to the public by the Railway Commissioners.

**PRODUCERS AND ASSISTANT PRODUCERS.**

44. These shall be paid at not less than actors' rates.

**STAR ARTISTS.**

45. Where an artist is announced as "starred" in any broadcast or recording he shall be paid an additional sum of not less than one quarter ( $\frac{1}{4}$ ) the prescribed rate.

**PAYMENT OF WAGES.**

46. Casual employees shall be paid within 24 hours after the termination of their work. Weekly employees shall be paid weekly and not later than Friday of each week.

**RATES FOR CHILDREN.**

47. Children shall be paid at one half ( $\frac{1}{2}$ ) the rates specified in clauses 24 to 26 inclusive

**DETENTION.**

48. If a female employee is detained by the employer beyond the hour of 11.30 p.m. the employer shall provide for her proper conveyance to her home whether temporary or permanent. This provision shall apply also to a male employee who is so detained after the hour of midnight.

**BROADCAST OF RELIGIOUS SERVICES.**

49. Nothing in this Determination shall apply to the broadcasting of religious services.

**DEFINITIONS.**

50. "Actor" or "Actress" means a person who, having previously so appeared three times within any period of twelve months, appears in any broadcast or recording in which he is required to speak in the aggregate more than five words, or to sing by himself during any such broadcast or recording, or to perform any specialty.

"Casual Employee" means an employee engaged otherwise than as a weekly employee.

"Child" or "Children" means a person or persons under the age of sixteen years.

"Legitimate" or "Straight Presentation" means tragedy, drama, comedy drama, farce comedy, cavalcade of events presented in play form, presentation of events past, present, and future (actual or fictional), presented in play form in which the instrumental music used is only incidental to the presentation for theme, bridge, or link, or to heighten the dramatic value or create atmosphere, and any other presentation other than musical presentation.

"Musical Presentation" means grand opera, opera bouffe, light opera, musical comedy, musical farce, vaudeville, revue, minstrel show, pantomime, or any other presentation in which the dialogue is interspersed with either vocal solos, duets, trios, quartettes, quintettes, octettes, or chorus.

"Time and a half" used in relation to pay means at the rate of one and a half ( $1\frac{1}{2}$ ) times the actual pay of the employee in question, and calculated *pro rata* for the time for which the payment is to be made.

"Weekly Employee" means an employee engaged on a weekly basis, and for a minimum period of eight consecutive weeks.

**ANNUAL HOLIDAY.**

51. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* (No. 5111), and any amendments which may be made thereto from time to time.

**PART III.**

This Part applies to all persons covered by the Determination.

**PERIODICAL ADJUSTMENT OF WAGES.**

52. The wages rates for weekly employees in clauses 24, 25 and 26 are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 53.

*Basic Wage.*

Place.	Basic Wage (Adjustable).			Index Number Set Assigned.
	£	s.	d.	
Throughout the State .. .. .	11	4	0	Melbourne

**ADJUSTMENT OF BASIC WAGE.**

53. (a) For the purposes of this Determination, the expression "Commonwealth Statisticians '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 November, 1952, the amount of the basic wage shall be as prescribed in clause 52.

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

**CASUAL EMPLOYEES.**

54. The wages rates for casual employees in Part II. shall be adjusted from time to time according to variations in the basic wage prescribed in clause 51. The method of adjustment shall be as follows:—

"Using the wages rates prescribed in the Determination which came into force on the 1st March, 1951, and the contemporaneous basic wage of £8 10s. as a base, and adding or subtracting to or from the said wages rates, as the case may be, an amount of 1/20th of one shilling for each variation of one shilling in the said basic wage. The calculation is to be made to the nearest 3d. half or less than half of 3d. in a result to be disregarded."

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 29th July, 1952.



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 784]

WEDNESDAY, SEPTEMBER 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 August, 1952.

Dated at Melbourne, this  
28th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

**MUSICIANS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 780 of the 17th August, 1951, shall be replaced by the following clause:—

WAGES.

(A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES.

*Weekly Employees.*

2. (A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(A2) Leaders—			
(i) Week's work .. .. .	18	17	0
(ii) Each performance additional to the week's work .. .. .	3	8	0
(A3) Principals—			
(i) Week's work .. .. .	16	17	0
(ii) Each performance additional to the week's work .. .. .	3	2	3
(A4) Week's work for other performers .. .. .	15	5	0
(A5) Each performance additional to week's work .. .. .	2	17	8
(A6) Pianist playing alone .. .. .	16	17	0
(A7) Each performance additional to week's work .. .. .	3	2	3
(A8) Pianist playing alone for voice trials or similar work (not being a member of the orchestra), 19s. 5d. per hour with a minimum payment as for two consecutive hours.			

*Casual Employees.*

(A9) Leaders—each performance .. .. .	4	15	7
(A10) Principals—each performance .. .. .	3	8	9
(A11) Other performers—each performance .. .. .	3	3	2
(A12) Pianist playing alone—each performance .. .. .	3	8	9

(B) GENERAL THEATRICAL ENTERTAINMENT, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, CIRCUSES, AND ALL FORMS OF EMPLOYMENT WHETHER SIMILAR TO ANY OF THE FOREGOING OR OTHERWISE, NOT ELSEWHERE PROVIDED FOR IN THIS DETERMINATION.

*Weekly Employees.*

(B1) For the purpose of this sub-clause B—

- (i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of six, all such performances or rehearsals in either case to be held within seven consecutive days and none on a Sunday.
- (ia) A week's work of eight performances shall be deemed to consist of six night performances and two matinee performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of eight, all such eight performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(B2) Week's work of six performances .. .. .	13	19	6
(B3) Additional performances (each) one sixth of the six performance rate. . . . .			
(B3A) Week's work of eight performances .. .. .	16	2	8
(B3B) Additional performances (each) one-eighth of the eight performance rate. . . . .			
(B4) Week's work of twelve performances .. .. .	17	4	6
(B5) For the first additional performance .. .. .	2	12	7
For the second additional performance .. .. .	2	18	6
For the third and each succeeding additional performance .. .. .	3	7	3
(B6) Pianist playing alone—six performances .. .. .	15	0	6
(B7) Each performance additional to week's work .. .. .	3	1	7
(B8) Pianist playing alone—twelve performances .. .. .	18	15	6
(B9) For the first additional performance .. .. .	2	15	10
For the second additional performance .. .. .	3	1	4
For the third and each succeeding additional performance .. .. .	4	11	5
(B10) Pianist or other instrumentalist being a member of the orchestra employed additionally for voice trials or similar work—12s. 8d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.			
(B11) Pianist or other instrumentalist not being a member of an orchestra employed for voice trials or similar work—15s. 5d. per hour with a minimum payment as for two hours.			

*Casual Employees.*

(B12) Each performance other than by pianist playing alone .. .. .	3	1	9
(B13) Each performance by pianist playing alone .. .. .	3	7	11

(C) PICTURE SHOWS.

*Weekly Employees.*

(C1) For the purpose of this sub-clause C—

(i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performances and/or rehearsals at the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(C2) Week's work of six performances .. .. .	12	15	0
(C3) Each performance additional to week's work .. .. .	2	14	0
(C4) Week's work of twelve performances .. .. .	15	18	6
(C5) For the first additional performance .. .. .	2	10	1
For the second additional performance .. .. .	2	14	3
For the third and each succeeding additional performance .. .. .	3	2	11
(C6) Pianist playing alone for six performances .. .. .	14	6	0
(C7) Each performance additional to week's work .. .. .	2	19	2
(C8) Pianist playing alone for twelve performances .. .. .	17	9	6
(C9) For the first additional performance .. .. .	2	13	3
For the second additional performance .. .. .	2	18	3
For the third and each succeeding additional performance .. .. .	3	9	4
(C10) Pianist or other instrumentalist being a member of the orchestra, employed additionally for voice trials or similar work—12s. 1d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.			
(C11) Pianist or other instrumentalist not being a member of the orchestra, employed on voice trials or similar work—14s. 5d. per hour with a minimum payment as for two consecutive hours.			

*Casual Employees.*

(C12) Each performance .. .. .	2	18	10
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(D) STAGE BANDS.

*Weekly Employees.*

(D1) For the purpose of this sub-clause D—

A week's work shall be deemed to consist of six night performances or, at the option of the employer, of performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on Sunday.

(D2) Week's work of six performances not to exceed 18 hours .. .. .	11	10	0
(D3) Each performance additional to week's work .. .. .	2	10	0
(D4) Week's work of six performances not to exceed 12 hours .. .. .	8	7	1
(D5) Each performance additional to week's work .. .. .	2	4	2

*Casual Employees.*

(D6) Each performance of three hours .. .. .	2	19	10
(D7) Each performance of two hours .. .. .	1	6	8



(E) BRASS AND REED BANDS.

*Casual Employees.*

	£	s.	d.
(E1) Each performance not to exceed three consecutive hours .. .. .	2	10	0

(F) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

*Weekly Employees.*

(F1) For a week's work of six performances each not exceeding two consecutive hours and terminating before 7.30 p.m. .. .. .	9	4	5
(F2) Each performance additional to week's work .. .. .	1	6	6
(F3) For week's work of twelve performances each not exceeding two consecutive hours and terminating before 8 p.m. .. .. .	12	15	0
(F4) Each performance additional to week's work .. .. .	1	2	9
(F5) For a week's work of six performances not exceeding three consecutive hours terminating at or before 7.30 p.m. .. .. .	12	10	0
(F6) Each performance additional to week's work .. .. .	2	13	2
(F7) Work commencing after 7.30 p.m. shall be paid for at the rates for general theatrical entertainment or for dancing, as the case may be.			
(F8) If any floor show or any entertainment is provided or dancing is indulged in during any of the above performances each employee shall be paid at the rates for general theatrical entertainment or for dancing, as the case may be, in lieu of the above rates.			
(F9) Pianist or other instrumentalist playing alone shall be paid the appropriate rate in accordance with the foregoing sub-clauses (F1) to (F5) inclusive, together with an additional 18 per cent.			

*Casual Employees.*

(F10) An employee employed under (F1) not exceeding two hours shall be paid .. .. .	1	9	8
(F11) An employee employed for two performances each day under (F3) not exceeding two hours shall be paid .. .. .	2	18	10
(F12) An employee employed under (F5) not exceeding three hours shall be paid .. .. .	2	17	10

(G) PUBLIC BALLROOMS, CABARETS, BALLS, DANCING, AND DANCING CLASSES.

*Weekly Employees.*

(G1) For the purpose of this sub-clause G—  
A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on Sunday: Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

(G2) Week's work other than by pianist playing alone .. .. .	13	2	0
(G3) Each performance additional to week's work .. .. .	2	14	2
(G4) Week's work—pianist or other instrumentalist playing alone .. .. .	14	4	0
(G5) Each performance additional to week's work .. .. .	2	18	10

*Casual Employees.*

(G6) Each performance .. .. .	3	0	3
(G7) Each performance—pianist or other instrumentalist playing alone .. .. .	3	4	8

REGULAR WEEKLY PART-TIME EMPLOYEES.

(G8) For the purpose of items (G9) and (G10)  
A week's work shall consist of two, three, four or five performances as the case may be, each performance not to exceed three consecutive hours on each of two, three, four or five calendar days, such performances to be given within seven days, and none on Sunday.  
Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

(G9) Week's work of two performances .. .. .	5	6	1
Week's work of three performances .. .. .	8	13	9
Week's work of four performances .. .. .	11	2	6
Week's work of five performances .. .. .	12	10	7
(G10) Pianist or other instrumentalist playing alone .. .. .	6	12	5
Week's work of two performances .. .. .	9	5	11
Week's work of three performances .. .. .	11	18	8
Week's work of four performances .. .. .	13	10	10

(H) CABARETS AND BALLROOMS.

*Weekly Employees.*

(H1) Week's work of six performances done between 9 p.m. and 2 a.m. .. .. .	20	2	0
(H2) Week's work of six performances done between 9 p.m. and 1 a.m. .. .. .	16	12	6

*Casual Employees.*

(H3) Each performance not to exceed five hours .. .. .	5	8	3
(H4) Each performance not to exceed four hours .. .. .	4	14	4
(H5) All work performed before 9 p.m. under item (H1) hereof shall be paid for at the rate of 4s. 4½d. for each fifteen minutes or portion thereof.			
(H6) All work performed before 9 p.m. under item (H2) hereof shall be paid for at the rate of 4s. 2½d. for each fifteen minutes or portion thereof.			

(I) COFFEE LOUNGES.

*Weekly Employees.*

(I1) Week's work of seven performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m.	15	14	6
(I2) Week's work of six performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m. where the coffee lounge is closed on one regular night, which shall not be changed without reasonable notice, between Monday and Friday .. .. .	15	9	2

*Casual Employees.*

(I3) Each performance not to exceed three hours .. .. .	3	9	7
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(J) SKATING RINKS.

Weekly Employees.

£ s. d.

(J1) For the purpose of this sub-clause J—

(i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on Sunday.

(ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(J2) Week's work of six performances	12 15 0
(J3) Each performance additional to week's work and not to exceed three consecutive hours	2 14 0
(J4) Week's work of twelve long performances	15 18 6
(J5) For the first additional performance	2 10 1
For the second additional performance	2 14 3
For the third and each succeeding additional performance	3 2 11
(J6) Week's work of twelve short performances to be held between 2.45 p.m. and 5 p.m., and between 8 p.m. and 10.45 p.m.	13 15 0
(J7) Each performance additional to week's work and not to exceed two consecutive hours	1 4 5

Casual Employees.

(J8) Each performance

	2 18 10
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(K) CASUAL EMPLOYEES GENERALLY.

- (i) Casual rates shall be ascertained by dividing the weekly rate by six or seven as the case may be, but not by more than seven where the number of performances exceeds seven, with the additional loading of 20 per cent.
- (ii) Casual rates shall be adjustable.

(L) ORGANISTS.

- (i) Organists shall be paid the rate for a member of the orchestra in the type of entertainment in which he is employed, with the addition of 20 per cent.
- (ii) In picture theatres an organist shall be restricted to three hours' actual playing time each day, worked within a daily spread of 10½ hours, and shall be released after the commencement of the second feature of the afternoon performance, and shall not be called upon to resume duty until the finish of the intermediate session.

(M) ADDITION TO PRESCRIBED RATE IF EMPLOYEE PLAYS ONE OR MORE EXTRA INSTRUMENTS.

(M1) If any extra instrument supplied by employee, each performance during week of employment—

	£	s.	d.
(i) If three performances or less	extra	0	5 2
(ii) If four	extra	0	4 6
(iii) If five	extra	0	3 11
(iv) If six or more	extra	0	3 3
(v) If six or more—picture shows	extra	0	3 0

(M2) If no extra instrument supplied by employee, each performance during week of employment—

	£	s.	d.
(i) If three performances or less	extra	0	3 2
(ii) If four	extra	0	2 9
(iii) If five	extra	0	2 5
(iv) If six or more	extra	0	2 0
(v) If six or more—picture shows	extra	0	1 9

(M3) If a percussionist is required to double on tympani, xylophone or vibraphone, each performance during week of employment—

	£	s.	d.
(i) If three performances or less	extra	0	3 6
(ii) If four	extra	0	3 0
(iii) If five	extra	0	2 6
(iv) If six or more	extra	0	2 0

(M4) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Union, by its authorized representative, and the employer agree are not to be considered extra, or which the Wages Board, subject to clause 17, determines not to be extra.

(N) ADDITION TO PRESCRIBED RATES FOR PERFORMING, OUTSIDE ORCHESTRA PIT OR WELL, SOLOS IN ORCHESTRA.

(N1) Where orchestra is required to perform on the stage in view of the audience—

	£	s.	d.
(i) For each musician, per performance	extra	0	3 3
(ii) Picture shows—for each musician per performance	extra	0	2 6

(N2) Where a musician, other than in picture shows, is required to play in view of the audience either solo or as one of a duet, trio or otherwise than in the ordinary way as part of a complete orchestra—

	£	s.	d.
(i) For such musician, per performance	extra	0	3 11
(ii) Picture shows—for such musician, per performance	extra	0	3 0

(O) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE.

(All weekly or casual employees intended to be employed in a performance for which the rehearsal is held, including conductor-leaders, leaders and principals.)

(O1) In Grand Opera and other work comprised in sub-clause A of this clause—

	£	s.	d.
(i) Commencing before 3 p.m., not to exceed two hours	1	3	8
(ii) Commencing before 3 p.m., not to exceed three hours	1	10	2
(iii) Commencing at or after 3 p.m., not to exceed two hours	1	6	10
(iv) Commencing at or after 3 p.m., not to exceed three hours	2	14	2

(O2) In any other work—

	£	s.	d.
(i) Commencing before 3 p.m., not to exceed two hours	1	0	5
(ii) Commencing before 3 p.m., not to exceed three hours	1	3	8
(iii) Commencing at or after 3 p.m., not to exceed two hours	1	3	8
(iv) Commencing at or after 3 p.m., not to exceed three hours	1	10	2

(O3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are in addition to the rates prescribed for a week's work.

*Other Employees.*

£ s. d.

(O4) Pianists employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	..	..	16 17 0
(ii) Weekly employee, for each hour over 30 in the week	..	..	0 12 5
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	..	..	0 14 1
(O5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	..	..	15 0 6
(ii) Weekly employee, for each hour over 30 in the week	..	..	0 11 3
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	..	..	0 11 5

## (P) ADDITION TO PRESCRIBED RATES WHERE EMPLOYER SUPPLIES MUSIC.

*Weekly Employees.*

£ s. d.

(P1) Employee required to supply music	..	..	..	extra	0 15 0
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*Casual Employees.*

(P2) Employee so required—per performance	..	..	..	extra	0 5 0
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## (Q) RELAYING.

Where musicians are engaged in any performance in a place of entertainment and such performance or any part thereof is relayed within the State or to other States, each such musician shall be paid additional rates as follows:—

*Broadcasts from a Place of Entertainment.*

£ s. d.

(i) Broadcast in one State only—per performance	..	..	extra	0 5 0
(ii) Relayed to one other State—per performance	..	..	extra	0 9 5
(iii) Relayed to two other States—per performance	..	..	extra	0 13 4
(iv) Relayed to three other States—per performance	..	..	extra	0 16 6
(v) Relayed to four other States—per performance	..	..	extra	0 19 2
(vi) Relayed to five other States—per performance	..	..	extra	1 1 3

## (R) CONDUCTOR-LEADERS.

A conductor-leader shall be paid the appropriate rate for a member of the orchestra with an addition of 35 per cent. of such rate.

## (S) LEADERS.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this Determination applies) the leader in such orchestra shall be paid the appropriate rate for a member of the orchestra with the addition of 20 per cent. of such rate.

## (T) HIGHER DUTIES.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum as for one performance or as for three hours on each occasion on which he is so required.

(For the purpose of this sub-clause, conducting or leading in the playing of the National Anthem, and playing out the audience, shall not be regarded as higher duties.)

## (U) LOWER RATES MAY BE AGREED TO.

Where the Federal Council or Federal Executive of the Musicians Union of Australia agrees with any employer that for special reasons rates and/or conditions different from those prescribed herein should be accepted by an employee, lower rates or altered conditions may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Wages Board Branch.

The rates prescribed in this clause are payable to any employee irrespective of age or sex.

Clauses, other than clause 2, of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 785]

WEDNESDAY, SEPTEMBER 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 August, 1952.

Dated at Melbourne, this  
28th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### NAIL MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 513 of the 20th June, 1952, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.

Classification.	s.	d.
Nail or tack tool maker .. .. .	261	0
Nail or tack machinist .. .. .	252	0
Assistant to nail or tack machinist .. .. .	247	0
Roofing nail heading machinist .. .. .	252	0
Barbed wire tool maker or machinist .. .. .	252	0
Assistant to barbed wire machinist .. .. .	247	0
Clipper or tier-up on concertina barbed wire .. .. .	246	0
Rumbler .. .. .	246	0
Galvanizer .. .. .	257	0
Pickler—Head, or where only one pickler is employed .. .. .	251	0
Assistant pickler .. .. .	245	0
Assistant working over metal pot .. .. .	251	0
Swinger .. .. .	243	0
Wire-drawing plate setter .. .. .	250	0
Wire-drawing block operator .. .. .	246	0
Tack Inspector .. .. .	246	0
Storeman, packer, or sorter .. .. .	251	6
Other employees with not less than three months' experience in the metal trades industry .. .. .	233	0
All others .. .. .	227	0

#### 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.

#### APPRENTICESHIP.

##### Work to be Taught.

3. (a) An apprentice shall be taught the work of each of the following occupations:—

- (1) Tool making;
- (2) Setting-up; and
- (3) Machining.

*Contract of Apprenticeship.*

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

*Cancellation or Suspension of Indenture.*

(c) If through lack of orders or through financial difficulties an employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon, or if no such agreement is arrived at the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

*Proportion.*

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

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

A person who is for a term not exceeding two years, taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to tradesmen.

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

*Period of Apprenticeship.*

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

*Probationary Period.*

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

*Wages.*

(f) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:—

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

(g) *Wages per Week of 40 Hours.*

		Percentage of Basic Wage.	Total Wage Payable.
<i>Four and Five-year Terms.</i>			
		Per Week.	Per Week.
			£ s. d.
1st year	.. .. .	32	3 11 6
2nd year	.. .. .	43	4 16 6
3rd year	.. .. .	54	6 1 0
4th year	.. .. .	83	9 6 0
5th year	.. .. .	100 + 6s.	11 10 0
<i>Four-year Terms.—Apprentice commencing after the Age of 16 Years 6 Months.</i>			
1st year	.. .. .	34	3 16 0
2nd year	.. .. .	54	6 1 0
3rd year	.. .. .	83	9 6 0
4th year	.. .. .	100 + 6s.	11 10 0

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

*Hours.*

(h) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the tradesmen.

*Overtime and Shift Work.*

(i) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires.

*Payment by Results.*

(j) An apprentice shall not work under any system of payment by results.

*Lost Time.*

(k) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

*Prohibition of Premiums.*

(l) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

**FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.**

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

*Wages per Week of 40 Hours.*

	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
<i>I.—Adult Females.</i>			
		<i>s. d.</i>	<i>£ s. d.</i>
Under one month's experience .. .. .	75		8 8 0
All others .. .. .	75	16 0	9 4 0
When employed in a classification for which the corresponding margin in clause 23 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.			
<i>II.—Junior Females.</i>			
		Additional Amount.	
17 years of age and under .. .. .	52	3 6	4 11 0
18 years of age .. .. .	62	4 0	5 8 0
19 years of age .. .. .	72	4 6	6 5 6
20 years of age .. .. .	82	5 0	7 3 0
<i>III.—Improvers and Junior Males.</i>			
Under 16 years of age .. .. .	24	2 0	2 16 0
16 years of age .. .. .	34	3 0	3 19 0
17 years of age .. .. .	46	4 0	5 7 0
18 years of age .. .. .	58	5 0	6 15 0
19 years of age .. .. .	73	6 0	8 9 6
20 years of age .. .. .	88	7 0	10 4 0

\* The percentages for junior females relate to the female Basic Wage, but in all other cases relate to the male Basic Wage.

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 proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had such six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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







VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 786]

WEDNESDAY, SEPTEMBER 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 August, 1952.

Dated at Melbourne, this  
28th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

**NICKELWARE BOARD.**

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 522 of the 25th June, 1952, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 Hours.
	s. d.
Stamper who puts in die and makes force .. .. .	271 6
Repairer .. .. .	271 6
Maker-up .. .. .	271 6
Spinner, 1st class .. .. .	265 0
Spinner (other) .. .. .	250 0
Die setter .. .. .	250 0
Drop hammer stamper (other than one who puts in die and makes force) .. .. .	248 0
Press operator (heavy) .. .. .	248 0
Press operator (light) .. .. .	246 0
Pickler .. .. .	247 0
Hand blanker .. .. .	246 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	233 0
All others .. .. .	227 0

*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.

APPRENTICESHIP.

3. (a) An employer may employ any minor as an apprentice in any work covered by the Determination provided that no minor shall be employed in the trade or occupation of a spinner—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

*Period of Apprenticeship.*

(b) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

*Contract of Apprenticeship.*

(c) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

*Cancellation or Suspension of Indentures.*

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

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

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

*Proportion.*

(e) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

- (i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
- (ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than the rate prescribed for "all others".

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

A person who is, for a term not exceeding two years, taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

*Adult Apprentices.*

(f) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

*Probationary Period.*

(g) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

*Wages.*

(h) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

(a) *Wages per Week of 40 Hours.*

	Percentage of Basic Wage.	Total Wage Payable.
	Per Week.	£ s. d.
Four and five-year terms—		
1st year	32	3 11 6
2nd year	43	4 16 6
3rd year	54	6 1 0
4th year	83	9 6 0
5th year	100 + 6s.	11 10 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year	34	3 16 0
2nd year	54	6 1 0
3rd year	83	9 6 0
4th year	100 + 6s.	11 10 0

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

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

*Hours.*

(j) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

*Overtime and Shift Work.*

(k) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

*Payment by Results.*

(l) An apprentice shall not work under any system of payment by results.

*Lost Time.*

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

*Prohibition of Premiums.*

(n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(p) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows:—

*Wages per Week of 40 Hours.*

	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
	Per Week.	Per Week.	£ s. d.
<i>I.—Adult Females.</i>			
Under one month's experience .. .. .	75	..	8 8 0
All others .. .. .	75	16 0	9 4 0
<i>II.—Junior Females.</i>			
17 years of age and under .. .. .	52	3 6	4 11 0
18 years of age .. .. .	62	4 0	5 8 0
19 years of age .. .. .	72	4 6	6 5 6
20 years of age .. .. .	82	5 0	7 3 0
<i>III.—Junior Males.</i>			
Under 16 years of age .. .. .	24	2 0	2 16 0
16 years of age .. .. .	34	3 0	3 19 0
17 years of age .. .. .	46	4 0	5 7 0
18 years of age .. .. .	58	5 0	6 15 0
19 years of age .. .. .	73	6 0	8 9 6
20 years of age .. .. .	88	7 0	10 4 0

\* The percentages for junior females relate to the female Basic Wage, but in all other cases relate to the male Basic Wage.

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

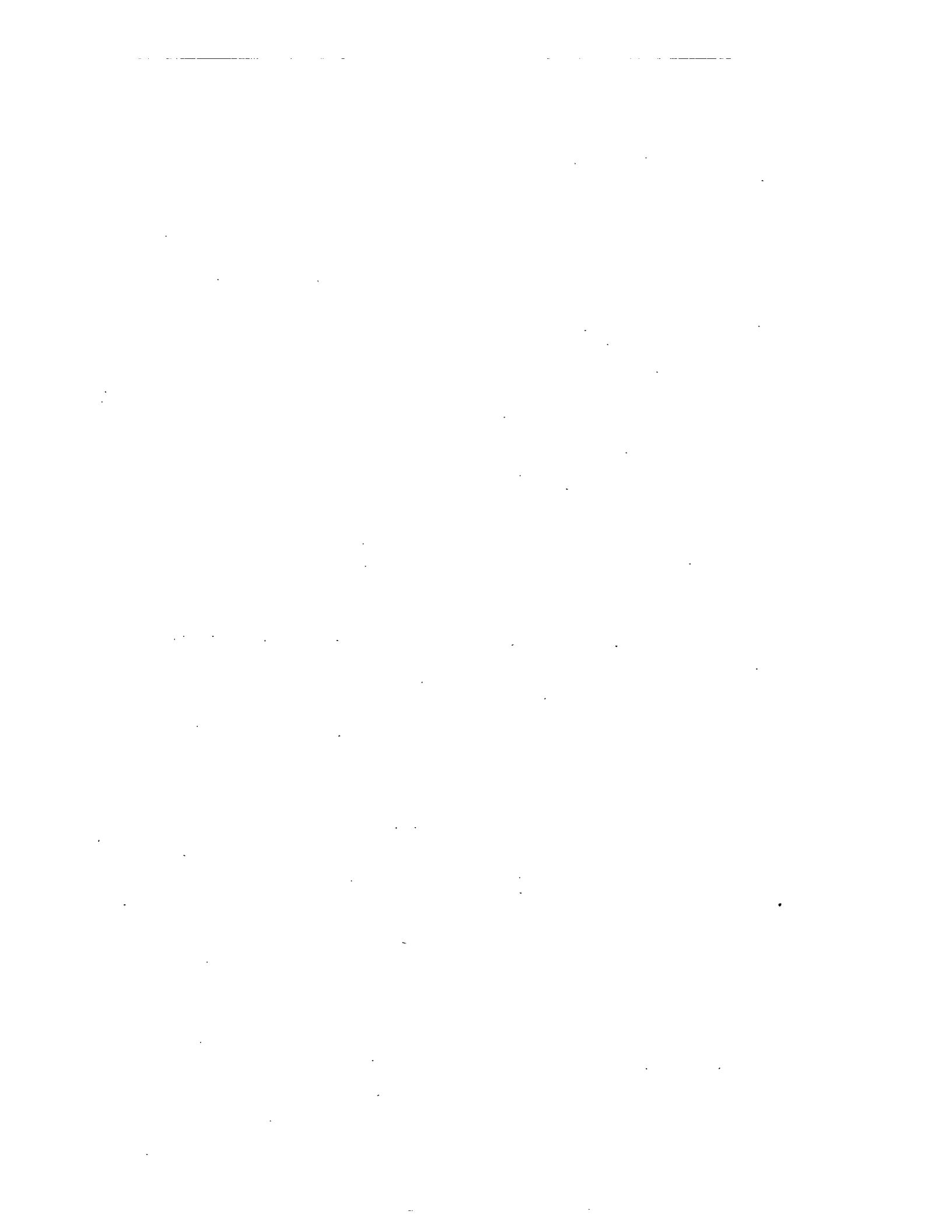
(b) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee:

*Prohibited Occupations.*

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—  
on oil or gas burners or fires used for heating of small articles; or  
using electric arc or oxy acetylene blow pipe, or
- (ii) if under 18 years of age—  
die setting on power presses.

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 787]

WEDNESDAY, SEPTEMBER 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 August, 1952.

Dated at Melbourne, this  
25th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 721 of the 27th July, 1951, shall be replaced by the following clauses:—

2.

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
<b>MALES.</b>			
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Brass finisher, tradesman .. .. .	276 0	282 6	273 0
Carpenter on maintenance work .. .. .	276 0	282 6	273 0
Coremaker, jobbing .. .. .	276 0	282 6	273 0
Die maker (see "toolmaker") .. .. .			
Die setter .. .. .	270 6	277 0	267 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) .. .. .	280 6	287 0	277 6
Electrical fitters .. .. .	276 0	282 6	273 0
Electrical mechanic .. .. .	276 0	282 6	273 0
Fitter and/or turner, tradesman .. .. .	276 0	282 6	273 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high-pressure work, i.e., live steam or hydraulic press work) .. .. .	247 0	253 6	244 0
Jigmaker, in wood or metal .. .. .	276 0	282 6	273 0
Machinist (metal), first class .. .. .	276 0	282 6	273 0
Machinist (metal), second class .. .. .	261 0	267 6	258 0
Machinist (metal), third class .. .. .	252 0	258 6	249 0
Machinist (wood) (see "wood machinist") .. .. .			
Marker-off (see "tradesman, the greater part of whose time is occupied marking off") .. .. .			
Panel worker, tradesman .. .. .	276 0	282 6	273 0
Pattern maker .. .. .	289 0	295 6	286 0

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
<i>MALFS—continued.</i>			
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that—			
(a) such tradesmen shall not be required to work to drawings or prints;			
(b) whilst so employed shall be paid a rate of ..	280 6	287 0	277 6
Pipe fitter—			
(a) On high pressure work (i.e., live steam or hydraulic press work) .. .. .	276 0	282 6	273 0
(b) On low pressure work .. .. .	261 0	267 6	258 0
Saw doctor .. .. .	280 6	287 0	277 6
Smith, tradesman .. .. .	277 6	284 0	274 6
Template maker .. .. .	282 0	288 6	279 0
Tool maker, tool hardener, and die maker (in wood or metal)	289 0	295 6	286 0
Tradesman, the greater part of whose time is occupied marking off .. .. .	280 6	287 0	277 6
Trimmer, tradesman (on development work) .. .. .	275 0	281 6	272 0
Turner (see "Fitter and/or turner").			
Welder, first class .. .. .	279 6	286 0	276 6
Welder, second class .. .. .	263 0	269 6	260 0
Welder, third class .. .. .	252 0	258 6	249 0
Welder, fourth class .. .. .	247 6	254 0	244 6
Wood machinist, first class .. .. .	270 6	277 0	267 6
<i>Production.</i>			
Acid washer .. .. .	257 0	263 6	254 0
Air hammer operator .. .. .	263 0	269 6	260 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim) .. .. .	249 0	255 6	246 0
Assembler (aero engine) .. .. .	276 0	282 6	273 0
Assembler and/or wirer, chassis .. .. .	256 0	262 6	253 0
Assembler, cushion and squab spring .. .. .	253 0	259 6	250 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	263 0	269 6	260 0
Assembler of bodies or parts of bodies "on the line" ..	270 6	277 0	267 6
Assembler of chassis parts independently of main assembly	256 0	262 6	253 0
Assembler, windscreen frame .. .. .	253 0	259 6	250 0
Axle maker .. .. .	276 0	282 6	273 0
Axle turner .. .. .	276 0	282 6	273 0
Band and/or jig sawyer, trim .. .. .	263 0	269 6	260 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments) .. .. .	266 0	272 6	263 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work .. .. .	252 0	258 6	249 0
Body maker, first class .. .. .	276 0	282 6	273 0
Body maker, second class .. .. .	270 6	277 0	267 6
Body moulder .. .. .	256 0	262 6	253 0
Bow socket enameller (see "enameller")			
Bulldozer operator—			
(a) Setting up machine .. .. .	261 6	268 0	258 6
(b) Not setting up machine .. .. .	252 0	258 6	249 0
Chassis assembler (see "Assembler").			
Checker (chassis assembly and/or vehicle pre-delivery) ..	264 0	270 6	261 0
Cold setter .. .. .	255 0	261 6	252 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").			
Cushion maker (see "Squab and cushion maker").			
Cushion spring maker (by hand) .. .. .	270 6	277 0	267 6
Cutter, electric machine (trim) (see "Electric machine cutter").			
Dent knocker (see "Panel worker and/or dent knocker").			
Die setter, press .. .. .	270 6	277 0	267 6
Dipper and hangar (paint) .. .. .	246 0	252 6	243 0
Dipper, solder or tin .. .. .	252 0	258 6	249 0
Drier .. .. .	248 0	254 6	245 0
Driller (Panel) .. .. .	250 0	256 6	247 0
Drider (Other) .. .. .	252 0	258 6	249 0
Drop hammer smith—			
(a) When dies are not used .. .. .	277 6	284 0	274 6
(b) When dies are used .. .. .	252 0	258 6	249 0

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
<b>MALES—continued.</b>			
<i>Production—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drop hammer stamper .. .. .	247 6	254 0	244 6
Edge turner (see "Panel edge trimmer").			
Electric machine cutter (trim) .. .. .	263 0	269 6	260 0
Electric stove attendant (see "Stove attendant").			
Electroplater, first class .. .. .	276 0	282 6	273 0
Electroplater, second class .. .. .	261 0	267 6	258 0
Electroplater, third class .. .. .	245 0	251 6	242 0
Enameller, bow socket .. .. .	249 6	256 0	246 6
Enameller in colours and/or varnisher (finishing coat brush)	270 6	277 0	267 6
Folding machine operator .. .. .	253 0	259 6	250 0
Frame operative (cushion and squabs) .. .. .	253 0	259 6	250 0
Furnace brazer .. .. .	261 6	268 0	258 6
Furnaceman .. .. .	252 0	258 6	249 0
Garnish mould bender and/or shaper (see "Bender and/or shaper") .. .. .			
Garnish mould finisher .. .. .	263 0	269 6	260 0
Grainer, transfer (see "Transfer grainer").			
Grinder and/or buffer (metal) .. .. .	252 0	258 6	249 0
Grinder and/or buffer (metal) using portable machine .. .. .	257 0	263 6	254 0
Guillotine machinist .. .. .	253 0	259 6	250 0
Hammer driver, steam, pneumatic or other power .. .. .	247 6	254 0	244 6
Hanger, paint (see "Dipper and hanger").			
Kiln attendant (see "Timber kiln attendant").			
Labourer assisting (plating department) .. .. .	242 0	248 6	239 0
Labourer assisting without using tools (chassis assembly) .. .. .	242 0	248 6	239 0
Liner .. .. .	270 6	277 0	267 6
Machinist (metal), first class .. .. .	276 0	282 6	273 0
Machinist (metal), second class .. .. .	261 0	267 6	258 0
Machinist (metal), third class .. .. .	252 0	258 6	249 0
Machinist (wood) (see "Wood machinist").			
Machine setter-up, other than machines specified in definition of first class machinist (metal) .. .. .	261 6	268 0	258 6
Marker-out or scribe (using patterns or templates) .. .. .	251 0	257 6	248 0
Metal hand sawyer (see "Band sawyer, metal").			
Nickel polisher and/or grinder .. .. .	254 0	260 6	251 0
Painter, coach (brush) .. .. .	270 6	277 0	267 6
Painter, spray (on coats other than priming) .. .. .	270 6	277 0	267 6
Painter, spray and/or brush (on prime coats) .. .. .	257 0	263 6	254 0
Painter, brush and/or spray (on floors, undercarriages, and gear) .. .. .	249 6	256 0	246 6
Painter's labourer .. .. .	244 0	250 6	241 0
Panel beater, first class .. .. .	276 0	282 6	273 0
Panel beater, second class .. .. .	270 6	277 0	267 6
Panel edge turner .. .. .	261 0	267 6	258 0
Panel fixer, metal .. .. .	253 0	259 6	250 0
Panel machinist (other) .. .. .	252 0	258 6	249 0
Panel worker, dent knocker and/or metal finisher .. .. .	270 6	277 0	267 6
Paster (trim) .. .. .	254 0	260 6	251 0
Petrol tank operative .. .. .	254 0	260 6	251 0
Pickler .. .. .	252 0	258 6	249 0
Plate glass beveller .. .. .	266 0	272 6	263 0
Plate glass cutter .. .. .	266 0	272 6	263 0
Plate glass driller .. .. .	266 0	272 6	263 0
Plate glass grinder .. .. .	249 6	256 0	246 6
Plat stuffer .. .. .	252 0	258 6	249 0
Polisher, nickel (see "Nickel polisher").			
Polisher (paint) using buffs .. .. .	261 0	267 6	258 0
Polisher (paint) (see "Wet rubber and/or polisher").			
Power hammer driver (see "Hammer driver").			
Press operator (over 400 tons pressure) .. .. .	262 0	268 6	259 0
Press operator's assistant directly assisting at press (over 400 tons pressure) .. .. .	246 0	252 6	243 0
Press operator (light) .. .. .	251 0	257 6	248 0
Process worker .. .. .	246 0	252 6	243 0
Riveter on motor truck or wagon body .. .. .	270 6	277 0	267 6
Riveter, chassis .. .. .	256 0	262 6	253 0
Riveter, other (up to and including ½-in. rivet) .. .. .	253 0	259 6	250 0
Rotary buff operator—			
(a) While doing dent knocking .. .. .	270 6	277 0	267 6
(b) While not doing dent knocking on the line .. .. .	263 0	269 6	260 0
Rotary shearing machinist .. .. .	261 0	267 6	258 0
Sand blast operator (see "Shot and/or sand blast operator").			
Sandpaper and emery machinist (woodwork) .. .. .	248 0	254 6	245 0
Screwer and/or tapper .. .. .	247 6	254 0	244 6
Scriber (see "Marker-out or scriber").			
Sectional trimmer (see "Trimmer, sectional").			
Setter-up machine (see "Machine setter-up").			

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O. Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
<b>MALES—continued.</b>			
<i>Production—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	252 0	258 6	249 0
Smith tradesmen	277 6	284 0	274 6
Solderer, "on the line"	270 6	277 0	267 6
Solderer not "on the line"	263 0	269 6	260 0
Solderer (on other than body work)	263 0	269 6	260 0
Spotter and/or touch-up	270 6	277 0	267 6
Spray painter (see "Painter, spray")			
Spring fitter	276 0	282 6	273 0
Spring maker, cushion and squab	270 6	277 0	267 6
Spring maker, laminated	276 0	282 6	273 0
Spring maker, spiral (by hand)	261 6	268 0	258 6
Spring service worker	252 0	258 6	249 0
Squab and/or cushion maker	270 6	277 0	267 6
Stopper-up	256 0	262 6	253 0
Stove attendant, electric	253 0	259 6	250 0
Strap maker	252 0	258 6	249 0
Stretching machine operator	253 0	259 6	250 0
Striker	247 0	253 6	244 0
Tapper (see "Screwdriver and/or tapper").			
Tester	252 0	258 6	249 0
Timber kiln attendant	244 0	250 6	241 0
Timber orderman	251 0	257 6	248 0
Timber stacker	245 0	251 6	242 0
Toucher-up (see "Spotter and/or touch-up").			
Transfer grainer	255 0	261 6	252 0
Trammer, sectional (on the line)	266 0	272 6	263 0
Trimmer, sectional (off line)	261 0	267 6	258 0
Trimmer, tradesman (including cutter by hand)	270 6	277 0	267 6
Tube maker	249 6	256 0	246 6
Tyre fitter	249 6	256 0	246 6
Uni-shear operator	252 0	258 6	249 0
Varnisher (see "Enameller in colours and/or varnisher")			
Vyceman	255 0	261 6	252 0
Washer using phenyl, petrol, kerosene, &c.	247 0	253 6	244 0
Welder, "A" grade	279 6	286 0	276 6
Welder, "B" grade	272 0	278 6	269 0
Welder, federal aluminium	263 0	269 6	260 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	263 0	269 6	260 0
Welder, electric spot and butt	253 0	259 6	250 0
Wet rubber and/or polisher (paint)	257 0	263 6	254 0
Windscreen frame assembler (see "Assembler").			
Wood machinist, first class	270 6	277 0	267 6
Wood machinist, second class	261 0	267 6	258 0
Writer	276 0	282 6	273 0
<i>Horse-drawn Vehicles.</i>			
Axle maker	270 6	277 0	267 6
Axle turner	270 6	277 0	267 6
Grainer	270 6	277 0	267 6
Nave mortise and boring machinist	251 0	257 6	248 0
Nave turner	264 0	270 6	261 0
Signwriter	270 6	277 0	267 6
Spoke lather	264 0	270 6	261 0
Spoke planer	264 0	270 6	261 0
Spoke tenoner	264 0	270 6	261 0
Spoke throater	264 0	270 6	261 0
Timber bender	264 0	270 6	261 0
Wheelwright and wheel maker	270 6	277 0	267 6
(All other classifications as proscribed for in other Sections.)			
<i>Rolling Stock.</i>			
Body maker	276 0	282 6	273 0
Pitman	261 6	268 0	258 6
Wheel grinder	261 6	268 0	258 6
Wheel turner	276 0	282 6	273 0
(All other classifications as proscribed for in other Sections.)			
<i>Miscellaneous (Wherever Employed).</i>			
Acetylene generator operator in charge of installation	256 0	262 6	253 0
Driver of chassis and/or new vehicle	250 0	256 6	247 0
Case maker	249 6	256 0	246 6
Case repairer	246 0	252 6	243 0

The rates in clause 2 include war loadings.



## FEMALES.

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

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

	Per Week of 40 Hours.
	£ s. d.
Under one month's experience .. .. .	8 8 0
All others .. .. .	9 4 0
(b) The rates payable to female under the age of 21 years shall be :—	
For the first six months .. .. .	4 19 0
For the second six months .. .. .	5 16 6
Thereafter until 21 years of age .. .. .	6 14 0

## APPRENTICES.

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

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

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

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

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

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

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

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

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

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

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Instruction in Welding.*

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

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

(h) (a) Apprentices—

Wages.

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	s. d.	s. d.	s. d.
<b>Five-year terms—</b>			
First year .. .. .	63 6	65 6	62 6
Second year .. .. .	88 6	91 0	87 0
Third year .. .. .	118 0	121 6	116 6
Fourth year .. .. .	186 0	191 6	183 6
Fifth year .. .. .	230 0	236 6	227 0
<b>Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—</b>			
First year .. .. .	72 6	74 6	71 6
Second year .. .. .	118 0	121 6	116 6
Third year .. .. .	186 0	191 6	183 6
Fourth year .. .. .	230 0	236 6	227 0

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

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

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

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

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

*Hours.*

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

*Overtime and Shift Work.*

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

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

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

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

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

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

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

**MALE JUNIOR WORKERS.**

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

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

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

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	£. s. d.	£. s. d.	£. s. d.
Under 16 years of age .. .. .	2 16 0	2 17 6	2 15 0
16 years of age .. .. .	3 19 0	4 1 6	3 18 0
17 years of age .. .. .	5 7 0	5 10 0	5 5 6
18 years of age .. .. .	6 15 0	6 18 6	6 13 0
19 years of age .. .. .	8 9 6	8 14 6	8 7 6
20 years of age .. .. .	10 4 0	10 10 0	10 1 6

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

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

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

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

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

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.

