



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 294]

THURSDAY, APRIL 30.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1953.

Dated at Melbourne, this
29th day of April, 1953.

RAY H. BEERS,
Secretary for Labour.

BUTTER FACTORIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 510 of the 17th May, 1951, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

JUVENILE WORKERS.

	Wages per Week.							Wages per Week.						
	Shift Workers.				Percent- age of Basic Wage.	Ordinary Workers.		Males.		Females.				
	Percent- age of Basic Wage.	Where a Seven-day Week is Worked.	Percent- age of Basic Wage.	Where a Six-day Week is Worked.				Percent- age of Basic Wage.	Percent- age of Female Basic Wage.	—	—			
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>				
Under 16 years	..	..	..	..	59	137	0	Under 16 years	50	116	0	62	108	0
16-17 years	..	..	..	..	69	160	0	16-17 years	56	130	0	70	122	0
17-18	..	..	..	..	78	181	0	17-18	69	160	0	78	135	6
18-19	..	..	..	..	88	204	0	18-19	76	176	6	91	158	6
19-20	100 +	234 0	98	227 6	99	229	6	19-20	89	206	6	99	172	6
20-21	100 +	254 0	100 +	242 6	100 +	240	0	20-21	100 +	234 0	100 +	184	6	
	2s.		10s. 6d.		8s.				2s.		10s. 6d.			

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 265s. per week.

One improver to every eight or fraction of eight workers receiving not less than 265s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 204s. 3d. per week.

OTHER EMPLOYERS.

	Wages per Week.		
	Shift Workers.		Ordinary Workers.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Cream grader	295 0	292 0	284 0
Milk grader	294 0	291 0	283 0
Milk or cream tester	294 0	291 0	283 0
Creamery manager	289 0	286 0	278 0
Milk or cream neutralizer	287 6	284 6	276 6
Foreman of shift or department or casein plant	280 0	286 0	278 0
Butter-maker	294 0	291 0	283 0
Re-worker and/or processor (not requiring a buttermaker's certificate)	270 0	276 0	268 0
Operators of any of the following machines, viz :—			
Separator	280 0	277 0	269 0
Pasteurizer vacreator, or deodorizer	280 0	277 0	269 0
Weighing machine	277 0	274 0	266 0
Filling machine for tinning of butter when butter has not been milled	279 0	276 0	268 0
Filling machine for tinning of butter when butter has been milled	278 0	275 0	267 0
Storeman or packer in butter canning establishments	278 0	275 0	267 0
Other storeman or packers	277 0	274 0	266 0
Casein-maker	290 0	287 0	279 0
Assistant to casein-maker, casein dryers, and millers	278 6	275 6	267 6
Cheese-maker	294 0	291 0	283 0
Assistant to cheese-maker	278 6	275 6	267 6
Cheese storehand	280 0	277 0	269 0
Male adult washing or sterilizing cans or bottles	277 0	274 0	266 0
Operator of a fork lift truck	279 0	276 0	268 0
All other adult males	276 0	273 0	265 0
All other adult females .. .. .	..	..	204 3

Washers and/or cleaners of any enclosed vat or tank fitted with a man hole, the height of which compels reaching overhead, shall be paid at the rate of 4s. per week in addition to their ordinary wage, whilst so engaged.

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

[1843]



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THURSDAY, APRIL 30.

[1953

Factories and Shops Acts.

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I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1953.

Dated at Melbourne, this
29th day of April, 1953.

RAY. H. BEERS,
Secretary for Labour.

PASTRYCOOKS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 819 of the 6th October, 1952, shall be replaced by the following clause:—

2. APPRENTICES OR IMPROVERS—MALE OR FEMALE. (EXCEPT THOSE COVERED BY THE APPRENTICESHIP ACTS.)

Wages Per Week of 40 Hours.

Experience.	Commencing Age.				Overtime— For overtime rates for Apprentices and Improvers, see clause 7.
	Under 17 Years.		17 Years and Over.		
	Percentage of Basic Wage.	Total Weekly Rate.	Percentage of Basic Wage.	Total Weekly Wage.	
		<i>s. d.</i>		<i>s. d.</i>	
First Year	25	58 0	35	81 0	
Second Year	35	81 0	47	109 0	
Third Year	47	109 0	66	153 0	
Fourth Year	66	153 0	90	209 0	
Fifth Year	90	209 0	..	..

NOTE:—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

PROPORTIONATE NUMBER.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to the first three workers receiving not less than 28s. per week of 40 hours, and thereafter one improver to every six additional such workers.

JUVENILE WORKERS.
Wages Per Week of 40 Hours.

Persons under 21 years of age (other than apprentices or improvers) employed as follows:—

	Persons Engaged in General Work for the Whole of their Working Time.				Females Engaged Decorating Christmas and New Year Cakes.	
	Males.		Females.		Percentage of Female Basic Wage.	Weekly Wage.
	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.		
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
14 years of age	26	80 6	..	..	..	..
15 years of age	30	69 6	33	57 6	40	69 6
16 years of age	34	79 0	35	61 0	45	78 6
17 years of age	40	93 0	45	78 6	53	92 0
18 years of age	45	104 6	49	85 6	61	106 0
19 years of age	50	116 0	54	94 0	69	120 0
20 years of age	59	137 0	58	101 0	76	132 0

OTHER EMPLOYEES.
Wages Per Week of 40 Hours.

	Weekly Wage.
	<i>s. d.</i>
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein	301 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamenteer, or ornamental worker under his or her charge	296 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers	288 0
All other males	246 0
Females engaged in general work	174 0

Jobbers, i.e., pastrycooks engaged for not more than half the number of hours fixed for a week's work shall be paid an hourly rate ascertained by increasing the weekly rate prescribed for a pastrycook by 12½ per cent., and dividing the result by 40

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

[1847]



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No. 297]

THURSDAY, APRIL 30.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1953.

Dated at Melbourne, this
29th day of April, 1953.

RAY H. BEERS,
Secretary for Labour.

ANIMAL MANURE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 258 of the 10th April 1953, shall be replaced by the following clause:—

2.

WAGES.

Apprentices or Improvers.			Other Employees.	
	Percentage of Basic Wage.	Wages Per Week.	Wages Per Week.	
		<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	67	155 6	Carcass skimmers	309 6
16 years of age and under 17 years of age	73	169 6	All others	303 6
17 years of age and under 19 years of age	94	218 0		
19 years of age and under 20 years of age	100 plus 10s. 6d.	242 6	Afternoon shift employees shall receive an additional 10 per cent. per week.	
20 years of age and under 21 years of age	100 plus 26s. 6d.	258 6	Night shift employees shall receive an additional 10 per cent. per week.	
PROPORTION (by any Employer).			Leading hands on afternoon or night shift shall receive an additional 3s. per shift.	
<i>Apprentices.</i>				
One apprentice to every three or fraction of three workers receiving not less than 303s. 6d. per week.				
An indenture of apprenticeship has been prescribed by the Board				
<i>Improvers.</i>				
One improver to every four workers receiving not less than 303s. 6d. per week.				

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

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No. 298]

FRIDAY, MAY 1.

[1953

Factories and Shops Acts.

DETERMINATION OF THE ORGAN 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 classes of persons, employed in the process, trade, or business of a builder of pipe organs," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 1st April, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES.

2.

Adults or Journeymen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Organ builder	13 19 0	13 16 0
Employee erecting, dismantling or repairing organs	13 19 0	13 16 0
Wood worker	13 19 0	13 16 0
Voicer	13 19 0	13 16 0
Tuner	13 19 0	13 16 0
Metal pipe maker	13 19 0	13 16 0
Polisher	13 19 0	13 16 0
Spray hand—		
(a) engaged on finishing coats of any type	13 9 0	13 6 0
(b) engaged on priming and or undercoating, and/or sealing	12 19 0	12 16 0
Employee cutting or papering down and/or filling and/or staining	12 19 0	12 16 0

SPECIAL RATES.

3. (a) *Leading Hands*.—In addition to the wages prescribed in clause 2 herein leading hands shall be paid the following allowances:—

- (1) Nine shillings per week if in charge of not less than three and not more than ten employees including apprentices;
- (2) Eighteen shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
- (3) Twenty-seven shillings per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein the following additional rates shall be paid:—

- (i) Sixpence per hour to employees working in confined spaces;
Confined space means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.
- (ii) Fourpence per hour to employees working in any place where clothing or boots become saturated, whether by water, oil or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.
- (iii) Sixpence per hour to employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise;

(iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

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

Special Rates Not Cumulative.

(c) 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 rate for the disabilities so prevailing.

Rates Not Subject to Penalty Additions.

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

Tool Allowance.

(e) Employees engaged as carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2s. 6d. per week as a tool allowance. Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers :—

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Apprentices.</i>		
	£ s. d.	£ s. d.
Five-year Term—		
1st year's experience	3 13 6	3 12 6
2nd year's experience	4 18 6	4 17 0
3rd year's experience	6 3 6	6 2 0
4th year's experience	9 10 0	9 7 6
5th year's experience	11 15 0	11 12 0
Four-year Term—		
1st year's experience	3 18 0	3 17 0
2nd year's experience	6 3 6	6 2 0
3rd year's experience	9 10 0	9 7 6
4th year's experience	11 15 0	11 12 0
<i>Improvers.</i>		
Under 16 years of age	2 15 0	2 14 0
16 and under 17	3 7 0	3 6 6
17 and under 18	4 10 6	4 9 0
18 and under 19	6 0 6	5 19 0
19 and under 20	9 10 0	9 7 6
20 and under 21	11 14 0	11 11 0

APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

6. (a) One apprentice shall be allowed to the first three adult workers or fraction thereof, and thereafter one additional apprentice to every three such workers.

(b) One improver shall be allowed to each six adult workers or fraction thereof; provided that at least three adult workers must be employed before an improver can be employed.

(c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.

(d) The terms "Adult workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory; provided that an apprentice shall not be an adult worker until he has completed his term of apprenticeship prescribed by this Determination.

(e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.

(f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

APPRENTICESHIP.

Apprenticeship Trades.

7. (a) For the purpose of indentures the following shall be apprenticed trades.

Organ Building.

Organ building and wood working, voicers, metal pipe making, tuning, Polishing.

Machinist—Instruction and practice in four of the following machines :—

Boulters carver or shaper, moulding machine, band saw, jig saw, circular saw, dovetailer, buzzer, planer, glue jointer, tenoner, copying lathe and automatic lathe.

(b) In such portions of the State of Victoria as come within the purview of the appropriate State Apprenticeship Commission, male juniors employed as wood carvers, and wood turners, shall only be employed as apprentices.

(c) Juvenile workers employed in any of the occupations referred to in sub-clause (b) hereof at the time of the making of this Determination may, if they so desire, be employed as apprentices and the time that they have been employed in the industry shall be counted as time of apprenticeship. If they do not elect to become apprenticed they may continue to be employed by the same employer as juvenile workers.

Term of Apprenticeship.

(d) The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years, and for those entering apprenticeship trades in their eighteenth and nineteenth years shall be four years.

General Conditions of Apprenticeship.

(e) (i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.

(ii) All present contracts of apprenticeship shall be deemed to include and all future contracts of apprenticeship shall include the following provisions :—

If through lack of orders or through financial difficulties the 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 may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

If there occurs a breakdown of power necessitating the standing down of adult employees, apprentices may also be stood down over the same period.

Technical Training.

(f) (i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.

(ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

CONTRACT OF EMPLOYMENT.

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

Terminating Employment.

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

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

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be *prime facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

Casual Employees.

(e) A casual employee shall mean an employee who is engaged and paid as such and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

EMERGENCY PROVISIONS.

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

(i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

- (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work ;
- (2) where an employee commences work he shall be entitled to be paid for four hours' work ;
- (3) this sub-clause shall not apply to apprentices.

- (ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work :—

- (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.
- (3) for work performed at all times other than on a Sunday—ordinary rates plus 10 per cent.

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

- (iii) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the union or unions before acting under this paragraph.
- (b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of any employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—
- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
 - (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
 - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
 - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.
- (b) Employers may, by mutual arrangement between the employers and employees concerned, provide for temporary transfer of employees during the ordinary working hours of the week but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.
- (c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 8 hereof.

DEFINITIONS.

11. (a) "An Apprentice" is a person who is bound by indentures of apprenticeship.
- (b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

HOURS OF WORK.

12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of 8 hours per day.
- (b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday inclusive.

SHIFT WORK.

13. Shift work may be worked and where such shift work is worked the following conditions shall apply :—
- (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid for at the rate of time and a half.
 - (b) Except as herein provided, employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid 10 per centum more than the ordinary rates.
 - (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
 - (d) Employees who during a period of engagement work only on night shifts shall be paid at the rate of time and a quarter.
 - (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid ten per cent. above ordinary rates for both shifts.
 - (f) When employees work day and afternoon shifts only they shall change over week and week about and shall be paid ten per cent. extra for afternoon shifts.
 - (g) The ordinary hours of actual work or duty exclusive of meals breaks off duty (if any) of employees working on shift shall not exceed :—
 - (i) 8 in any one day; or
 - (ii) 44 in any one week; or
 - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
 - (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

OVERTIME.

14. (a) Except in the case of shift work all time worked :—
- (i) before or after the usual times of beginning and ending work;
 - (ii) in excess of eight hours per day;
- shall be paid for at the rate of time and one half for the first two hours and double time thereafter: Provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.
- (b) All work done outside the times of beginning and ending work on any holiday specified in clauses 23 and 24 of this Determination shall be paid for at the rate of double ordinary time.
- (c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.
- (d) In computing overtime each day's work shall stand alone.
- (e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.
- (f) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m., but such interval may be reduced to 30 minutes if an employer and the union mutually arrange for a 30 minutes' break.

MEAL MONEY.

16. All employees required to work beyond the usual finishing time shall be allowed 4s. tea money in addition to overtime rates as prescribed for in this Determination, when the usual finishing time is exceeded by more than one hour.

MATERIALS TO BE PROVIDED.

17. Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes and kit-box.

WASHING TIME FOR POLISHES.

18. Employees engaged in the polishing shop and spray paint operators shall be granted five minutes before lunch time and five minutes before knocking off time for washing purposes.

TRAVELLING TIME ALLOWANCE AND BOARD.

19. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his home to a job outside the shop, he shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his home to the shop.

(b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

(c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.

(d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

(e) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him in travelling shall be borne by the employer.

REST PERIOD.

20. When any spell of duty is for four hours or more an interval of five minutes to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and during such interval employees may leave their seats but not the premises.

SEATING ACCOMMODATION.

21. All chairs provided for employees shall be reasonably comfortable.

PAYMENT OF WAGES.

22. (a) All employees shall be paid weekly not later than Wednesday.

(b) No employer shall hold more than two days' pay in hand except under the provisions of clause 25 of this Determination.

(c) Any employee kept waiting for his pay on pay day for more than ten minutes after the usual time for ceasing work shall be paid overtime rates for that ten minutes and for ten minutes at the least.

(d) An employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.

(e) Should an employee leave his employment without giving a week's notice as required by this Determination any moneys, due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.

(f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry, but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

HOLIDAYS.

23. The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

24. (a) Any time-work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.

(b) All work done on Sundays shall be paid for at the rate of double time.

LOADED RATE TO COVER HOLIDAYS, SICK LEAVE AND ANNUAL LEAVE.

25. (a) All weekly wage employees shall be granted their annual leave at Christmas Time. Such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 23 hereof and if any such holidays falls within the period of annual leave and is observed on a day which would have been an ordinary working day there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas-New Year holidays.

Provided that skeleton staffs may be retained where employers are under contract to service organs in churches or other buildings.

(b) Loaded rate shall provide credits from which payment for holidays, annual leave and sick pay shall be made under the following conditions:—

(i) Each weekly wage employee including a pieceworker or a task worker shall be credited by the employer with a sum equal to four hours' pay for each week of continuous service, and shall be continued each year from the beginning of the second week in each year until the end of the fifty-first week in each year.

(ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time shall be ascertained.

- (iii) If on the pay day following the holiday there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent the employer shall on that pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payments due under this paragraph will be made on the day preceding such holidays.
- (iv) If on the pay day following the holiday the amount standing to such credit is less than such wage equivalent the employer shall on that pay day pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payment due under this paragraph will be made on the pay day preceding such holidays.
- (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident, as above stated the employee may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
- (vi) On the pay day preceding the Christmas-New Year holidays the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
- (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year the employer may reduce the amount to be credited to such employee by an amount *pro rata* to such absence.
- (viii) If an employee lawfully leaves or his employment is terminated by the employer through no fault of the employee he shall be paid such amount as is then standing to his credit.
- (c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.

FIRST-AID OUTFIT AND ATTENDANT.

26. (a) Every factory, shop, or work-shop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment:—

Antiseptic solution 1 bottle; Bandages, cotton and gauze 1 dozen assorted sizes; Castor oil 2 ozs; Iodine, tincture of, 2 ozs; Manual, First-aid 1; Petrolatum carbolized 1 jar; Picric acid solution made according to the following recipe or prescription:— $1\frac{1}{2}$ teaspoonful of powdered picric acid, 3 ozs. of absolute alcohol, and 2 pints of distilled water; 1 pint; Pins, safety 1 packet; sal volatile 6 ozs.; Scissors 1 pair; Tourniquet 1; Tweezers 1 pair; Gauze, sterilized plain, Cotton absorbent, Lint absorbent, Plaster, adhesive, an adequate assortment.

(b) In factories, shops, workshops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first-aid attendant an additional 10s. per week for each week in which three days or more have been worked shall be paid to such employee and shall be payable in addition to any amounts paid for annual leave, sick leave and public holidays provided that this allowance shall not be subject to any premiums or penalty additions.

AMENITIES.

27. (a) Each employer shall install in each factory, shop or workroom or place wherein employees are working a proper system of ventilation and dust prevention.

(b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.

(c) Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water.

(d) Each employer shall provide proper and sufficient washing facilities.

(e) Each employer shall provide a dining room with adequate table and seating accommodation therein.

(f) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop.

(g) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting. An employee when performing such work shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. Goggles shall be supplied to employees when grinding tools.

(h) While any work is being carried on in any confined or enclosed space in which fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work the employer shall install a suction exhaust apparatus through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed. Where it is impracticable to install such suction exhaust apparatus the employer, shall, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

TIME AND WAGES BOOK OR RECORD.

28. (a) Employers shall provide at each shop, factory or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

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

RIGHT OF ENTRY OF UNION OFFICIAL.

29. A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the mid-day (meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

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

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

- (c) That not more than one representative in all be in any workshop at any one time.
- (d) That no one representative visit a workshop more than once in each week.
- (e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions such employer may refuse the right of entry but the representative shall have the right to bring such refusal before the Chief Inspector of Factories.

SHOP STEWARDS.

30. In cases where shop stewards have been appointed and recognized by the employers the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

UNION DELEGATES.

31. Where the appointment of a shop steward is not approved of or recognized by the employer a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

NOTICE BOARDS.

- 32. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society of Australasia.
- (b) The notice boards shall be in a prominent position.
- (c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

DETERMINATION TO BE POSTED.

33. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store or shop.

WORK TO BE DONE IN FACTORY, SHOP OR PLACE.

- 34. (a) All work shall be done in a factory, shop or place duly registered under State laws: but this shall not prevent an employer sending employees from his factory, shop or place to any building for the purpose of repairing, completing, fitting or fixing any work covered by this Determination.
- (b) For the purposes of this Determination "factory, shop or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired, prepared or manufactured.
- (c) No persons shall use, allow or permit to be used as a sleeping place any part of a factory, shop or place.

PIECEWORK.

- 35. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman of average capacity working under like conditions to earn at least ten per centum more than the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be apprentices or improvers on piecework or otherwise.
- (b) All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week:—not less than the base rate.

CONTRACT WORK.

36. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 35) by contracting, sub-contracting, sub-letting or other similar systems.

PERIODICAL ADJUSTMENT OF WAGES.

37. The wages rates set out in clause 2 are based upon the following basic wage for adults, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically adjusted as prescribed by clause 38.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne— Males	£ s. d. 11 9 0	Melbourne
Within 10 miles of G.P.O., Geelong, same as the contemporaneous basic wage and minimum wage for Melbourne		
Warrnambool, same as the contemporaneous basic wage and minimum wage for Melbourne		
Mildura and Gippsland districts, same as the contemporaneous basic wage and minimum wage for Melbourne		
Yallourn, until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week		
Elsewhere, 3s. and 1s. 6d. respectively less than the contemporaneous basic wage and minimum wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

- 38. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.
- (b) Until the beginning of the first pay period to commence in May, 1953, the amount of the basic wage shall be as prescribed in clause 37.
- (c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.
- (d) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen in the respective classes.

MARGINS.

39. In addition to the basic wage prescribed in clause 37, the following additional margins (including war loadings) shall be paid :—

Classification.	Margin.
	£ s. d.
Organ builder	2 10 0
Employee erecting, dismantling or repairing organs	2 10 0
Wood worker	2 10 0
Voicer	2 10 0
Tuner	2 10 0
Metal pipe maker	2 10 0
Polisher	2 10 0
Spray hand—	
(a) engaged on finishing coats of any type	2 0 0
(b) engaged on priming and/or undercoating, and/or sealing	1 10 0
Employee cutting or papering down and/or filling and/or staining	1 10 0

40. The wages of apprentices and improvers shall be the under-mentioned percentages of the basic wage, and in addition thereto the loadings specified calculated to the nearest 6d., 3d. or less than 3d. to be disregarded.

	Percentage of Basic Wage.	War Loading.
	%	s. d.
<i>Apprentices.</i>		
Five-year Term—		
1st year's experience	32	..
2nd year's experience	43	..
3rd year's experience	54	..
4th year's experience	83	..
5th year's experience	100 plus 6s.	..
Four-year Term—		
1st year's experience	34	..
2nd year's experience	54	..
3rd year's experience	83	..
4th year's experience	100 plus 6s.	..
<i>Improvers.</i>		
Under 16 years of age	24	..
16 and under 17 years of age	29	0 9
17 and under 18 years of age	39	1 0
18 and under 19 years of age	52	1 6
19 and under 20 year of age	82	2 3
20 and under 21 years of age	100 plus 2s.	3 0

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

J. V. WILLOX, Secretary.

Melbourne, 16th March, 1953.

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VICTORIA GOVERNMENT GAZETTE.

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[1953

Factories and Shops Acts.

DETERMINATION OF THE WICKER AND BABY CARRIAGE BOARD.

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

[IN accordance with the provisions of the Factories and Shops Acts the Wages Board which now has power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of—

(a) Manufacturing—

- # (i) baby carriages, dolls' carriages, mobile chairs, or parts thereof;
- (ii) reed tex, hy-tex, or similar materials;
- (iii) any goods made of wicker, bamboo, cane, reed tex, hy-tex, or similar materials;

(b) Assembling or putting together any parts of baby carriages or dolls' carriages—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 1st April, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Part I.—Adult Males.</i>	£ s. d.	£ s. d.
GROUP "A"—WICKER AND BASKET WORK.		
Basket maker or repairer	13 19 0	13 16 0
Employee fitting lining or lettering baskets	13 19 0	13 16 0
Wicker frame maker	13 19 0	13 16 0
Wicker furniture maker	13 9 0	13 6 0
Employee making reed tex, hy-tex, or similar materials	13 9 0	13 6 0
GROUP "B"—BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.		
Upholsterers	13 9 0	13 6 0
Body-makers	13 9 0	13 6 0
Hood makers	13 9 0	13 6 0
Assembler of baby carriages, dolls' carriages and mobile chairs	13 9 0	13 6 0
Painters	13 9 0	13 6 0
Sprayers	13 9 0	13 6 0
Ironworkers	13 9 0	13 6 0
Wheel makers	13 9 0	13 6 0
Wicker workers	13 9 0	13 6 0
Employee making reed tex, hy-tex, or similar materials	13 9 0	13 6 0
Assembler of parts of dolls' carriages, baby carriages or mobile chairs	11 15 0	11 12 0
<i>Part II.—Adult Females.</i>		
Machinists, sewers, or cutters	9 11 6	9 9 6
Folding hood makers	9 11 6	9 9 6

Provided that all other adults females employed on work for which a male margin of 40s. or over is prescribed shall receive a margin equal to 50 per centum of the male margin, but if the male margin is less than 40s. they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

Part III.—Saving.

No employee shall have his or her rate reduced merely as a result of this Determination.

SPECIAL RATES.

3. (a) *Leading Hands.*—In addition to the wages prescribed in clause 2 herein leading hands shall be paid the following allowances:—

- (1) Nine shillings per week if in charge of not less than three and not more than ten employees including apprentices;
- (2) Eighteen shillings per week if in charge of not less than 10 and not more than twenty employees including apprentices;
- (3) Twenty-seven shillings per week if in charge of more than twenty employees including apprentices.

In addition to the rates set out in clause 2, herein the following additional rates shall be paid:—

- (i) Sixpence per hour to employees working in confined spaces;

Confined space means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.

- ii) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

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

Special Rates Not Cumulative.

(c) Where more than one of the disabilities entitling a workmen to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest rate for the disabilities so prevailing.

Rates Not Subject to Penalty Additions.

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

MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class or work is half or less than half a week or half or less than half a day then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers:—

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Male Apprentices.</i>		
5-year Term—	£ s. d.	£ s. d.
1st year's experience	3 13 6	3 12 6
2nd year's experience	4 18 6	4 17 0
3rd year's experience	6 3 6	6 2 0
4th year's experience	9 10 0	9 7 6
5th year's experience	11 15 0	11 12 0
4-year Term—		
1st year's experience	3 18 0	3 17 0
2nd year's experience	6 3 6	6 2 0
3rd year's experience	9 10 0	9 7 6
4th year's experience	11 15 0	11 12 0
<i>Male Improvers.</i>		
Under 16 years of age	2 15 0	2 14 0
16 and under 17	3 7 0	3 6 6
17 and under 18	4 10 6	4 9 0
18 and under 19	6 0 6	5 19 0
19 and under 20	9 10 0	9 7 6
20 and under 21	11 14 0	11 11 0
<i>Female Apprentices.</i>		
1st year's experience	3 19 0	3 18 0
2nd year's experience	5 13 0	5 11 6
3rd year's experience	7 11 0	7 9 6
4th year's experience	8 13 0	8 11 0
<i>Female Improvers.</i>		
16 years and under	2 16 6	2 16 0
17 years	3 19 0	3 18 0
18 years	5 13 0	5 11 6
19 years	7 11 0	7 9 6
20 years	8 13 0	8 11 0

APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

6. (a) (i) Males.—One male apprentice shall be allowed to the first three adult male workers or fraction thereof, and thereafter one additional apprentice to every three such workers.
- (ii) Females.—One female apprentice shall be allowed to each adult female worker.
- (b) (i) One male improver shall be allowed to each six adult male workers or fraction thereof; Provided that at least three adult male workers must be employed before a male improver can be employed.
- (ii) One female improver shall be allowed to each six adult female workers or fraction thereof.
- (c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.
- (d) The terms "adult male workers" and "adult female workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory; Provided that an apprentice shall not be an adult worker until he has completed his term of apprenticeship prescribed by this Determination.
- (e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.
- (f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

APPRENTICESHIP.

7. (a) *Apprenticeship Trades.*—For the purpose of indentures the following shall be apprenticed trades:—
Wicker and Baby Carriages.—Wicker work, basket making, and baby carriage making.
 Provided that in all types of machining, instruction and practice shall be given in one of the following machines, viz.:—shaper, moulder, or router.
- (b) *Term of Apprenticeship:*—
- (i) *Males.*—The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years and for those entering apprenticeship trades in their eighteenth and nineteenth years shall be four years.
- (ii) *Females.*—The term of apprenticeship for females shall be four years.
- (c) *General Conditions of Apprenticeship:*—
- (i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.
- (ii) All present contracts of apprenticeship shall be deemed to include and all future contracts of apprenticeship shall include the following provision:—
 If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, 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 may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.
 If there occurs a breakdown of power necessitating the standing down of adult employees apprentices may also be stood down over the same period.
- (d) *Technical Training:*—
- (i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.
- (ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

CONTRACT OF EMPLOYMENT.

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.
 Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.
- (ii) *Terminating Employment:*—
- (a) Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week or in lieu thereof payment or forfeiture of a week's wages. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.
 Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.
- (b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.
- (c) Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be *prima facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.
- (d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

Casual Employees.

- (e) A casual employee shall mean an employee who is engaged and paid as such and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

EMERGENCY PROVISIONS.

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

- (i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

- (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
- (2) where an employee commences work he shall be entitled to be paid for four hours' work;
- (3) this sub-clause shall not apply to apprentices.

- (ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

- (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.
- (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

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

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

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

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or

- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

- (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
- (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned provide for temporary transfer of employees during the ordinary working hours of the week, but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 8 hereof.

DEFINITIONS.

11. (a) "An Apprentice" is a person who is bound by indentures of apprenticeship.
 (b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

HOURS OF WORK.

12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of 8 hours per day.
 (b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday inclusive.

SHIFT WORK.

13. Shift work may be worked and where such shift work is worked the following conditions shall apply:—
- (a) Any afternoon or night shift which does not continue for five successive shifts, shall be paid for at the rate of time and a half.
 - (b) Except as herein provided, employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid ten per cent. more than ordinary rates.
 - (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
 - (d) Employees who during a period of engagement work only on night shifts shall be paid at the rate of time and a quarter.
 - (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid ten per cent. above ordinary rates for both shifts.
 - (f) When employees work day and afternoon shifts only they shall change over week and week about and shall be paid ten per cent. extra for afternoon shifts.
 - (g) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on shift shall not exceed:—
 - (i) 8 in any one day; or
 - (ii) 44 in any one week; or
 - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
 - (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

OVERTIME.

14. (a) Except in the case of shift work all time worked :—

- (i) before or after the usual times of beginning and ending work ;
- (ii) in excess of 8 hours per day ;

shall be paid for at the rate of time and one half for the first two hours and double time thereafter : provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.

(b) All work done outside the times of beginning and ending work on any holiday specified in clauses 22 and 23 of this Determination shall be paid for at the rate of double ordinary time.

(c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.

(d) In computing overtime each days' work shall stand alone.

(e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.

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

MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m. but such interval may be reduced to 30 minutes if an employer and the union mutually arrange for a 30 minutes' break.

MEAL MONEY.

16. All employees required to work beyond the usual finishing time shall be allowed 4s. tea money in addition to overtime rates as prescribed for in this Determination, when the usual finishing time is exceeded by more than one hour.

WASHING TIME FOR POLISHERS.

17. Employees engaged in the polishing shop and spray paint operators shall be granted five minutes before lunch time and five minutes before knocking off time for washing purposes.

TRAVELLING TIME ALLOWANCE AND BOARD.

18. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the shop, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the shop.

(b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

(c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.

(d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

(e) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him travelling shall be borne by the employer.

REST PERIOD.

19. When any spell of duty is for four hours or more an interval (ten minutes for females and five minutes for males) to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and during such interval employees may leave their seats but not the premises.

SEATING ACCOMMODATION.

20. (a) All chairs provided for employees shall be reasonably comfortable.

(b) A chair provided for any female shall have a back to it, unless the work of such employee cannot conveniently be done in such a chair, or unless the employee requests to be allowed to use a seat without a back to it.

PAYMENT OF WAGES.

21. (a) All employees shall be paid weekly not later than Wednesday.

(b) No employer shall hold more than two days' pay in hand except under the provisions of clause 24 of this Determination.

(c) Any employee kept waiting for his pay on pay day for more than 10 minutes after the usual time for ceasing work shall be paid overtime rates for that 10 minutes and for 10 minutes at the least.

(d) Any employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.

(e) Should an employee leave his employment without giving a week's notice as required by this Determination any moneys, due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.

(f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

HOLIDAYS.

22. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day Christmas Day and Boxing Day.

PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

23. (a) Any time-work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.

(b) All work done on Sundays shall be paid for at the rate of double time.

LOADED RATE TO COVER HOLIDAYS SICK LEAVE AND ANNUAL LEAVE.

24. (a) All weekly wage employees shall be granted their annual leave at Christmas time. Such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 22 hereof and if any of such holidays falls within the period of annual leave and is observed on a day which would have been an ordinary working day there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas-New Years holidays.

Provided that skeleton staffs may be retained in the following sections of the industry and for the purposes mentioned :—

- (i) In all Sections where employers are under contract to service ships in port ;
- (ii) In any other Section where the said representatives of the parties consider special provision necessary.

(b) Loaded rate shall provide credits from which payment for holidays annual leave and sick pay shall be made under the following conditions :—

- (i) Each weekly wage employee including a pieceworker or a task worker shall be credited by the employer with a sum equal to four hours' pay for each week of continuous service and shall be continued each year from the beginning of the second week in each year until the end of the fifty-first week in each year.
 - (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time shall be ascertained.
 - (iii) If on the pay day following the holiday there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent the employer shall on that pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payments due under this paragraph will be made on the day preceding such holidays.
 - (iv) If on the pay day following the holiday the amount standing to such credit is less than such wage equivalent the employer shall on that pay day pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payment due under this paragraph will be made on the pay day preceding such holidays.
 - (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated the employee may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
 - (vi) On the pay day preceding the Christmas-New Year holidays the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
 - (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year the employer may reduce the amount to be credited to such employee by an amount *pro rata* to such absence.
 - (viii) If an employee lawfully leaves or his employment is terminated by the employer through no fault of the employee he shall be paid such amount as is then standing to his credit.
- (d) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.

FIRST-AID OUTFIT AND ATTENDANT.

25. (a) Every factory, shop, or work-shop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment :—

Antiseptic solution 1 bottle ; Bandages, cotton and gauze, 1 dozen assorted sizes ; Castor oil 2 ozs ; Iodine, tincture of, 2 ozs ; Manual, First-aid 1 ; Petrolatum carbolized 1 jar ; Picric acid solution made according to the following recipe or prescription :— $\frac{1}{4}$ teaspoonful of powdered picric acid, 3 oz of absolute alcohol, and 2 pints of distilled water ; 1 pint ; Pins safety 1 packet ; sal volatil 6 ozs ; Scissor 1 paid ; Tourniquet 1 ; Tweezers 1 pair ; Gauze, sterilized plain, Cotton, absorbent, Lint absorbent, Plaster, adhesive, an adequate assortment.

(b) In factories, shops, workshops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first-aid attendant an additional 10s. per week for each week in which three days or more have been worked shall be paid to such employee and shall be payable in addition to any amounts paid for annual leave, sick leave and public holidays provided that this allowance shall not be subject to any premiums or penalty additions.

AMENITIES.

26. (a) Each employer shall install in each factory, shop or workroom or place wherein employees are working a proper system of ventilation and dust prevention.

(b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.

(c) Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water.

(d) Each employer shall provide proper and sufficient washing facilities.

(e) Each employer shall provide a dining room with adequate table and seating accommodation therein.

(f) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop.

(g) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting. An employee when performing such work shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. Goggles shall be supplied to employees when grinding tools.

(h) While any work is being carried on in any confined or enclosed space and/or on the following operations in which fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work, the employer shall install a suction exhaust apparatus through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed. Where it is impracticable to install such suction exhaust apparatus the employer, shall, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

TIME AND WAGES BOOK OR RECORD.

27. (a) Employers shall provide at each shop, factory or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

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

RIGHT ON ENTRY OF UNION OFFICIAL.

28. A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers workshops during the midday meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

- (a) That he produces his authority to the gate-keeper or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the places where they are taking their meal.
- (c) That not more than one representative in all be in any workshop at any one time.
- (d) That no one representative visit a workshop more than once in each week.
- (e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions such employer may refuse the right of entry but the representative shall have the right to bring such refusal before the Chief Inspector of Factories.

SHOPS STEWARDS.

29. In cases where shop stewards have been appointed and recognized by the employers the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

UNION DELEGATES.

30. Where the appointment of a shop steward is not approved of or recognized by the employer a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

NOTICE BOARD.

31. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society of Australasia.

(b) The notice boards shall be in a prominent position.

(c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

DETERMINATION TO BE POSTED.

32. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store or shop.

WORK TO BE DONE IN FACTORY SHOP OR PLACE.

33. (a) All work shall be done in a factory, shop or place duly registered under State laws: but this shall not prevent an employer sending employees from his factory, shop or place to any building or ship for the purpose of repairing, completing, fitting or fixing any work covered by this Determination.

(b) For the purposes of this Determination "factory, shop or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired prepared or manufactured.

(c) No persons shall use allow or permit to be used as a sleeping place any part of a factory shop or place.

CONTRACT WORK.

34. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 35) by contracting, sub-contracting, sub-letting or other similar systems.

*PIECEWORK PRICES.

35. (a) That the lowest piecework price payable to any person for wholly or partly preparing or manufacturing any article of the description referred to in the following schedules shall be the price fixed by such schedules in respect of such article.

(b) Where the material is not stated in the schedules the articles may be made of willow or cane.

(c) Any piece-worker who works more than 40 hours in any week within the times of beginning and ending work, as set forth in clause 12 of this Determination, shall be paid for such extra time 7d. per hour in addition to piecework earnings.

(d) For work done outside the times of beginning and ending work, as set forth in clause 12 of this Determination, pieceworkers shall be paid, in addition to piecework earnings, as follows:—

Between 5 p.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, and on Saturday
until 12 noon 7d. per hour.

After 12 noon on Saturday or 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, or
before 7 a.m. on any day 3s. 6d. per hour.

(e) Every piece-worker shall complete in their entirety all processes or operations necessary for the production of the article the manufacture of which he or she is engaged.

(a) SQUARE WORK

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
BASKETS—									
Arm	..	9 inches	5½ inches	6½ inches	..	..	..	..	20s. 11d. per doz.
	..	10 "	6 "	7 "	..	..	..	..	22s. 3d. "
	..	11 "	6½ "	7½ "	..	..	..	..	24s. 1d. "
	..	12 "	7 "	8 "	..	..	..	..	25s. 6d. "
									Split Whole Cane. Cane.
									each each
Grocers'—Cane stakes, blunt corners, cross handles; first five sizes three rounds of upsetting and one round of waleing on top; two largest sizes four rounds of upsetting, two rounds of waleing on top, and (if required) handles each end	5	12 inches	9 inches	6 inches	16 inches	12 inches	8	6	2s. 8d. 3s. 0d.
	6	14 "	10 "	7 "	18 "	13 "	10	7	3s. 4d. 3s. 8d.
	6	16 "	11 "	8 "	20 "	14 "	10	7	3s. 10d. 4s. 1d.
	7	18 "	12 "	9 "	22 "	15 "	12	8	4s. 6d. 4s. 11d.
	7	20 "	13 "	10 "	24 "	16 "	12	8	5s. 0d. 5s. 10d.
	8	22 "	14 "	11 "	26 "	17 "	14	9	5s. 11d. 6s. 6d.
	8	24 "	15 "	12 "	28 "	18 "	14	10	7s. 3d. 7s. 11d.
Wirebottom, same price									
		14 inches	10 inches	7 inches	18 inches	13 inches	10	7	3s. 6d.
Grocers' open cane bottom	..	18 "	12 "	8 "	22 "	15 "	12	8	4s. 1d.
	..	20 "	13 "	9 "	24 "	16 "	12	8	4s. 9d.
	..	22 "	14 "	10 "	26 "	17 "	14	9	5s. 11d.
	..	24 "	15 "	11 "	28 "	18 "	14	10	6s. 7d.
									7s. 9d.
Corner pins—									
1st 3 sizes	..	..	..	..	..	..	..	..	3½d. each basket extra
Other sizes	..	..	..	..	..	..	..	..	4½d. "
Iron worked in bottoms and across handles—									
1st 3 sizes	..	..	..	..	..	..	..	..	3½d. "
Other sizes	..	..	..	..	..	..	..	..	4½d. "
Lemonade.—Three rounds of upsetting, one round of waleing on top, handle each end (24 bottles), split cane siding	10	21 inches	14 inches	6 inches	..	..	12	8	7s. 3d. each
Lemonade.—Three rounds of upsetting, wale under and over holes (24 bottles); one deep partition and siding (split cane)	10	21 inches	14 inches	10 inches	..	..	12	8	8s. 10d. each
If deep partitions whole cane..	..	..	..	..	..	..	..	..	6½d. each basket extra
If footed (one round of waleing under foot)	..	..	..	..	..	..	..	..	11½d. "
Lemonade.—Three rounds of upsetting, one round of waleing on top handle or finger holes each end (24 bottles); two deep partitions, one each way; split cane siding	10	21 inches	14 inches	6 inches	..	..	12	8	9s. 11d. each
If deep partitions whole cane	..	..	..	..	..	..	..	..	6½d. each basket extra
Parcel.—Split cane sides, round cane bottoms, blunt corners, first four sizes, four rounds of upsetting; other size, five rounds, two rounds of waleing on top; handles on top of border; if made with holes, one round of waleing under holes and one on top	6	16 inches	10½ inches	9½ inches	19½ inches	13 inches	11	8	3s. 6d. each
	7	18 "	12 "	10 "	22 "	15 "	12	9	4s. 0d. "
	7	20 "	13½ "	12 "	25 "	17 "	13	9	5s. 4d. "
	8	22 "	15 "	14 "	27 "	19 "	14	10	6s. 8d. "
	8	24 "	16 "	18 "	31 "	21 "	14	10	7s. 10d. "
Parcel.—Fitted round cane bottoms, blunt corners, four rounds of upsetting on the first four sizes, five rounds on the other sizes, two rounds of waleing on top of three smallest sizes; other sizes three rounds; centre fitch on five largest sizes; one round of pairing on centre fitch of two largest sizes. (Depths are under the border)	6	18 inches	11 inches	9 inches	22 inches	15 inches	19	13	3s. 8d. each
	7	20 "	12 "	10 "	24 "	16 "	19	13	4s. 5d. "
	7	22 "	13 "	12 "	26 "	17 "	21	14	5s. 4d. "
	7	24 "	14 "	14 "	28 "	18 "	23	15	6s. 5d. "
	8	26 "	16 "	16 "	30 "	19 "	24	16	7s. 8d. "
	8	28 "	17 "	18 "	34 "	22 "	26	17	8s. 6d. "
	9	30 "	18 "	20 "	36 "	23 "	28	17	10s. "
Corner pins	..	..	..	..	..	..	..	..	6½d. each basket extra
Porter.—Split cane; blunt corners, two handles; clogged; three rounds of upsetting. One round of waleing; partitions to have four sticks—									
(6 bottles)	5	13½ inches	9 inches	6 inches	..	..	8	6	4s. 5d. each
(12 ")	8	18 "	13 "	6 "	..	..	10	8	5s. 10d. "
(24 ")	12	27 "	18 "	6 "	..	..	14	10	8s. 10d. "

* See Footnotes.

* See Footnotes.

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 145s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

SQUARE WORK—continued.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
BASKETS—continued.									
Porter, deep, (24 bottles); clogged, three or four rounds of upsetting, one centre wale (wale under and over holes), shallow partition 7 inches, deep partition 11½ inches, whole cane neck, split cane sides, split and round cane bottoms, without lid, split cane partitions, short partition to have four sticks, long partitions three sticks, deep partitions seven sticks ..	11	26½ inches	17½ inches	12 inches	..	..	13	9	11s. 3d. each
Lids, split cane filling, whole cane sticks, ends banded and back irons top clogged	2s. 6d. ..
Round cane partitions	6½d. each basket extra
Short partitions deeper than 7 inches	3½d. "
Clogs under lids	3d. each clog extra
Brewery—Four rounds of split cane upsetting, one round of waleing in the centre and under and over holes, split cane sides and partitions, whole cane neck, split and round cane bottom, two partitions on sides, without lid ..	11	24½ inches	17 inches	13½ inches	..	..	13	9	10s. 5d. each
Lids, split cane, with round cane each end, outside sticks batten lined with cane, iron hinges, two iron bands each end, clogs on top	3s. 2d. ..
Plate worked in centre of front lid, and bolted on to same	3d. each extra
Plunger (hole to be bored for it to pass through)	6½d. " "
Two name plates, wired on	6½d. " "
Number plates	3½d. " "
Wire ties through two partitions on sides	1d. " "
Clogs under lid	5d. " "
Soiled Linen, Willow Skein— Four rounds of upsetting, two four-rod centre wales, twelve rods on top, round corners (wood bottoms and skeins provided by employer)	..	14 inches	14 inches	27 inches	..	..	44	..	10s. 11d. each
..	16 "	16 "	30 "	..	..	48	..	12s. 6d. "
..	18 "	18 "	33 "	..	..	50	..	14s. 2d. "
Cane or willow bottoms— 12 inches	9½d. extra
14 or 16 inches	1s. 1d. "
18 inches	1s. 3d. "
Soiled Linen, Cane—Four rounds of upsetting, two four-rod centre wales, twelve rods on top, round corners, split cane sidings (wood bottoms provided by employer)	..	14 inches	14 inches	27 inches	..	..	..	..	9s. 9d. each
..	16 "	16 "	30 "	..	..	..	..	11s. 5d. "
..	18 "	18 "	33 "	..	..	..	..	13s. 8d. "
Corner Pins— 14 inch	6½d. each basket extra
16 "	9½d. "
18 "	1s. 1d. "
Stakes nailed on— 14 inch	7½d. each extra
16 "	7½d. " "
18 "	11d. " "
Soiled Linen—Corner, three corner posts— 14x14, 26 round, 16 front stakes	14 inches	14 inches	27 inches	..	..	10	..	8s. 9d. each
16x16, 28 " 17 "	16 "	16 "	30 "	..	..	11	..	10s. 0d. "
18x18, 30 " 18 "	18 "	18 "	33 "	..	..	12	..	11s. 5d. "
(wood bottoms provided by employer)
Stakes nailed on— 14 inch	7½d. each extra
16 "	7½d. " "
18 "	11d. " "

* See Footnotes.

* See Footnotes.

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 145s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

SQUARE WORK—continued.

Articles of Basketware.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes	End Stakes.	Price.
BASKETS—continued.									
Soiled Linen—Corner, three corner posts, made of whole cane, pith or willow skein—									
14x14, 26 round, 16 front stakes	..	14 inches	14 inches	27 inches	..	..	10	..	12s. 0d. each
16x16, 28 " 17 "	..	16 "	16 "	30 "	..	..	11	..	13s. 10d. "
18x18, 30 " 18 "	..	18 "	18 "	33 "	..	..	12	..	16s. 4d. "
(wood bottoms provided by employer)									
Stakes nailed on—									
14 inches .. .. .	..	..	..	..	..	..	..	..	7½d. each extra
16 " .. .. .	..	..	..	..	..	..	..	..	7½d. " "
18 " .. .. .	..	..	..	..	..	..	..	..	11d. " "
Tumbler—Square holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waleing on top	8	16 inches	12 inches	4 inches	..	..	12	9	7s. 7d. each
Tumbler—Round holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waleing on top.	8	16 inches	12 inches	4 inches	..	..	12	9	12s. 5d. each
Winchester—Three rounds of upsetting, one round of waleing, handles each end (6 bottles)	8	18 inches	11½ inches	10 inches	..	..	10	..	8s. each
Wino—Two rounds of upsetting on first two sizes; other size, three rounds, one round of waleing on top—									
(6 bottles)	5	12 inches	7½ inches	7 inches	..	..	9	6	4s. 5d. each
(12 ")	8	16 "	12 "	7 "	..	..	10	8	5s. 11d. "
(24 ")	12	24 "	16 "	7 "	..	..	14	10	8s. 10d. "
HAMPERS.—									
Picnic—Arch Top, corner posts, three rounds of upsetting, twelve rounds of waleing on top, handles on lid, two holes in cover for staples, depth at sides	4	8 inches	5 inches	5 inches	..	..	8	5	3s. 8d. each
	4	9 "	5½ "	5½ "	..	..	8	5	4s. 4d. "
	4	10 "	6 "	6 "	..	..	9	6	4s. 10d. "
	5	12 "	7½ "	7½ "	..	..	10	7	5s. 8d. "
	6	14 "	10 "	8½ "	..	..	11	8	6s. 7d. "
	6	16 "	11 "	9½ "	..	..	12	8	7s. 8d. "
	7	17 inches	11 inches	8 inches	..	..	11	8	7s. 0d. "
	7	19 "	12 "	9 "	..	..	12	8	8s. 5d. "
	8	21 "	13 "	10 "	..	..	13	9	9s. 9d. "
	8	24 "	14 "	12 "	..	..	14	9	12s. 2d. "
Picnic—Randed, four rounds of upsetting, six rounds of waleing on top	7	17 "	11 "	10 "	..	..	11	8	7s. 9d. "
	7	19 "	12 "	11 "	..	..	12	8	9s. 4d. "
	8	21 "	13 "	12 "	..	..	13	9	10s. 7d. "
	8	24 "	14 "	13 "	..	..	14	9	12s. 9d. "
Swing handles .. .. .	..	..	..	..	..	..	..	..	1s. 2d. per basket extra
Picnic (Slewed)—First three sizes, three rounds of upsetting, last four sizes four rounds of upsetting, six rounds of waleing on top. Depth under wale outside. Two holes in cover for staples	5	12 inches	8½ inches	6½ inches	..	..	9	6	4s. 4d. each
	6	14 "	10 "	7 "	..	..	10	7	4s. 10d. "
	6	16 "	11 "	8 "	..	..	10	7	5s. 8d. "
	7	18 "	12 "	9 "	..	..	11	8	6s. 6d. "
	7	20 "	13 "	10 "	..	..	12	8	7s. 3d. "
	7	22 "	14 "	11 "	..	..	12	9	8s. 5d. "
	8	24 "	15 "	12 "	..	..	13	10	10s. 0d. "
Picnic—Skein—Flat top, two rounds of upsetting, handle on lid, one hole in lid for staple. Two rounds of waleing on top	4	7 inches	4½ inches	4½ inches	..	..	7	4	2s. 8d. "
	4	8 "	5 "	5 "	..	..	7	5	3s. 0d. "
	4	9 "	5½ "	5½ "	..	..	7	5	3s. 8d. "
	4	10 "	7 "	7 "	..	..	9	6	4s. 8d. "
	5	11 "	8 "	8 "	..	..	10	7	5s. 2d. "
If made Arch top—									
First three sizes .. .. .	..	..	..	..	..	..	..	..	6½d. extra
Last two sizes .. .. .	..	..	..	..	..	..	..	..	1s. 2d. "
Wool—Fitched, six rounds of upsetting, three rounds of waleing on top. Two centre fitches—one round of waleing on each, bi-staked	10	32 inches	27 inches	36 inches	40 inches	32 inches	15	11	15s. 1d. each
	10	30 "	30 "	31 "	38 "	34 "	13	12	15s. 1d. "
	8	36 "	24 "	36 "	48 "	36 "	15	10	17s. 1d. "
	10	36 "	30 "	36 "	54 "	42 "	17	12	18s. 11d. "
	10	42 "	26 "	36 "	48 "	31 "	16	12	18s. 11d. "
Wood bi-stakes .. .. .	..	..	..	..	..	..	..	..	1s. 3d. each basket extra
Randing top or bottom—									
First two sizes .. .. .	..	..	..	..	..	..	..	..	2d. per inch extra
Other sizes .. .. .	..	..	..	..	..	..	..	..	3½d. "
Packing pillars over two or four stakes	..	..	..	..	..	..	..	..	6½d. each pillar
C rt or Mill, made light—Four rounds of upsetting, two rounds of waleing under border and under and over finger-holes (if any). Handles if required. Blunt corners	5	18 inches	10 inches	10 inches	..	..	10, 11	6	3s. 5d. 4s. 2d.
	6	20 "	11 "	11 "	..	..	11, 12	7	4s. 0d. 4s. 8d.
	7	22 "	12 "	12 "	..	..	12, 13	8	4s. 7d. 5s. 6d.
	8	24 "	14 "	14 "	..	..	13, 14	9	6s. 8d. 8s. 0d.
Scale of inches for above (L.B. + W.B + D.)—									
35 inches	3s. 4d. 4s. 1d.
36 "	3s. 6d. 4s. 2d.
37 "	3s. 7d. 4s. 4d.
38 "	3s. 8d. 4s. 5d.

* See Footnotes.

* See Footnotes.

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 (b) The weekly earnings of each pieceworker shall be increased by the sum of 145s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

SQUARE WORK—continued.

Articles of Basketware.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
HAMPERS—continued.									
Cart or Mill—continued.									
Scale of Inches &c.—continued.									
39 inches .. .. .	..	..	..	..	..	..	..	..	Split Cane. each. 3s. 11d. 4s. 6d.
40 " .. .. .	..	..	..	..	..	..	..	..	3s. 11d. 4s. 7d.
41 " .. .. .	..	..	..	..	..	..	..	..	4s. 1d. 4s. 10d.
42 " .. .. .	..	..	..	..	..	..	..	..	4s. 2d. 4s. 11d.
43 " .. .. .	..	..	..	..	..	..	..	..	4s. 5d. 5s. 2d.
44 " .. .. .	..	..	..	..	..	..	..	..	4s. 2d. 4s. 11d.
45 " .. .. .	..	..	..	..	..	..	..	..	4s. 6d. 5s. 3d.
46 " .. .. .	..	..	..	..	..	..	..	..	4s. 8d. 5s. 7d.
47 " .. .. .	..	..	..	..	..	..	..	..	5s. 0d. 5s. 11d.
48 " .. .. .	..	..	..	..	..	..	..	..	5s. 4d. 6s. 5d.
49 " .. .. .	..	..	..	..	..	..	..	..	5s. 10d. 6s. 10d.
50 " .. .. .	..	..	..	..	..	..	..	..	6s. 2d. 7s. 5d.
Over 50 " .. .. .	..	..	..	..	..	..	..	..	Split cane, 4d. per inch extra; 1/2 whole cane, 5d. per inch extra
G.P.O.—Split cane sides and corner pins, three wood and six cane sticks (four to be double in the bottom) in two largest sizes	..	20 1/2 inches	17 1/2 inches	31 inches	..	..	12	10	12s. 11d. each
Three wood and four cane ticks in the smallest size. Four rounds of upsetting and two rounds of waleing on top. Two rounds of centrewaleing. Two handles in centre wale. Two runners in each side. Outsiders double in smallest size	..	20 1/2 "	15 1/2 "	31 "	..	..	12	9	12s. 7d. "
Sizes over and above those mentioned	..	16 1/2 "	15 1/2 "	24 1/2 "	..	..	10	9	10s. 5d. "
G.P.O.—Three rounds of upsetting on first three sizes, two rounds on the smallest size, one round of waleing on top, tin worked in centre of smallest size, two pairs of wales in centre. Lidstied on with green hide (two ties), wire bands each end of lid	..	27 inches	14 inches	8 inches	..	..	17	8	Round cane. 9s. 7d. each
In between sizes, <i>pro rata</i>	..	15 "	14 "	12 "	..	..	11	10	6s. 8d.
Pull through runners	..	14 "	11 "	9 "	..	..	10	9	5s. 8d.
Pigeon—Single deck with a door in lid (if drop door to be bordered down), four rounds of upsetting, five inches of siding, one round of waleing on first four sizes, two rounds on larger sizes, two inch vents all round under border, one round of waleing on fifth of first five sizes, two rounds on other sizes, one handle on top of first four sizes, handle each end on other sizes, trap lid on top 8 inches x 6 inches, large lid to open in first five sizes and to be bordered in on other sizes, to be tied with six bands, lids to be made of four randed patches, three inches deep, drop lids on front light randed	..	10 "	6 1/2 "	..	..	..	8	6	Split cane. 3s. 11d. each
Each additional deck	..	..	..	..	..	..	..	..	1 1/2 d. each extra
Drop doors on single deck—	..	..	..	..	..	..	..	..	4-pigeon baskets. 5s. 9d. each
First three sizes	7	16 inches	11 inches	10 inches	..	..	14	10	8s. 6d. "
Next three sizes	8	20 "	12 "	10 "	..	..	16	12	7s. 10d. "
Other sizes	8	20 "	13 "	10 "	..	..	18	12	8s. 5d. "
Wooden frames on bottom—	8	22 "	13 "	10 "	..	..	18	12	6-pigeon baskets 9s. 9d. each
First four sizes	8	24 "	13 "	10 "	..	..	20	12	11s. 1d. "
Next three sizes	9	27 "	15 "	10 "	..	..	22	13	12s. 8d. "
Other sizes	9	30 "	18 "	10 "	..	..	23	15	13s. 4d. "
Troughs for deck	9	33 "	18 "	10 "	..	..	25	15	14s. 4d. "
Partitions for single birds	9	34 "	18 "	10 "	..	..	26	15	15s. 6d. "
	10	42 "	21 "	10 "	..	..	30	16	16s. 8d. "
	10	45 "	21 "	10 "	..	..	32	16	17s. 8d. "
	11	48 "	24 "	10 "	..	..	33	18	19s. 0d. "
	..	..	..	..	..	..	..	..	1/2 of above prices
	..	..	..	..	..	..	..	..	2s. 4d. extra
	..	..	..	..	..	..	..	..	2s. 10d. "
	..	..	..	..	..	..	..	..	4s. 6d. "
	..	..	..	..	..	..	..	..	1s. 8d. extra
	..	..	..	..	..	..	..	..	1s. 11d. "
	..	..	..	..	..	..	..	..	2s. 4d. "
	..	..	..	..	..	..	..	..	4s. 6d. "
	..	..	..	..	..	..	..	..	3 1/2 d. each extra

* See Footnotes.

* See Footnotes.

Articles of Basketware.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Lid Sticks.	Price.
HAMPERS—continued.										
Trunk Lid (other than Luncheon hampers) round cane, corner pins, five rounds of upsetting, five-rod wale to form rim for lid to rest on, running border, one round of pairing on top of five-rod wale, handles under wale at ends, one extra stake all round (depths under wale)										
	8	24 inches	15 inches	14 1/2 inches	..	..	13	6	9	13s. 6d. each
	9	27 "	16 "	16 1/2 "	..	..	14	9	9	15s. 11d. "
	9	30 "	18 "	19 1/2 "	15	10	10	19s. 0d. "
	10	32 "	20 "	19 1/2 "	15	10	11	21s. 7d. "
	10	34 "	22 "	22 1/2 "	16	10	11	24s. 11d. "

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 (b) The weekly earnings of each pieceworker shall be increased by the sum of 145s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

HAMPERS—continued.

SQUARE WORK—continued.

SPECIFICATIONS.

	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Side Stakes.	End Stakes.	Lid Sticks.	Inches.
	8	22 inches	13 inches	13 inches	12	6	9	48
	8	23 "	14 "	14 "	13	6	9	51
	8	24 "	15 "	15 "	13	8	9	54
	8	25 "	16 "	16 "	13	9	10	57
	8	26 "	17 "	17 "	14	10	10	60
	8	27 "	18 "	18 "	14	10	10	63
	9	28 "	19 "	19 "	15	10	10	66
	9	29 "	20 "	20 "	15	11	10	69
	9	30 "	21 "	21 "	16	11	11	72
	9	31 "	22 "	22 "	16	12	11	75
	10	32 "	23 "	23 "	17	12	11	78
	10	33 "	24 "	24 "	17	13	12	81
	10	34 "	25 "	25 "	18	13	12	84
	10	35 "	26 "	26 "	18	14	12	87
	11	36 "	27 "	27 "	19	14	12	90
	11	37 "	28 "	28 "	19	15	13	93
	11	38 "	29 "	29 "	20	15	13	96
	11	39 "	30 "	30 "	20	16	14	99
	12	40 "	31 "	31 "	21	16	14	102
	12	41 "	32 "	32 "	21	17	14	105
	12	42 "	33 "	33 "	22	17	14	108
	12	43 "	34 "	34 "	22	18	15	111
	12	44 "	35 "	35 "	23	18	15	114

Lidded Hampers.—Split and round cane, baskets 16 inches deep or under four rounds of upsetting; 17 to 23 inches deep, five rounds; 24 inches deep or over, six rounds; over 18 inches deep to have a centre wale two rounds, and two rounds of top waling; two battens each side and one each end (if required). Hampers up to 20 inches wide in bottom to have two bands each end of lid; up to 24 inches, three bands; over 24 inches, four bands (cane or iron), rope handles

SCALE OF INCHES AND PRICES—LIDDED HAMPERS.

Inches.	Split and Round Cane.	Round Cane only.	Inches.	Split and Round Cane.	Round Cane only.	Inches.	Split and Round Cane.	Round Cane only.
	s. d.	s. d.		s. d.	s. d.		s. d.	s. d.
42	..	9 5	67	13 5	14 11	92	23 7	26 6
43	..	9 7	68	13 9	15 1	93	24 1	27 1
44	..	9 10	69	13 11	15 6	94	24 5	27 11
45	..	10 0	70	14 1	15 9	95	25 0	28 5
46	..	10 1	71	14 4	16 1	96	25 7	28 10
47	..	10 5	72	14 7	16 7	97	26 2	29 8
48	9 4	10 7	73	14 10	16 8	98	26 8	30 2
49	9 6	10 8	74	15 1	17 1	99	27 2	30 10
50	9 8	11 1	75	15 4	17 4	100	27 11	31 4
51	9 11	11 2	76	15 8	17 9	101	28 3	31 11
52	10 1	11 6	77	16 0	18 0	102	28 9	32 6
53	10 5	11 7	78	16 5	18 7	103	29 3	33 1
54	10 7	12 0	79	16 10	19 1	104	29 10	33 8
55	10 8	12 2	80	17 3	19 8	105	30 5	34 2
56	11 0	12 3	81	17 8	20 1	106	30 10	34 10
57	11 2	12 7	82	18 1	20 7	107	31 4	35 4
58	11 3	12 9	83	18 9	21 2	108	31 10	36 1
59	11 6	12 11	84	19 4	22 0	109	32 4	36 8
60	11 8	13 3	85	19 11	22 7	110	32 7	37 4
61	12 0	13 8	86	20 5	23 1	111	33 5	37 11
62	12 2	13 9	87	20 10	23 7	112	33 11	38 5
63	12 6	14 0	88	21 6	24 2	113	34 4	39 1
64	12 8	14 4	89	22 1	24 9	114	35 0	
65	12 10	14 6	90	22 5	25 4			
66	13 2	14 7	91	23 0	25 11			

Under and over depth allowing 2 inches each way, 1d. per inch.

WAREHOUSE BASKETS (without Lids)—

Up to 20 inches deep, four rounds of upsetting; 21 to 24 inches deep, five rounds; over 24 inches deep, six rounds; all sizes, two rounds of waling on top. A centre wale of two rounds on split cane baskets over 18 inches deep, and round cane baskets over 20 inches deep.

Split cane baskets to have two handles (rope or cane). Round cane baskets to have finger holes or rope handles.

Inches.	Split Cane.	Round Cane.	Inches.	Split Cane.	Round Cane.
	s. d.	s. d.		s. d.	s. d.
50	6 3	7 4	75	11 7	13 8
51	6 4	7 5	76	11 9	13 9
52	6 7	7 8	77	12 2	14 1
53	6 8	7 10	78	12 3	14 5
54	6 9	8 2	79	12 6	14 7
55	7 1	8 4	80	12 8	14 11
56	7 3	8 9	81	12 9	15 1
57	7 5	9 0	82	12 11	15 5
58	7 7	9 3	83	13 4	15 8
59	7 11	9 6	84	13 6	15 11
60	8 2	9 8	85	13 8	16 1
61	8 7	9 11	86	13 11	16 6
62	8 10	10 1	87	14 1	16 8
63	9 1	10 6	88	14 6	17 2
64	9 3	10 8	89	14 9	17 7
65	9 5	10 11	90	15 1	17 11
66	9 8	11 2	91	15 5	18 5
67	9 11	11 6	92	15 9	18 9
68	10 1	11 8	93	16 1	19 2
69	10 3	12 0	94	16 4	19 5
70	10 7	12 2	95	16 10	20 0
71	10 9	12 7	96	17 3	20 4
72	11 1	12 9	97	17 7	20 10
73	11 2	13 2	98	18 1	21 1
74	11 5	13 4	99	18 4	21 6

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 (b) The weekly earnings of each pieceworker shall be increased by the sum of 146s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

See footnotes.

See footnotes.

WAREHOUSE BASKETS (without Lids)—*continued.*

SQUARE WORK—*continued.*

Inches.	Split Cane.	Round Cane.	Inches.	Split Cane.	Round Cane.
	s. d.	s. d.		s. d.	s. d.
100	18 10	22 0	111	22 2	26 2
101	19 1	22 3	112	22 6	26 7
102	19 5	22 8	113	22 8	26 11
103	20 0	23 2	114	23 1	27 3
104	20 2	23 5	115	23 5	27 6
105	20 6	23 10	116	23 10	28 1
106	20 11	24 3	117	24 2	28 5
107	21 1	24 8	118	24 8	28 10
108	21 5	25 0	119	24 11	29 5
109	21 7	25 5	120	25 4	29 10
110	21 11	25 10			

Under and over depth allowing 2 inches each way, 1d. per inch.

Articles of Basketware.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
PERAMBULATORS—									
Children—									
(Single) 4 inches of siding	18 inches	12 inches	..	23 inches	..	15	10 & 10	6s. 3d. each
(Double) 5 inches of siding	22 "	12 "	..	32 "	..	17	11 & 11	7s. 7d. "
If boards prepared	1s. 1d. each extra
Market or Laundry—Two	}	24 inches	15 inches	back. foot.	29 inches	19 inches	16	11	7s. 3d. each
rounds of waling on top									
and bottom	26 "	15 "	18in. 17in.	31 "	19 "	17	11	8s. 1d. "
If boards prepared	1s. 1d. each extra
Rush and Buff (Common)—									
No. 1—48 holes 6 posts	24 inches	12 inches	..	..	..	..	..	4s. 5d. each
No. 1—48 holes 6 posts, 3 bows	..	24 "	12 "	..	..	..	..	..	5s. 7d. "
No. 2—54 holes 6 posts	26 "	14 "	..	..	..	..	..	5s. 2d. "
If posts lapped and close	9½d. each body
front	extra
Splash boards	6½d. each extra
If boards prepared	1s. 1d. "

(b) OVAL WORK.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.							
BASKETS—														
Arm	8 inches	..	5½ inches	..	..	25	14s. 11d. per doz.					
	9 "	..	6 "	..	..	25	16s. 2d. "					
	10 "	..	7 "	..	..	25	17s. 7d. "					
If bulged .. .. .	..	..	..	..	..	..	1s. 4d. per doz.	
	..	..	..	..	..	..	extra	
Adelaide Cod—Three inches of round cane on bottom	} 26 inches	11 inches	10 inches	31 inches	..	..	4s. 11d. each					
and top, centre split cane reversed														
Lids .. .. .	..	..	..	..	..	..	1s. 8d. each extra	
Barracouta—Two rounds of upsetting, five sets of	} 24 inches	9 inches	9 inches	30 inches	..	33	4s. 4d. each							
layers in the bottom of large size														
Lids 24 inch .. .. .	..	..	..	..	..	..	4s. 7d. "	
Lids 26 inch .. .. .	..	..	..	..	..	..	1s. 3d. each extra	
	..	..	..	..	..	..	1s. 5d. "	
	..	..	..	..	..	..	Split Round	
	..	..	..	..	..	..	cane. cane.	
	..	..	..	..	..	..	each. each.	
Butchers'—Two rounds of upsetting on first four	} 12 inches	..	6 inches	18 inches	..	28	2s. 5d. 2s. 9d.							
sizes, three rounds on last two sizes. One round														
of waling on top														
								14 "	..	7 "	20 "	..	32	3s. 0d. 3s. 6d.
								16 "	..	8 "	23 "	..	32	3s. 0d. 3s. 6d.
								18 "	..	9 "	25 "	..	32	3s. 5d. 4s. 4d.
	20 "	..	10 "	27 "	..	36	4s. 2d. 4s. 11d.							
	22 "	..	11 "	29 "	..	36	4s. 8d. 5s. 0d.							
	14 inches	..	7 inches	21 inches	..	32	3s. 0d. 3s. 6d.							
	16 "	..	8 "	24 "	..	32	3s. 0d. 3s. 6d.							
	18 "	..	9 "	27 "	..	32	3s. 5d. 4s. 4d.							
	20 "	..	10 "	30 "	..	36	4s. 4d. 5s. 0d.							
	22 "	..	11 "	32 "	..	36	4s. 8d. 5s. 9d.							
	24 "	..	12 "	34 "	..	36	5s. 6d. 6s. 6d.							
Fish Pads—Common (complete) five scalloms in lid	11½ inches	..	9 inches	15 inches	..	25	3s. 6d. each							
	12 "	..	9 "	16 "	..	25	3s. 6d. "							
	13 "	..	9 "	17 "	..	25	3s. 6d. "							
Hat—Half bi-staked, after slewing 6 inches from	} 22 inches	..	17 inches	32 inches	..	36	6s. 3d. "							
upsetting, two handles on top														
Horse-Pack—Four holes on top, one wale under and	} 20 inches	10 inches	18 inches	22 inches	..	36	7s. 2d. each							
over the holes, three rounds of upsetting														
								22 "	11 "	19 "	24 "	..	36	8s. 1d. "
								24 "	12 "	20 "	26 "	..	36	8s. 10d. "
	26 "	14 "	21 "	28 "	..	38	9s. 7d. "							
Shallows—Three rounds of upsetting, and one round	} 24 inches	..	4 inches	29 inches	..	40	4s. 7d. each							
of waling—														
Four layers	4½ "	31 "	..	44	5s. 6d. "
Five layers								26 "	..	5 "	33 "	..	44	6s. 3d. "
Six layers	28 "	..	..	..	..	..	..	

* See Footnotes.

* See Footnotes.

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 145s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

OVAL WORK—continued.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
BASKETS—continued.							
							Half bi-staked. Full bi-staked.
Wool—Fitched, four rounds of upsetting on first three sizes, one middle fitch with two rounds of waling, two rounds on top of fitch, five rounds of upsetting and two middle fitches on two last sizes. Handles on second fitch	28 inches	..	18 inches	36 inches	..	40	8s. 3d. each.
	32 "	..	19 "	41 "	..	44	10s. 1d. each.
	36 "	..	20 "	46 "	..	48	11s. 0d. each.
	36 "	..	23 "	48 "	..	48	12s. 0d. each.
	42 "	..	30 "	54 "	..	52	14s. 7d. each.
Wool—Carrying—Three rounds of upsetting and two rounds of waling, handles on top, round cane siding	20 "	..	18 "	28 "	..	36	6s. 1d. each
	22 "	..	18 "	30 "	..	36	6s. 10d. "
	30 inches	..	24 inches	42 inches	..	44	11s. 5d. each
Wool-washing—Round cane—Four rounds of upsetting on first two sizes, five on the last four sizes, two rounds of waling on centre, and two on top of first four sizes, three on last two sizes	36 "	..	26 "	48 "	..	44	13s. 1d. "
	40 "	..	28 "	52 "	..	48	15s. 8d. "
	46 "	..	30 "	58 "	..	52	18s. 9d. "
	50 "	..	32 "	62 "	..	56	22s. 7d. "
	56 "	..	34 "	68 "	..	60	25s. 0d. "
BASSINETTES—CANE—							
Bowed—Seven layers, to be opened, three at head, three at shoulders, four at foot and two at shoulders, to have two fitches with two rounds of waling on top fitch, full bi-staked	28 inches	12 and 13 inches	13 inches	36 inches	..	52	5s. 10d. each
Hooded—Seven layers, to be opened, three at head, three at shoulders, four at foot, and two at shoulders, to have two fitches on body and two on crown, with two rounds of waling on top fitch, full bi-staked	28 inches	12 and 13 inches	12 inches	36 inches	..	54	6s. 10d. each

* See footnotes.

* See footnotes.

Articles of Basketware.	Seat.	Foot.	Back.	Back.	Stand.	Back.	Arm.	Price.
CHAIRS—								
Basket (A.B.C.)—Cane, one fitch on skirt, three fitches on back, 3 inches close work on top, four rounds of upsetting	16 x 18	D	W	S	S	S	9	8s. 10d. each
	18 x 20	10	19	21	25	29	9	9s. 11d. "
	20 x 22	10	21	23	27	31	10	11s. 6d. "
	22 x 24	11	23	25	29	33	11	12. 11d. "
	22 x 24	12	26	27	31	35	11	12. 11d. "
Larger sizes, for every 2 inches	..	..	..	..	..	..	..	2s. 1d. extra
Close woven feet split or round cane	..	..	..	..	..	..	..	1s. 7d. "
Liverpool—Stick frame, stand iron turned, 20 inches front, 18½ inches back, 49 inches long, 10 scallops in seat, seat filled 28 inches, bent square, height of stand 13 inches at front, 12 inches at back, across 32 inches, 5 inches from floor, staked all round, bi-staked in back, one round of upsetting and four rounds of waling in back, plaited border, and iron-lapped all round—								
Cane	..	..	..	..	..	..	..	15s. 1d. each
Pith	..	..	..	..	..	..	..	15s. 11d. "
Pith, with stand lapped	..	..	..	..	..	..	..	17s. 6d. "
Wing—Seat 22 inches long, front 22 inches, back 20 inches, 10 bottom sticks, all lined, 13 stakes at back, 14 at front, 11 at sides, 5 rounds of upsetting, 24 bi-stakes, one straight fitch, one cross fitch, stand 14 inches deep when bordered, 16 pairs of back stakes, arm 10½ inches deep, back legs 13½ inches deep, depth of back 33 inches, three fitches in back, 3 inches of close work on top, 13 stakes lapped up each leg for side wings, three bits of upsetting, two fitches starting at bottom of arm to be 4 and 8 inches, outside width 24 inches, plaited border	..	..	..	..	..	..	..	18s. 7d. each

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
HAMPERS—							
Game or rabbit	19 inches	..	13 inches	26 inches	..	27	4s. 4d. each
If made of round cane	..	..	..	..	..	..	7½d. each basket extra
Lids	..	..	..	..	..	..	1s. 3d. each extra

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 145s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece work prices.

(c) ROUND WORK.

Articles of Basketware.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
BASKETS—								
Arm—Nell Gwynne .. .. .	..	..	8 inches	9 inches	..	..	..	15s. 8d. per doz.
.. .. .	..	..	9 "	10 "	..	..	..	17s. 4d. "
.. .. .	..	..	10 "	11 "	..	..	..	19s. 3d. "
Bone—Four rounds of upsetting, two rounds of centre waleing, two rounds of waleing on top, two handles on sides and two on top	7½ 7½	.. ..	22 inches 24 "	22 inches 24 "	.. ..	24 inches 26 "	29 31	7s. 11d. each 8s. 9d. "
Carrying—Three rounds of upsetting on first three sizes, four rounds on last two sizes, two rounds of waleing on top, two handles	5½ 6 6½ 7	.. .. .. ..	12 inches 15 " 17 " 19 "	15 inches 18 " 20 " 22 "	.. .. .. ..	18 inches 21 " 23 " 25 "	23 25 27 29 31	3s. 0d. each 4s. 0d. " 4s. 8d. " 5s. 9d. " 6s. 4d. "
Coal—Three rounds of upsetting on two first sizes, four rounds on 3rd size, five rounds on 4th, 5th, 6th, and 7th sizes, seven rounds on 8th size; two rounds of centre waleing on 4th, 5th, and 6th sizes, three rounds on last two sizes; two rounds of waleing on top of first four sizes; three rounds on 5th, 6th, and 7th sizes; four rounds on last size. Four palings to be worked in sides (if required)	6½ 6½ 7½ 7½ 8½ 8½ 9½ 9½	.. .. .. .. .. .. .. ..	16 inches 18 " 20 " 22 " 24 " 26 " 27 " 30 "	20 inches 22 " 24 " 26 " 28 " 32 " 34 " 34 "	.. .. .. .. .. .. .. ..	21 inches 23 " 25 " 28 " 30 " 32 " 36 " 42 "	25 27 29 31 33 35 39 39	4s. 1d. each 4s. 7d. " 5s. 2d. " 6s. 7d. " 10s. 1d. " 10s. 11d. " 14s. 6d. " 17s. 1d. "
Handles .. .. .	..	..	..	..	..	..	..	6½d. each basket extra
Extra Stakes—	..	..	..	..	..	..	..	2d. per stake extra
1st two sizes .. .. .	..	..	..	..	..	..	..	3½d. "
Next three sizes .. .. .	..	..	..	..	..	..	..	4d. "
Other sizes .. .. .	..	..	..	..	..	..	..	..
Runners—	..	..	..	..	..	..	..	1½d. each extra
1st three sizes .. .. .	..	..	..	..	..	..	..	..
Hop—Four rounds of upsetting on first four sizes, two rounds of waleing and five rounds of upsetting on last size:—	..	..	..	..	..	..	..	..
1 bushel	9½	..	12 inches	14½ inches	..	17 inches	40	6s. 0d. each
1½ "	10	..	13 "	15½ "	..	18 "	42	6s. 8d. "
2 "	10½	..	14 "	16½ "	..	19 "	44	7s. 7d. "
3 "	10½	..	15 "	18½ "	..	21 "	46	8s. 3d. "
5 "	12	..	20 "	23 "	..	27 "	54	10s. 1d. "
Horse—Two rounds of upsetting on small and three rounds on large size; one round of waleing on small size, two on large size, two handles on top	6 6½	..	12 inches 18 "	13 inches 22 "	..	17 inches 24 "	23 20	2s. 4d. each 4s. 0d. "
Linen, soiled—Cane, three rounds of upsetting on first size four rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top, split cane or belly pith siding	7½ 7½ 8½ 8½ 9	12 inches .. .. .. ..	.. .. .. .. ..	24 inches 30 " 33 " 36 " 39 "	.. .. .. .. ..	.. .. .. .. ..	20 31 33 35 35	6s. 3d. each 8s. 3d. " 9s. 8d. " 10s. 8d. " 12s. 9d. "
Linen, soiled—Willow skeins lapping—pith or round cane three rounds of upsetting on first size, four rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top	7½ 7½ 8½ 8½ 9	12 inches .. .. .. ..	.. .. .. .. ..	24 inches 30 " 33 " 36 " 39 "	.. .. .. .. ..	.. .. .. .. ..	31 33 35 37 37	9s. 9d. each 10s. 11d. " 13s. 3d. " 14s. 2d. " 17s. 0d. "
Malt—Small size to have four rounds of upsetting and two rounds of waleing on top. Large size five rounds of upsetting and two rounds of waleing in the centre. Two handles on top	6½ 9	.. ..	19 inches 24 "	18 inches 27 "	.. ..	22 inches 28 "	27 37	5s. 2d. each 10s. 1d. "
Paper—Full bi-staked, 4 inches of close work on first three sizes, 4½ inches on other sizes	7 7 8 8 8½	.. .. .. .. ..	8 inches 9 " 10 " 11 " 12 "	13 inches 14 " 15 " 16 " 17 "	13 inches 14 " 15 " 16 " 17 "	.. .. .. .. ..	28 28 32 34 34	2s. 7d. each 2s. 10d. " 3s. 4d. " 3s. 5d. " 3s. 9d. "
Paper—Split cane, siding close ..	7 7 8	.. .. ..	7 inches 8 " 9 " 10 "	12 inches 13 " 14 " 15 "	12 inches 13 " 14 " 15 "	.. .. .. ..	28 28 28 32	2s. 8d. each 2s. 10d. " 3s. 2d. " 3s. 3d. "
If made with handles .. .. .	..	..	..	..	..	..	..	5½d. each extra
If made in quantities of not less than one dozen at a time .. .. .	..	..	..	..	..	..	..	6½d. per doz. deducted
Plate—Four rounds of upsetting, and two rounds of waleing on top, cross handles, with slot (split cane)	6½ 6½ 7½ 7½	.. .. .. ..	11 inches 12 " 13 " 14 "	13 inches 13 " 14 " 14 "	.. .. .. ..	14 inches 15 " 16 " 18 "	26 26 30 32	3s. 11d. each 4s. 8d. " 5s. 9d. " 7s. 2d. "
Phosphate—seven rounds of upsetting, seven rounds of centre waleing, three rounds of waleing on top, two runners, six battens worked in sides	8½	..	25 inches	30 inches	..	35 inches	35	14s. 0d. each
Stable—Split cane sides, three rounds of upsetting, two rounds of waleing on top, with one handle	6½ 7½	.. ..	11 inches 12 "	8 inches 9 "	.. ..	20 inches 22 "	27 29	3s. 3d. each 3s. 8d. "

* See Footnotes.

* See Footnotes.

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 145s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

MARGINS.

38. In addition to the basic wage prescribed in clause 36 and the minimum wage for females prescribed in clause 37, the following additional margins (including war loadings) shall be paid :—

Classification.	Margins.
	£ s. d.
WICKER AND BASKET WORK.	
Basket maker or repairer	2 10 0
Employee fitting lining or lettering baskets	2 10 0
Wicker frame maker	2 10 0
Wicker furniture maker	2 0 0
Employee making reed tex, hy-tex, or similar materials	2 0 0
BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.	
<i>Males.</i>	
Upholsterers	2 0 0
Body-makers	2 0 0
Hood-makers	2 0 0
Assembler of baby carriages, dolls' carriages, and mobile chairs	2 0 0
Painters	2 0 0
Sprayers	2 0 0
Ironworkers	2 0 0
Wheelmakers	2 0 0
Wicker workers	2 0 0
Employee making reed tex, hy-tex, or similar materials	2 0 0
Assembler of parts of dolls' carriages, baby carriages, or mobile chairs	0 6 0
<i>Females.</i>	
Machinists, sewers, or outters	1 0 0
Folding hood makers	1 0 0

39. The wages of apprentices and improvers shall be the under-mentioned percentages of the Basic Wage and in addition thereto the loading specified calculated to the nearest 6d., 3d. or less than 3d. to be disregarded.

	Percentage of Basic Wage.	War Loading.
	%	s. d.
<i>Male Apprentices.</i>		
Five-year Term—		
1st year's experience	32	..
2nd year's experience	43	..
3rd year's experience	54	..
4th year's experience	83	..
5th year's experience	100 + 6s.	..
Four-year Term—		
1st year's experience	34	..
2nd year's experience	54	..
3rd year's experience	83	..
4th year's experience	100 + 6s.	..
<i>Male Improvers.</i>		
Under 16 years of age	24	..
16 and under 17 years of age	29	0 9
17 and under 18 years of age	39	1 0
18 and under 19 years of age	52	1 6
19 and under 20 years of age	82	2 3
20 and under 21 years of age	100 + 2s.	3 0
<i>Female Apprentices.</i>		
Percentage of Female Basic Wage.		
1st year's experience	46	..
2nd year's experience	65	1 6
3rd year's experience	87	2 0
4th year's experience	99	3 0
<i>Female Improvers.</i>		
16 years and under	33	..
17 years	46	..
18 years	65	1 6
19 years	87	2 0
20 years	99	3 0

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

Melbourne, 16th March, 1953.

[1877]



VICTORIA GOVERNMENT GAZETTE.

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No. 300]

FRIDAY, MAY 1.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1953.

Dated at Melbourne, this
30th day of April, 1953.

RAY. H. BEERS,
Secretary for Labour.

JEWELLERS BOARD

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No 544 of the 9th July, 1952, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Males.

Classification.	£	s.	d.
Precious gem mounter	14	17	0
Setter of precious gems	14	17	0
Mounter—1st Class	14	4	0
Mounter—2nd Class	13	9	0
Drop hammer operator who sets dies and makes force	13	19	6
Drop hammer operator, other	12	16	0
Setter	13	14	6
Melter and alloyer	13	14	6
Lapper	13	14	6
Polisher	13	2	0
Assembler and solderer	13	2	0
Solderer, other	12	16	0
Die setter	12	18	0
Engine turner	12	14	0
Press operator	12	14	0
Process worker (as defined)	12	14	0
Carder	12	5	0
Pinner up	12	5	0
Other employees with not less than three months' experience in this industry	12	1	0
All others	11	15	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.

(b) Females.

	£	s.	d.
Under one month's experience	8	14	0
*All others	9	10	0

* When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week, the last-mentioned rate shall be increased by the difference between 16s. and 75 per cent. of the said corresponding margin.

No. 300.—3914/53.—PRICE 3d.

APPRENTICESHIP.

Contract of Apprenticeship.

3. (a) 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.

(b) 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 provision 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.

(c) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice 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 journeymen.

An employer may with the consent of the Wages Board and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

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

Adult Apprentices.

(e) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(f) 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 appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

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

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

3. (h) *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 14 0
2nd year	43	5 0 0
3rd year	54	6 5 6
4th year	83	9 12 6
5th year	100 + 6s.	11 18 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year	34	3 10 0
2nd year	54	6 5 6
3rd year	83	9 12 6
4th year	100 + 6s.	11 18 0

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.

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

Overtime and Shift Work.

(j) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

Payment by Results.

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

Lost Time.

(l) 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.

(m) 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.

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 13 and 14 hereof respectively.

UNAPPRENTICED JUNIORS.

4. (a) The minimum rates of wage for unapprenticed juniors shall be as follows:—

Wages per Week of 40 Hours.

	* Percentage of Basic Wage.		Additional Amount.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	£ s. d.
<i>I.—Junior Females.</i>				
17 years of age and under	52	3 6	4 14 0	
18 years of age	62	4 0	5 12 0	
19 years of age	72	4 6	6 10 0	
20 years of age	82	5 0	7 7 6	
<i>II.—Junior Males.</i>				
Under 16 years of age	24	2 0	2 17 6	
16 years of age	34	3 0	4 2 0	
17 years of age	46	4 0	5 10 6	
18 years of age	58	5 0	6 19 6	
19 years of age	73	6 0	8 15 6	
20 years of age	88	7 0	10 11 0	

* The percentages for junior females relate to the female Basic Wage, and for junior males 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.

(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;
 - (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.

2. (A)—continued.

	Weekly Wage.		
	(e) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	(c) Within 10 Miles of G.P.O. at Geelong and Warrnambool.
	At Yallourn.	At Yallourn.	All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
Division B.—Retail Shops.			
(a) Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 20 hours per week	14 14 6	15 1 0	14 13 6
(b) Employees who do slaughtering for 20 hours or less in a slaughter-house associated with a butcher's shop— Whilst employed on such work	14 14 6	15 1 0	14 13 6
Whilst employed on other work	At the rates prescribed for such work.		
(c) Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	15 1 0	15 7 6	15 0 0
(d) General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher for 20 hours or more per week	14 13 0	14 19 6	14 12 0
(e) General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	14 7 0	14 13 6	14 6 0
(f) Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	14 4 0	14 10 6	14 3 0
(g) Salesmen and/or saleswomen	14 1 0	14 7 6	14 0 0
(h) Small goods makers in butchers' shops, boners, salters, scalders, and cookers	14 6 6	14 13 0	14 5 6
(i) Ordermen who deliver but do not cut meat and who are not carters and drivers	13 9 0	13 15 6	13 8 0
(j) All others	13 6 0	13 12 6	13 5 0
Proportion of Salesmen and/or Saleswomen.			
The number of salesmen and/or saleswomen employed in any one shop shall not exceed one to every three or fraction of three employees employed as general butchers under classifications (d) (e) and (f) above.			
Division C.—Small Goods Section.			
(a) Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 20 hours per week	14 14 6	15 1 0	14 13 6
(b) Employees who do slaughtering 20 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory— Whilst employed on such work	14 14 6	15 1 0	14 13 6
Whilst employed on other work	At the rates prescribed for such work.		
(c) Men employed principally on mixing machines and/or responsible for making of small goods	14 12 0	14 18 6	14 11 0
(d) Fillermen	14 2 6	14 9 0	14 1 6
(e) Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	14 6 6	14 13 0	14 5 6
(f) Packing-room hands	13 14 6	14 1 0	13 13 6
(g) Linkers and table hands	13 13 6	14 0 0	13 12 6
(h) All others	13 6 0	13 12 6	13 5 0
Division D.—Carters and Drivers and Meat Lumpers Employed in or in Connexion with Abattoirs or Meat Markets.			
Meat Lumpers	14 15 6	15 2 0	14 12 6
Drivers of Motor Vehicles—			
Not exceeding 25 owt. capacity	14 8 0	14 16 0	14 4 6
Exceeding 25 owt. but not exceeding 3 tons capacity	14 13 0	15 1 0	14 9 6
Exceeding 3 tons capacity	14 18 0	15 6 0	14 14 6
Horse Drivers—			
One horse	14 5 0	14 13 0	14 1 6
Two horses	14 8 0	14 16 0	14 4 6
Three horses	14 11 0	14 18 6	14 7 0
Head stableman (if more than one employed)	14 2 6	14 10 6	14 0 0
Other stablemen or grooms	13 17 6	14 5 6	13 13 6
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer } Drivers, who, during the day, are engaged in carting blood manure or offensive } offal	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows:—			
From 1st May to 31st October	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified
From 1st November to 30th April	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified

2. (A)—continued.

Division E.—Carters and Drivers (Not Elsewhere Included).

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A), (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity	13 12 0	13 18 6	13 11 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity	13 16 0	14 2 6	13 15 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	13 19 0	14 5 6	13 18 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse	13 7 0	13 13 6	13 6 0
(ii) two horses	13 12 0	13 18 6	13 11 0
(iii) three horses	13 15 0	14 1 6	13 14 0
(iv) four horses	13 17 0	14 3 6	13 16 0

Division F.—Employees on Gas Producer Units.

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions:—

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.
Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.
Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.
- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.
- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B) APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.			Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.		
Weekly Wage.			Weekly Wage.		
	Percentage of Basic Wage.	£ s. d.		Percentage of Basic Wage.	£ s. d.
1st year's experience	64	7 8 6	Under 18 years	85	9 17 0
2nd year's experience	77	8 18 6	18 years and under 19 years	100 + 1s. 6d.	11 13 6
3rd year's experience	88	10 4 0	19 years and under 20 years	100 + 13s. 6d.	12 5 6
4th year's experience	100 + 21s.	12 13 0	20 years	..	Minimum Wage
5th year's experience	..	Minimum Wage			

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.

No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).

One improver to every five drivers receiving not less than the minimum wage.

2. (C) (i)

APPRENTICES NOT ELSEWHERE INCLUDED.

(Other than those covered by the Apprenticeship Commission.)

Retail Butchers Shops.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
<i>Five-year Term—</i>				
First year	30	4 6 0	4 8 0	4 6 0
Second year	40	5 15 0	5 17 6	5 14 6
Third year	55	7 18 0	8 1 6	7 17 6
Fourth year	75	10 15 0	11 0 0	10 14 6
Fifth year	95	13 12 6	13 19 0	13 11 6
<i>Four-year Term—</i>				
First year	40	5 15 0	5 17 6	5 14 6
Second year	50	7 3 6	7 6 6	7 3 0
Third year	75	10 15 0	11 0 0	10 14 6
Fourth year	95	13 12 6	13 19 0	13 11 6

and thereafter not less than the minimum rate for tradesmen in the section of the trade to which the apprentice was indentured. Provided, however, that no apprentice on reaching 21 years of age shall receive less than the basic wage and loadings for the area or place in which he is employed.

Small Goods Factories.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
<i>Five-year Term—</i>				
First year	30	4 6 0	4 8 0	4 5 6
Second year	40	5 14 6	5 17 0	5 14 0
Third year	50	7 3 0	7 6 6	7 2 6
Fourth year	75	10 15 0	10 19 6	10 14 0
Fifth year	95	13 12 0	13 18 6	13 11 0
<i>Four-year Term—</i>				
First year	40	5 14 6	5 17 0	5 14 0
Second year	50	7 3 0	7 6 6	7 2 6
Third year	75	10 15 0	10 19 6	10 14 0
Fourth year	95	13 12 0	13 18 6	13 11 0

and thereafter not less than the minimum rate for tradesmen in the section of the trade to which the apprentice was indentured. Provided, however, that no apprentice on reaching 21 years of age shall receive less than the basic wage and loadings for the area or place in which he is employed.

(ii) Except as hereinafter provided in those portions of the State of Victoria not covered by the Apprenticeship Commission male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows:—

Contract of Apprenticeship.

(a) Every contract of apprenticeship hereinafter made shall be in the terms of the indenture as prescribed by the Wages Board.

Probationary Period.

(b) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

Tuition During Apprenticeship.

(c) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

During the first year: Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

During the second year: Breaking up hindquarter of beef and hanging same and boning.

During the third year: Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

During the fourth and fifth years: Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.

(2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

During the first year: Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

During the second year: Polting and legging sheep and necking off; dressing pigs and calves.

During the third year: Grounding; backing off; sawing down.

During the fourth and fifth years: Quartering; making tallow; caring for hides; care of yards generally.

- (3) An apprentice small goods maker shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

First year: Learning qualities, quantities and grades of meat; grading and mixing; use of and care of knife.

Second year: Mixing meat and using silent cutters; learning ingredients; arranging meat in chiller.

Third year: Cooking and dyeing meats; linking sausages of all types; using filling and linking machines.

Fourth year: Making pickle; pumping meat; and to be thoroughly competent in all trades.

Period of Apprenticeship.

- (d) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

Wages.

- (e) The minimum weekly rates of wage for apprentices shall be as set out in sub-clause (C) of this clause.

Conditions of Employment.

- (f) The hours and conditions of employment, shall, except as otherwise provided by this Determination, be the same as the journeyman covered by this Determination.

Unapprenticed Juniors.

(iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms:—

- (a) No such junior shall leave or resign except in pursuance of a written agreement signed by him, his parents or guardian and his employer.

- (b) The wage rates of unapprenticed junior labour in retail butchers' shops shall be as follows:—

Age.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 20 years of age	75	10 15 0	11 0 0	10 14 6
20 to 21 years of age	95	13 12 6	13 19 0	13 11 6

and thereafter not less than the minimum rate for tradesmen in the section of the trade in which the employee is employed.

- (c) The wage rates of unapprenticed junior labour in small goods factories shall be as follows:—

Age.	Percentage of Classification (e) of Division C. of Clause 2	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 17 years of age	30	4 6 0	4 8 0	4 5 6
17 to 18 years of age	40	5 14 6	5 17 0	5 14 0
18 to 19 years of age	50	7 3 0	7 6 6	7 2 6
19 to 20 years of age	75	10 15 0	10 19 6	10 14 0
20 to 21 years of age	95	13 12 0	13 18 6	13 11 0

and thereafter not less than the minimum rate for tradesmen in the section of the trade in which the employee is employed.

- (d) Juniors 16 years of age and over may be employed as assistants to small goods sellers from carts at the following rates of pay:—

Age.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 18 years of age	50	7 3 0	7 6 6	7 2 6
18 to 19 years of age	75	10 15 0	10 19 6	10 14 0
19 to 20 years of age	85	12 3 6	12 9 0	12 2 6
20 to 21 years of age	95	13 12 0	13 18 6	13 11 3

and thereafter not less than the minimum rate for small goods sellers from carts.

Proportion of Apprentices and Improvers.

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

Clauses, other than clauses 2 (A), 2 (B) and 2 (C), of the said Determination shall remain in force.

[1887]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 302]

FRIDAY, MAY 1.

[1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1953.

Dated at Melbourne, this
29th day of April, 1953.

RAY H. BEERS,
Secretary for Labour.

CEMETERY EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 605 of the 1st June, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				Other Employees.																																	
		Percentage of Basic Wage.	s. d.	Wages.																																	
				Within the Metropolitan District.		All Other Parts of Victoria.																															
				Per Hour.	Per Week.	Per Hour.	Per Week.																														
1st year	27	62 6	<p>(a) In or about a cemetery—</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">s. d.</th> <th style="text-align: center;">s. d.</th> <th style="text-align: center;">s. d.</th> <th style="text-align: center;">s. d.</th> </tr> </thead> <tbody> <tr> <td>Grave diggers ..</td> <td style="text-align: center;">6 7¹/₂₀</td> <td style="text-align: center;">263 6</td> <td style="text-align: center;">6 6³/₂₀</td> <td style="text-align: center;">260 6</td> </tr> <tr> <td>All others ..</td> <td style="text-align: center;">6 4¹/₂</td> <td style="text-align: center;">254 0</td> <td style="text-align: center;">6 3³/₁₀</td> <td style="text-align: center;">251 0</td> </tr> </tbody> </table> <p style="text-align: center;">THROUGHOUT THE STATE.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">Per Hour.</th> <th style="text-align: center;">Per Week.</th> </tr> </thead> <tbody> <tr> <td>(b) In or about a crematorium—</td> <td></td> <td></td> </tr> <tr> <td>* Operator in charge ..</td> <td style="text-align: center;">6 11¹/₁₀</td> <td style="text-align: center;">277 0</td> </tr> <tr> <td>Other operator ..</td> <td style="text-align: center;">6 7¹/₂₀</td> <td style="text-align: center;">263 6</td> </tr> <tr> <td>All others ..</td> <td style="text-align: center;">6 4¹/₂</td> <td style="text-align: center;">254 0</td> </tr> </tbody> </table>					s. d.	s. d.	s. d.	s. d.	Grave diggers ..	6 7 ¹ / ₂₀	263 6	6 6 ³ / ₂₀	260 6	All others ..	6 4 ¹ / ₂	254 0	6 3 ³ / ₁₀	251 0		Per Hour.	Per Week.	(b) In or about a crematorium—			* Operator in charge ..	6 11 ¹ / ₁₀	277 0	Other operator ..	6 7 ¹ / ₂₀	263 6	All others ..	6 4 ¹ / ₂	254 0
	s. d.	s. d.	s. d.					s. d.																													
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2nd year	31	72 0																																		
3rd year	36	83 6																																		
4th year	43	100 0																																		
5th year	53	123 0																																		

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.

* Any employee required to act as an Operator in Charge for a period of one week or over shall be entitled to be paid the rate prescribed or an Operator in Charge whilst he is so required to act.

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 302.—3807/53.—PRICE 3d.

