



VICTORIA
GOVERNMENT GAZETTE.

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WEDNESDAY, NOVEMBER 25.

[1953

Land Act 1928.

AREAS OF LANDS COMPRISED IN CERTAIN CLASSES DIMINISHED OR INCREASED.

PROCLAMATION

By His Excellency the Administrator of the Government of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

WHEREAS by the *Land Act 1928* it is amongst other things enacted that the Governor in Council may, by Proclamation to be published in the *Government Gazette*, at any time diminish or increase the area of land comprised in any of the classes mentioned in Part I., Division 1, section 5, of the said *Land Act 1928*, but that the area of lands which may be sold by auction. (Class 6) shall not be increased except as in certain cases in the said Act provided: Now therefore I, the Administrator of the Government of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, and in accordance with the provisions of sections 94 and 117 of the *Land Act 1928* aforesaid, do hereby diminish or increase) as the case may be) the areas of Crown lands comprised in Classes 2, 6, and 7 respectively of the classes mentioned in section 5 of the *Land Act 1928* aforesaid to the extent set forth in the subjoined Schedule (that is to say) :—

Schedule referred to.

CLASSES DIMINISHED OR INCREASED.

| County. | Parish. | Allotment. | Section. | Area. | Diminished. | Increased. | Description. |
|----------------|----------------------------|------------|----------|----------|-------------|------------|---|
| | | | | | Class. | Class. | |
| | | | | A. R. P. | | | |
| Talbot | Sandon | 49c | 5 | 71 3 1 | 2 | 6 | In the north of the parish. (W.67208) |
| Dargo | Tongio-Munjie | 20 | 10 | 4 0 23 | 7 | 6 | East of township of Tongio West. (H.018862) |
| Dargo | Tongio-Munjie West | 21 | 10 | 2 0 16 | 7 | 6 | East of township of Tongio West. (H.018862) |

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this seventeenth day of November, in the year of our Lord One thousand nine hundred and fifty-three, and in the second year of the reign of Her Majesty Queen Elizabeth II.

(L.S.)

CHARLES J. LOWE.

By His Excellency's Command,

J. H. SMITH,

for Commissioner of Crown Lands and Survey.

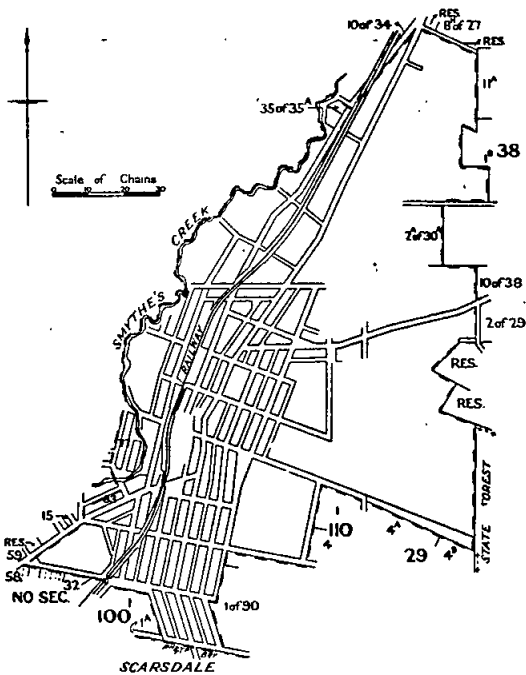
GOD SAVE THE QUEEN!

Land Act 1928.
**ORDER REVOKED AND TOWNSHIP OF
SMYTHESDALE PROCLAIMED.**

PROCLAMATION

By His Excellency the Administrator of the Government of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

I THE Administrator of the Government of the State of Victoria in the Commonwealth of Australia by and with the advice of the Executive Council of the said State and in pursuance of the provisions contained in section 25 of the *Land Act 1928* do by this my Proclamation revoke the Order dated 18th April 1859 defining a site for a Township at Smythesdale at Smythe's Creek Diggings (see *Government Gazette 1859* page 808) reduced by Proclamation dated 21st February 1939 (see *Government Gazette 1939* page 756) and in lieu thereof do hereby proclaim as a Township under the designation of Smythesdale the area of land in the Parish of Smythesdale, County of Grenville within the boundaries indicated by conventional township sign on the plan hereunder.—(S.297(2, 4, 7) (C.86102).



Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this seventeenth day of November, in the year of our Lord One thousand nine hundred and fifty-three, and in the second year of the reign of Her Majesty Queen Elizabeth II.

(L.S.) CHARLES J. LOWE.

By His Excellency's Command,
J. H. SMITH,
for Commissioner of Crown Lands and Survey.

GOD SAVE THE QUEEN!

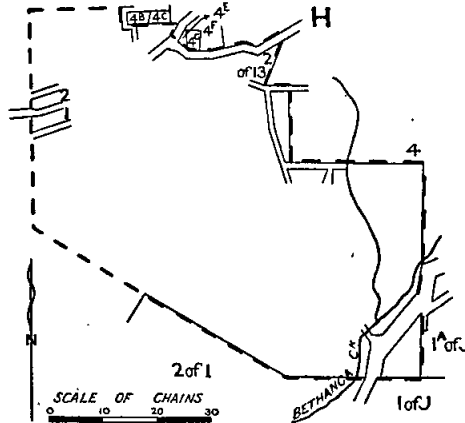
Land Act 1928.
**ORDER AND PROCLAMATION RESCINDED AND
TOWNSHIP OF BETHANGA PROCLAIMED.**

PROCLAMATION

By His Excellency the Administrator of the Government of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

I THE Administrator of the Government of the State of Victoria in the Commonwealth of Australia by and with the advice of the Executive Council of the said State and in pursuance of the provisions contained in section 25

of the *Land Act 1928* do by this my Proclamation rescind the Order in Council dated 12th January 1885 approving the Proclamation of a certain area of land in the Parish of Berringa as a Township and the Proclamation dated 27th January 1885 defining a certain area of land in the Parish of Berringa as a Township distinguished by the name of Bethanga (see *Government Gazette 1885* page 332) and in lieu thereof do hereby proclaim as a Township distinguished by the name of Bethanga the area of land in the Parish of Berringa, County of Benambra within the boundaries indicated by conventional township sign on the plan hereunder.—(B.634(7) (B.691(3) (C.92830).



Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this seventeenth day of November, in the year of our Lord One thousand nine hundred and fifty-three, and in the second year of the reign of Her Majesty Queen Elizabeth II.

(L.S.) CHARLES J. LOWE.

By His Excellency's Command,
J. H. SMITH,
for Commissioner of Crown Lands and Survey.

GOD SAVE THE QUEEN!

Land Acts.
**ORDERS REVOKED AND TOWN ALTERED TO
TOWNSHIP OF BALLAN.**

PROCLAMATION

By His Excellency the Administrator of the Government of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

I THE Administrator of the Government of the State of Victoria in the Commonwealth of Australia by and with the advice of the Executive Council of the said State and in pursuance of the provisions contained in section 25 of the *Land Act 1928* as amended by section 2 of the *Land Act 1933* do by this my Proclamation revoke the Orders dated 28th November 1850 (see *Port Phillip Government Gazette 1850* pages 1034 and 1067) and 13th December 1850 (see *Port Phillip Government Gazettes 1850* pages 1057 and 1066 and 1851 page 3) fixing a site for a Village at Ballan on the south side of the Werribee River, in the District of Port Phillip and substitute the designation of Township for the designation of Town of the area of land designated a Town distinguished by the name of Ballan by Proclamation dated 18th February 1861 (see *Government Gazette 1861*, page 401).—(B.23(2) (C.95457).

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this seventeenth day of November, in the year of our Lord One thousand nine hundred and fifty-three, and in the second year of the reign of Her Majesty Queen Elizabeth II.

(L.S.) CHARLES J. LOWE.

By His Excellency's Command,
J. H. SMITH,
for Commissioner of Crown Lands and Survey.

GOD SAVE THE QUEEN!

PUBLIC HIGHWAY.—SHIRE OF FRANKSTON
AND HASTINGS.

PROCLAMATION

By His Excellency the Administrator of the Government of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

WHEREAS by the *Local Government Act 1946* (No. 5203), section 518, it is amongst other things enacted that it shall be lawful for the Governor in Council at any time, and from time to time, upon the request of the council of any municipality, by notice in the *Government Gazette*, to declare any land reserved, used or by purchase or exchange acquired for a street, road, highway, thoroughfare, bridge, square, court, alley, or right-of-way to be a public highway, and that such land shall thereupon and thenceforth from the date of such Proclamation become and be absolutely dedicated to the public as a public highway within the meaning of any law then or thereafter in force:

And whereas the Council of the Shire of Frankston and Hastings has requested that the land hereinafter mentioned, which has been reserved for a street within the said Shire, be so declared to be a public highway:

Now, therefore, I, the Administrator of the Government of the State of Victoria in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, do by this Proclamation declare that all that piece of land in the municipal district of the Shire of Frankston and Hastings described hereunder shall be a public highway within the meaning of the said Act, viz.:

MELVILLE-AVENUE.

All that piece of land being part of Crown allotment 5, Parish of Frankston, County of Mornington, commencing at the north-east angle of lot 14 on plan of subdivision No. 15815, lodged in the Office of Titles, thence south 70 deg. 45 min. east for 155 ft. 6 in., south 71 deg. 6 min. east for 361 ft. 10½ in., south 18 deg. 51 min. west for 50 feet, north 71 deg. 6 min. west for 517 ft. 4½ in. and north 18 deg. 51 min. east for 50 ft. 11 in. to the point of commencement.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this seventeenth day of November, in the year of our Lord One thousand nine hundred and fifty-three, and in the second year of the reign of Her Majesty Queen Elizabeth II.

(L.S.)

CHARLES J. LOWE.

By His Excellency's Command,

S. MERRIFIELD,
Commissioner of Public Works.

GOD SAVE THE QUEEN!

Apprenticeship Acts.

APPRENTICESHIP COMMISSION OF VICTORIA.

NOTICE OF INTENTION TO RECOMMEND THAT CERTAIN TRADES BE PROCLAIMED APPRENTICESHIP TRADES.

NOTICE is hereby given, in pursuance of the provisions of the Apprenticeship Acts, that it is the intention of the Apprenticeship Commission of Victoria to make a recommendation to the Minister of Labour that the trades set out hereunder, as carried on in the Vehicle Industry in the whole of the State of Victoria, be proclaimed apprenticeship trades under the said Acts, viz.:—

BODYMAKER (FIRST CLASS).
TRADESMAN PAINTER.
TRADESMAN PANEL WORKER AND PANEL BEATER.
TRADESMAN TRIMMER (DEVELOPMENT).
TRADESMAN TRIMMER (REPAIR).
TRADESMAN TRIMMER (DEVELOPMENT AND REPAIR).
TRADESMAN TRIMMER (PRODUCTION).

It is also notified that the 7th day of December, 1953, has been fixed as the date before which representations may be made to the said Commission, by or on behalf of employers and employees in any such trade, whether for or against any such trade being included in the said recommendation.

By order of the Commission,

V. G. EMPEY,
Secretary.

103 Russell-street, Melbourne, C.1, 11th day of November, 1953.

APPOINTMENTS.

HIS Excellency the Administrator of the Government of the State of Victoria, by and with the advice of the Executive Council thereof, has, by Orders made on the 17th day of November, 1953, been pleased to make the under-mentioned appointments, viz.:—

LAW DEPARTMENT.

Judge's Associate.

RICHARD LANGDON FRANKLIN
to be associate to His Honour, Mr. Justice Norman O'Bryan, during the absence on sick leave of W. F. Cranswick—to take effect as on and from the 16th November, 1953.

Magistrates.

HAROLD HERMAN HILBERT, 25 Hedderwick-street, Essendon,
RONALD REAY MACKAY, Melbourne Technical College, 124 Latrobe-street, Melbourne,
ARTHUR GEORGE HOWE SMITH, 66 Elizabeth-street, Melbourne,
HAROLD EDWARD EASTON, East Esplanade, St. Albans,
LINDSEY MILNE KNIGHT, 8 Wilson-street, Brighton,
HERBERT JAMES LAKE, 16 Carrington-road, Kéilor East.
REA JOHNSTONE, 62 Cowper-street, Footscray,
WILLIAM JOSEPH PERKS, Fairhaven, French Island,
ARTHUR REGINALD BRIGGS, 71 Athelstan-road, Camberwell,
GEORGE HERBERT NORRIS KING, Tankerton, French Island,
JOHN HENRY PATIENCE, 7 Dixon-avenue, Croydon,
STANLEY AUBREY ERNEST RILEY, Centre-road, South Oakleigh,
ALAN ROBERT DOWER, 22 Rogers-avenue, East Brighton.
HAROLD JAMES LLEWELLYN BRADBURY, Carmichael-street, Tootgarook, via Rye, and
JOHN JAMES MOORE, Yarra-street, Warrandyte,
to Keep the Peace in the Central Bailiwick of the State of Victoria.

Commissioners for Taking Declarations, &c.

JOHN WILLIAM FRANCIS CONVERY, 388 Moreland-road, West Brunswick,
VINCENT JAMES JOSEPH MCNAMARA, 12 Buckhurst-street, South Melbourne,
ROBERT LINDSAY CAMPBELL, 74 Webster-street, Golden Square,
HENRY WESTROFF STEPHENSON, 27 O'Loughlan-street, Ormond,
LILLIAN MARY MAPPIN, 32 Eirene-street, Yarraville, and
WILLIAM RONALD WATERS, 62 Droop-street, Footscray,
to be Commissioners for taking Declarations and Affidavits, pursuant to the provisions of the *Evidence Act 1928*,—to resign upon removing from the neighbourhood of the addresses stated.

Deputy Prothonotary and Clerks of Children's Courts.

DESMOND BRUCE SCULLY
to be Deputy Prothonotary and Clerk of the Children's Court at Hamilton, and Clerk of the Children's Court at Balmoral, Heywood, Macarthur, Penshurst, and Portland, during the absence on annual leave of J. L. McArdle—to take effect from the date of commencement of duty; and
JOHN JOSEPH GLEESON
to be Clerk of the Children's Court at St. Arnaud, Birchip, and Donald, during the absence on annual leave of H. W. Pascoe—to take effect from the date of commencement of duty.

Sheriff's Substitute.

DESMOND BRUCE SCULLY
as Deputy Clerk of the Peace and Registrar of the County Court at Hamilton, and by virtue of section 92 of the *Juries Act 1928*, to do and perform with respect to the Courts at that place, in the place and stead of the Sheriff, all such things and acts as the Sheriff is, by the said Act, authorized or required to do or perform, during the absence on annual leave of J. L. McArdle—to take effect from the date of commencement of duty.

Probation Officer.

KEITH CARL NANCARROW, 7 Anzac-street, Moe,
to be a Probation Officer, pursuant to the provisions of the *Children's Court Act 1928*, for the Children's Court at Moe.

Sworn Valuator.

RUPERT CHARLES ESCOTT, c/o Baillieu Allard Pty. Ltd., 360 Collins-street, Melbourne,
to be a Sworn Valuator for the County of Mornington, pursuant to the provisions of the *Transfer of Land Act 1928*.

Sheriff's Bailiff and Bailiff of County Court.

FRANCIS JOSEPH REILLY, First Constable of Police, Colac,
to be also a Sheriff's Bailiff and a Bailiff of the County Court at Colac, vice J. E. Berry, resigned, with fees—to take effect from the date of commencement of duty.

PREMIER'S DEPARTMENT.

Deputy of Auditor-General.

WILTON HOWARD COVE,
pursuant to the provisions of the *Audit Act 1928*, to act as the deputy of the Auditor-General, during the absence of E. A. Peverill, for a period of three weeks, as from and including the 25th November, 1953.

DEPARTMENT OF THE TREASURER.

Collector of Imposts (Acting).

VICTOR HUBERT COHEN
to act temporarily as Collector of Imposts, Police Department, during the absence of N. Reid, on leave.

Receivers of Revenue (Acting).

DESMOND BRUCE SCULLY
to act temporarily as Receiver of Revenue, Hamilton, during the absence of J. L. McArdle, on leave; and
JOHN JOSEPH GLEESON
to act temporarily as Receiver of Revenue, St. Arnaud, during the absence of H. W. Pascoe, on leave.

DEPARTMENT OF WATER SUPPLY.

Commissioner of River Improvement Trust.

CYRIL CLAUDE JOHNSON
to be a Commissioner of the Ovens River Improvement Trust, for a period of four years from the date hereof, subject to the provisions of the Water Acts.

Waterworks Trust Commissioner.

WILLIAM JOSEPH O'CONNELL
to be a Commissioner of the Coleraine and Casterton Waterworks Trust, to hold office as such for a period of four years from the date hereof, subject to the provisions of the Water Acts.

A. MAHLSTEDT,
Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, 17th November, 1953.

AMENDED APPOINTMENT.

COMMISSIONER FOR TAKING DECLARATIONS, ETC.

HIS Excellency the Administrator of the Government of the State of Victoria, by and with the advice of the Executive Council thereof, doth by Order made on the 17th November, 1953, amend the Order made on the 5th May, 1953, and published in the *Government Gazette* dated the 13th May, 1953, in respect of the appointment of Norman Graham Fraser, by the substitution of the name Norman James Fraser.

A. MAHLSTEDT,
Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, 17th November, 1953.

RESIGNATIONS.

HIS Excellency the Administrator of the Government of the State of Victoria, by and with the advice of the Executive Council thereof, has, by Orders made on the 17th day of November, 1953, accepted the resignations of the persons named hereunder of the offices mentioned, viz.:—

LAW DEPARTMENT.

MERVYN CASIMIR ZICHY WOJNARSKI, as Associate to His Honour Mr. Justice Norman O'Bryan, to take effect as on and inclusive of the 16th November, 1953.

FREDERICK PERCIVAL MAY, as a Commissioner for taking Declarations and Affidavits, pursuant to the provisions of the *Evidence Act 1928*.

GARDNER TONKIN, as a Commissioner for taking Declarations and Affidavits, pursuant to the provisions of the *Evidence Act 1928*.

JOSEPH ERNEST BERRY, as a Sheriff's Bailiff and a Bailiff of the County Court at Colac.

A. MAHLSTEDT,
Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, 17th November, 1953.

NOTICE TO MARINERS.

[No. 30 of 1953.]

AUSTRALIA.—VICTORIA.

(1) *Port Phillip—Coles Channel Pile Beacons Established.*
Position.—Coles Channel Light beacon. Positions of pile beacons:—

From the above light beacon—

- (a) No. 2.B., 016 deg. 29 min., distant 5.57 cables—depth 12 feet L.W.
- (b) No. 4.B., 016 deg. 32 min., distant 1.59 miles—depth 9 feet L.W.
- (c) No. 6.B., 016 deg. 34 min., distant 2.46 miles—depth 21 feet L.W.
- (d) No. 8.B., 016 deg. 36 min., distant 3.31 miles—depth 13 feet L.W.

Details.—The original pile beacons, disappeared, have been replaced by four small three-pile beacons, each with diamond top-mark, painted black, and numbered, marking the eastern bank of the channel.

(2) *Apollo Bay. Light Extinguished.*

Position.—Apollo Bay Jetty Head. Lat. 38 deg. 45 min. 30 sec. S.; Long., 143 deg. 40 min. 30 sec. E. (approx.).

Details.—The fixed Green light in above position has been permanently extinguished.

Charts Affected.—Departmental, Entrance to Port Phillip (1), B.A.'s, Nos. 309, 1171, 2747 (1), B.A.'s, Nos. 1694, 1695B (2).

Publications.—*General Notice to Mariners Respecting Navigation in Victorian Waters*, 1942, pages 111, 112 (1), pages 72, 296 (2). *Australian Pilot*, Vol. 11, 1944, page 62 (2). *List of Lights*, Vol. 10, 1952, No. 2178 (2).

D. S. STEVENSON,

Port Officer.

Ports and Harbors Branch,
Department of Public Works,
Melbourne, C.2, 19th November, 1953.

NOTICE.

IN pursuance of the powers contained in the *Stamps Act 1946*, I hereby declare, by this notice, that transfers of shares in Associated Australian Oilfields No Liability, held by Roma Blocks Oil Company No Liability (in voluntary liquidation) and transferred by the liquidator thereof to shareholders of the latter company who are entitled thereto by way of distribution in specie in consequence of the winding up of the said latter company, are not chargeable with any Victorian stamp duty.

Dated this 25th day of November, 1953.

W. E. CAMIER,
Comptroller of Stamps.

ORDER EXEMPTING A REGISTERED CLUB FROM THE OPERATION OF CERTAIN PROVISIONS OF THE LICENSING ACT.

HOTEL AND CATERERS' EMPLOYEES' ASSOCIATION OF VICTORIA CLUB, IN THE LICENSING DISTRICT OF MELBOURNE, SITUATE AT 400 LONSDALE-STREET, MELBOURNE.

THE Licensing Court for the above-mentioned Licensing District, sitting at Melbourne, this day, application having been duly made on behalf of the above-mentioned registered club by Wallace Francis Carter, the secretary thereof, such club having been formed before the 1st day of July, 1906, doth hereby order that the said club be exempt from the operation of the provisions of sections 41, 182, 187, 188, 202, and 210 of the *Licensing Act 1928*.

Given under the seal of the said Court, this 11th day of November, 1953.

(SEAL)

H. MCALISTER,
Registrar of the said Court.

COUNTRY ROADS BOARD.

NOTICE is hereby given that the Board has decided to lift the prohibition in respect of the use on the Calder Highway, between Ouyen and Redcliffs, of motor cars, the weight of which and of the load (if any) carried thereon exceeds six (6) tons, as from the first day of December, 1953.

Dated at Melbourne, this 10th day of November, 1953.

By order,

W. H. NEVILLE,
Secretary.

Transport Regulation Acts.

TRANSPORT REGULATION BOARD.

NOTICES OF PUBLIC HEARINGS.

NOTICE is hereby given that the applications made by the persons named below for licences to operate commercial goods vehicles on the route or routes, or in the manner set out opposite their names, will be heard at a time and place to be communicated to the parties concerned:—

Name and Address; Nature of Application.

BROWN, M. J. & L. R. (trading as Brown's Heavy Haulage Co.), 921-923 Howitt-street, Ballarat; 1 commercial goods vehicle (160 cwt.) to operate in the course of business as "house removers" throughout the State of Victoria—houses, prefabricated house sections, buildings and sheds for removal, and erection, from place to place, tools and equipment incidental to trade.

BURNHAM, W. A., 114 Balcombe-road, Mehtone; 1 commercial goods vehicle (15 cwt.) to operate—(a) within a radius of 25 miles of Melbourne—general goods, (b) throughout the State of Victoria in the course of business as "second-hand dealer"—second-hand furniture.

CADDY, W. O., Mt. McIntyre, via Mt. Burr (S.A.); 1 commercial goods vehicle (sedan 5-seater and 10-cwt. trailer) to operate Sundays only, from the South Australian-Victorian border, *en route* from Naracoorte to Apsley, Edenhope, Balmoral, Cavendish, Hamilton, Coleraine, Casterton, and the Victorian-South Australian border at Mt. Gambier—newspapers.

THE COMMONWEALTH OIL REFINERIES LTD., 191 Queen-street, Melbourne, C.1; 1 commercial goods vehicle (25 cwt.) to operate throughout the State of Victoria for the purpose of servicing and maintaining own petrol pumps—tools, spare parts, and material incidental to such servicing and maintenance.

FRY, R. G., Newgrove-road, Healesville; 1 commercial goods vehicle (180 cwt.) for the carriage of logs from Foresta's forest landing in the Matlock area—(a) to the railway station at Healesville and to any mill or dump which is located within a radius of 20 miles of such landing or of the railway station at Healesville, (b) to any mill or yard situated within a radius of 25 miles of the G.P.O., Melbourne.

GARTSIDE, H. J., W. A., C. P., D. N., K. C., & N. L. (trading at Gartside Bros. Products), Dingley; 1 commercial goods vehicle (100 cwt.) to operate within a radius of 40 miles of Dingley, in the course of business as "market gardeners and packers of vegetable products"—own goods.

HAYES, H. A., Hunter-street, Mansfield; 1 commercial goods vehicle (180 cwt.) to operate from O'Brien and Ferrari's sawmills at Mansfield to consignees at Kyabram, Shepparton, Benalla, Albury, and Corowa—sawn timber.

HOPWOOD, H. W., Mt. Egerton; 1 commercial goods vehicle (100 cwt.) to operate—(a) within a radius of 20 miles of Mt. Egerton—general goods, (b) from Mt. Egerton to Melbourne—kaolin.

INNES, G. R., A. W., & L. R. (trading as Geo. R. Innes & Sons), 411-417 Hargreaves-street, Bendigo; 1 commercial goods vehicle (200 cwt.) to operate—(a) within a radius of 25 miles of Bendigo, in the course of business as "motor engineers"—own goods, (b) in the area bounded by Bendigo, Robinvale, Echuca, Warracknabeal, and Sea Lake—scrap metal for own use and resale to dealers, (c) throughout the State of Victoria—new tractors for demonstration purposes only, (d) from and to the premises of any primary producer to and from the applicant's tractor repair premises—tractors for reconditioning, (e) from Bendigo to Melbourne—badly smashed and damaged vehicles.

(This application is in the same terms as licence No. D.5333, previously held by the applicants and cancelled for not applying for a renewal.)

IRVINE, A. J. & A. J. (trading as Andrew J. Irvine and Son), Bellevue-avenue, Eltham; application to vary the terms of existing licence No. T.T.D.1299 by deleting the carriage of logs from forest landings in the Whitfield area to the Colden Timber Co's sawmills at Wahgunyah, and adding, in lieu, the ability to carry logs from forest landings in the Whitfield area to J. Van-Damme's sawmill at Wangaratta.

JUDD, A. E., 16 Bluett-crescent, Wagga Wagga (N.S.W.); 1 commercial goods vehicle (130 cwt.) to operate—(a) within a radius of 20 miles from the New South Wales-Victorian border, where the road from Jingellic (N.S.W.) crosses the Murray River at Walwa—general goods, (b) from the Myrree sawmills at Nariel to the Victorian-New South Wales border at Jingellic *en route* to Hardy's joinery, Wagga Wagga, N.S.W., with ability to detour on the Murray Valley Highway to Wodonga and Albury when road conditions preclude operations via Jingellic—sawn timber.

THE MYER EMPORIUM LTD., 314-336 Bourke-street, Melbourne; 1 commercial goods vehicle (7 cwt.) to operate throughout the State of Victoria in the course of business as "furnishers"—blinds and fittings, linoleum, carpets, underfelt, and tools of trade for use in own contracts.

H. V. MCKAY MASSEY HARRIS PTY. LTD., Sunshine; 2 commercial goods vehicles (14 cwt. each) to operate—(a) within a radius of 50 miles of Melbourne in the course of business as "manufacturers of agricultural machinery"—own goods, (b) throughout the State of Victoria for the purpose of testing and servicing own manufactured machinery—tools of trade, testing equipment, spare parts, and material incidental to such testing and servicing.

REYNOLDS, A. A., Station-street, Cressy; application to vary the terms of existing licences Nos. D.3000, D.7491, and D.8024 by the addition of ability to carry general goods from and to Beac and to and from Geelong.

SHERRY, T. E., 60 Cleeland-street, Dandenong; 1 commercial goods vehicle (80 cwt.) to operate—(a) within a radius of 20 miles of Dandenong—general goods, (b) from the Tynong area to Dandenong—firewood, (c) within a radius of 20 miles of the Forest Commission's Depot at Gembrook—road-contracting plant and material, and fire-fighting equipment under contract to the Forests Commission.

SLADE BROS., Armstrong and Mangan streets, Tongala; application to vary the terms of existing licence No. D.8012 by the addition of ability to carry bricks, tiles, earthenware pipes and fittings from Bendigo to Tongala.

STAMP, J. W., PTY. LTD., 235 Cardigan-street, Carlton; 2 commercial goods vehicles (15 and 7 cwt.) to operate—(a) within a radius of 50 miles of Melbourne, in the course of business as "manufacturers of washing machines"—own goods, (b) throughout the State of Victoria for the carriage of own manufactured washing machines for demonstration purposes only.

TOWNSEND, A. N. T., Corack-road, Birchip; 1 commercial goods vehicle (100 cwt.) to operate—(a) within a radius of 20 miles of Birchip—general goods, (b) within a radius of 50 miles of Birchip—road-contracting plant and material.

WILSON, P., J. N., & C. J. (trading as Superior Transport), 7 Waddell-street, Bacchus Marsh; 5 commercial goods vehicles (100, 100, 95, 95, and 80 cwt.) to operate from Bacchus Marsh to Melbourne and Ballarat—brown coal only.

WOOD, R. M., Glenora-avenue, Croydon; 1 commercial goods vehicle (8 cwt.) to operate within a radius of 50 miles of Melbourne, and to and from Warragul, in the course of business as "stall holder"—footwear.

NOTICE is hereby given that the applications made by the persons named below for renewal of licences to operate commercial goods vehicles on the route or routes, or in the manner set out opposite their names, will be heard at a time and place to be communicated to the parties concerned:—

Name and Address; Present Franchise; Licence No.; Date of Expiry.

BATES, C. J., 16 Red Bluff-street, Black Rock; throughout the State of Victoria for the purpose of undertaking painting contracts for the Public Works Department at schools, police stations, and other publically-owned structures—tools of trade, paints, and materials; D.5941; 20th February, 1954.

COOPER, R. R., Vincent-street, Daylesford; in the course of business as "hardware merchant"—own goods, viz., crockery, furniture, furnishings, and hardware in the under-mentioned areas:—(a) Within a radius of 50 miles from the post office at Daylesford, (b) from and to own premises at Daylesford to and from Melbourne; D.5946; 20th February, 1954.

EMOLEUM (AUST.) LTD., Arden-street, North Melbourne; throughout the State of Victoria, in the course of business as "bitumen emulsion manufacturers and sprayers"—bitumen emulsion, spraying equipment, and tools of trade required in connexion with licensee's own business; D.5950; 20th February, 1954.

HANNAFORD, ALF., & Co. LTD., Woodville, S.A.; throughout the State of Victoria, in the course of business—seed grading and pickling machinery, also seed dressings, such goods being the property of the holder of this licence; D.5951, D.5952, D.5953, D.5954, D.5955, D.5956; 20th February, 1954.

KENT, GEORGE, (VIC.) PTY. LTD., 37 Queensberry-street, North Melbourne; (a) within a radius of 50 miles from Melbourne in the course of business as "engineers"—own goods, (b) throughout the State of Victoria for the purpose of servicing and installation of industrial instruments, metering equipment, flowing meters, and temperature recorders—tools of trade, and spare parts incidental to the afore-mentioned servicing and installation; D.5965; 20th February, 1954.

KURRLE, R. R., Commercial-street, Korumburra; within a radius of 50 miles from Korumburra, in the course of business as "tire retreader"—tires and tubes for retread and repair; D.5967; 20th February, 1954.

LAUER, L. R., P.O. Box 220, Nyah West; (a) throughout the State of Victoria in connexion with the installation and servicing of refrigeration and spray irrigation plant—tools of trade, plant, and materials incidental to such servicing and installation work, (b) within a radius of 50 miles from the place of business of the licence holder at Nyah West in connexion with the repair of radio sets—tools of trade, spare parts, and radio sets for repair or having been repaired, (c) within the area defined in paragraph (b) above in the course of business as "general merchant and motor engineer"—own goods; D.5996; 30th January, 1954.

MARSHALL, W. B., Wedderburn; (a) within a radius of 20 miles from Wedderburn—general goods, (b) within a radius of 50 miles from Wedderburn—live stock; D.6001; 20th February, 1954.

STEVENSON, H. F., 26 Havelock-road, Hawthorn; (a) within a radius of 25 miles from Melbourne—general goods, (b) within a radius of 50 miles from Melbourne—second-hand household furniture; D.6014; 20th February, 1954.

WEBB, S., 65 Baker-avenue, North Kew; to operate in the course of business as "hardware merchant" in the following areas:—(a) Within a radius of 50 miles from Melbourne, (b) from and to the premises of the licensee in the City of Melbourne to and from licensee's market stall in the Township of Warragul; D.6018; 20th February, 1954.

Notice of any objection should be forwarded to reach the Secretary of the Board not later than Wednesday, 9th December, 1953.

E. V. FIELD,
Secretary.

Exhibition Buildings, Rathdown-street, Carlton, N.3,
23rd November, 1953.

EDUCATION DEPARTMENT.

SUMMONING OFFICER.

I HEREBY appoint the under-mentioned person, under section 31 of the *Education Act 1928*, to summon parents within the State of Victoria.

First Constable CLIFFORD VINCENT MARCHANT, No. 8747.

A. E. SHEPHERD,
Minister of Education.

BOROUGH OF RINGWOOD.

ORDER CONFIRMED.

THE Minister of the Crown administering the *Local Government Act 1946*, on the 16th day of November, 1953, confirmed the Order hereinafter referred to, in pursuance of section 513 of the said Act, viz:—

An Order of the Council of the Borough of Ringwood, made on the 3rd September, 1953, for the purpose of providing a site for an ambulance station and for acquiring for such purpose all that piece of land in the municipal district of the Borough of Ringwood, being part of Crown allotment 17b, Parish of Ringwood, County of Mornington, and being lot 47 on plan of subdivision No. 2216, lodged in the Office of Titles, and being the land described in certificate of title, volume 2104, folio 420721.

S. MERRIFIELD,
Commissioner of Public Works.

Pounds Act 1928.

SHIRE OF BAIRNSDALE.

TABLE of Rates to be charged for the trespass of cattle and their sustenance while impounded, fixed by the Council of the Shire of Bairnsdale.

| Description of Cattle Trespassing. | Trespass Rates. | | Sustenance Fees. |
|------------------------------------|--|--|--|
| | Upon Land other than Tillage Land Enclosed by a Substantial Fence. | Upon Tillage Land Enclosed by a Substantial Fence. | Amount to be Charged Daily for Sustenance while Impounded. |
| | £ s. d. | £ s. d. | £ s. d. |
| For every sheep .. | 0 0 1 | 0 1 0 | 0 0 3 |
| For every goat .. | 0 5 0 | 0 5 0 | 0 2 6 |
| For every pig .. | 0 5 0 | 0 10 0 | 0 5 0 |
| For every head of other cattle .. | 0 5 0 | 0 10 0 | 0 3 10 |

By order of the Council,

E. L. BRINDLEY,
Shire Secretary.

Approved by the Governor in Council,
17th November, 1953.

A. MAHLSTEDT,
Clerk of the Executive Council.

RULES OF THE SUPREME COURT.

AMENDMENT OF ORDER LXV BY REPEALING r. 29 THEREOF.

IN pursuance of the powers conferred by the Supreme Court Acts and of all other powers hereunto enabling, rule 29 of Order LXV of the Rules of Procedure in civil proceedings is repealed. Such repeal shall take effect from the date on which it is published in the *Government Gazette*.

Dated this 16th day of November, 1953, at Judges' Chambers, Supreme Court, Melbourne.

CHARLES J. LOWE, A.C.J.
C. GAVAN DUFFY, J.
RUSSELL MARTIN, J.
NORMAN O'BRYAN, J.
JOHN V. BARRY, J.
ARTHUR DEAN, J.
R. R. SHOLL, J.
T. W. SMITH, J.
E. H. HUDSON, A.J.

CONTRACTS ACCEPTED.—(Series 1952-53.)**GENERAL STORES.**

Gazette No. 25, 11th February, 1953, Schedule No. 75, Tires and tubes.—For Item No. 3 substitute Tires, 10s. 11d. each; Tubes, 5s. 3d. each, as from 22nd October, 1953.

CONTRACTS ACCEPTED.—(Series 1953-54.)**PROVISIONS.**

Gazette No. 521, 25th June, 1953, Provisions, Heatherton, Schedule No. 11, Sub-schedule No. 4.—For Item No. 1, Milk, substitute 4s. 5½d. per gallon, as from 1st November, 1953.

CEREALS.

Requirements under Sub-schedule No. 5 of Schedule No. 1, for the month of December, 1953, are to be purchased under agreement from the under-mentioned firms at the rates per cwt. respectively indicated, viz., H. S. K. Ward Pty. Ltd., Oatmeal, plain, 48s.; Barley, pearl, 55s. 6d., less 3 per cent. 14 days or 2½ per cent. 30 days. Robert Harper and Co. Ltd., Peas, split, yellow, 74s., Rice, dressed, 90s., less 3 per cent. 14 days or 2½ per cent. 28 days. Rates are subject to variations in accordance with determinations of the Prices Decontrol Commissioner.

CARTAGE.

Gazette No. 524, 1st July, 1953, Schedule No. 1, Cartage and Delivery of Goods and Parcels.—For surcharge substitute 27½ per cent. as from 1st November, 1953.

GENERAL STORES.

Gazette No. 534, 10th July, 1953, Schedule No. 39, Furniture.—For Item No. 21 substitute £12 12s. 6d. each, as from 16th November, 1953.

W. H. RUTHERFORD, Secretary to the Tender Board. 23.11.53.

VICTORIAN RAILWAYS.

70. Two position line relays, at £44 9s. 6d. each (Contract 59997).—McKenzie and Holland (Aust.) Pty. Ltd. 71. Time element relays, at £67 each (Contract 59998).—Siemens (Aust.) Pty. Ltd. 72. Covered area, North Melbourne, for £3,977 12s. (Contract 60001).—Anderson Construction Co. Pty. Ltd. 73. Extensions in brickwork, Flinders-street Railway Yard, for £10,791 (Contract 60034).—H. N. Oliver.

By order of the Victorian Railways Commissioners,
N. QUAIL, Secretary. 20.11.53.

PUBLIC WORKS.

1656. Alexandra, Fisheries and Game Inspector's Residence, (3) new office, new shed, paths, repairs, &c., £461 3s. 6d.—J. R. Stillman.

1657. Ararat, State School No. 800, (1) six additional out-offices, No. 3 drinking troughs and No. 9 bubble taps, £1,017.—R. H. Pyne.

1658. Ararat, Mental Hospital, (1) modifications to setting of jacketed cooking pans, £148 16s.—R. J. Ford.

1659. Ararat, Mental Hospital, (1) provision of floor tiling in Staff Kitchen, £524.—Dunlop Floorings Pty. Ltd.

1660. Balmoral Group School, (2) renovations to Brit Brit building, £287.—F. Clarke.

1661. Ballarat, Mental Hospital, (1) installation of two vertical drive sewerage pumps, &c., £1,730.—McLean and Boakes.

1662. Boolarra, State School No. 2617, (5) erection of two shelter pavilions, £624 4s.—I. M. Richards.

1663. Carlton North, State School No. 1252, (3) repairs and renovations, £2,537 10s.—H. C. Goldberg.

1664. Cobains, State School No. 4387, (4) repairs and painting to school and residence, £646 19s.—Brooks and Ardern.

1665. Creswick North, State School No. 2041, (3) repairs and painting to exterior, £345.—A. E. Holton.

1666. Dandenong, State School No. 1403, (2) alterations and additional heating facilities, £620.—H. and A. Tinsley.

1667. Drouin, State School No. 1924 (9) repairs and painting to school and residence, £765.—R. A. Holt.

1668. Ellinbank, Cattle Research Station, (5) completion of three prefabricated residences, erected on the site, £1,923 10s.—J. W. Cook.

1669. Frankston, State School No. 1464, (6) erection of one shelter pavilion, £1,229 15s.—R. F. Hosie.

1670. Grahamvale, State School No. 3696, (1) removal of State School from Invergordon and re-erection at Grahamvale, £1,182 10s.—M. F. O'Callaghan.

1671. Heywood, Consolidated School, (1) renovations and additions, £10,550.—Best and Peacock.

1672. Hamilton, High School, (2) erection of brick boiler house (prefabricated, Technical Block), £865.—Strachans (Hamilton) Pty. Ltd.

1673. Kaniva, Consolidated School, (2) removal and re-erection of old residence to new site, £300.—Carland Bros.

1674. Kelvin View, State School No. 3480, (1) repairs and painting, £895.—D. G. Davidson.

1675. Lalor, State School No. 4709, (1) electrical installation in new school, £281 13s.—Johnston and McMillan Pty. Ltd.

1676. Moe, State School No. 4662, South-street, (2) erection of prefabricated Bristol school, £7,860.—Overseas Corp. (Aust.) Ltd.

1677. Mansfield, State School No. 1112, (1) erection of new block of six boys' out-offices, £485 19s.—Healesville Construction Co.

1678. Melbourne, Deaf and Dumb Institute, St. Kilda-road, (9) supply and installation of central heating to new extension, £1,393.—R. J. Wilson.

1679. Melbourne, New Treasury Buildings, (3) supply and installation of thermostatic fire alarm system, £5,090.—Metropolitan Electric Signals Pty. Ltd.

1680. Numurkah, State School No. 2134, (3) re-wiring electrical installation, £539.—F. B. Amor.

1681. Newborough East, State School No. 4670, (5) erection of two shelter pavilions, £1,264.—D. L. Reid.

1682. Perserverance, State School No. 3261, (2) repairs and painting, £345.—D. Tincknell.

1683. Research, State School No. 2959, Bristol prefabricated class-rooms, (1) provision of out-office accommodation, £555.—J. H. Fraser.

1684. Rosebud, State School No. 2627, (4) conversion of Army hut to two class-rooms, office, and staff room, £1,690 18s.—A. L. C. Norris.

1685. Sale, Technical School, (2) construction of new septic tank, filter bed, fencing drains, &c., £2,654.—A. C. Spruzen.

1686. Scarsdale, State School No. 980, residence, (5) repairs and renovations, £365 15s.—H. R. Dobbin.

1687. Selby, State School No. 4685, (1) restoration of school building *ex* Pakenham, £2,541 15s.—W. and D. Pitts and Son.

1688. Toora, State School No. 2253, (5) erection of two shelter pavilions, £790.—Ridgway Bros.

1689. Teesdale, State School No. 2065, (6) repairs and painting to residence and school, £585.—J. F. McMahon.

1690. Mt. Clear, State School No. 427, (2) concrete paving and drainage, £155 17s.—W. G. Feary and Sons.

1691. Melbourne, Parliament House, (1) maintenance of lift (1st July, 1953, to 30th June, 1954), £211 7s.—Otis Elevator Co. Pty. Ltd.

1692. Port Melbourne, prefabricated units, (1) storage (1st January, 1953, to 30th September, 1953), £562 10s.—W. Edgar and Coy. Pty. Ltd.

1693. Trafalgar South, State School No. 2527, (6) internal painting in residence, £134.—R. Skinner.

1694. Geelong, Teachers' College Hostel, (4) conversion of glasshouse to woodshed (45 Esplanade), £103 8s.—E. A. Rookes.

1695. Geelong, Teachers' College Hostel, (8) external painting (45 Esplanade), £175 10s.—J. M. Hobson.

1696. Inverleigh, Police Station, (1) repairs to dining room and renewal of spouting, £129.—E. Slaven.

1697. Redcliffs, Court House, (1) repairs to cracks in internal and external wall surfaces, £152 10s.—Lewis and Hudswell.

1698. Armadale, State School No. 2634, (5) renewal of water service, £185 4s. 3d.—W. R. McPherson.

1699. Jumbuk, State School No. 3349, (5) repairs and external painting, £160.—A. J. and T. J. Taylor.

1700. Croydon, State School No. 2900, (3) erection of party fencing, £183 4s. 8d.—W. and R. W. Lee.

1701. Glenaladale, State School No. 2773, (3) provision of additional natural lighting and out-offices, £145 15s.—T. A. Thaxton.

1702. Carlton, State Offices Annexe, (2) repairs to roof and walls (Lygon-street), £158.—Bull and Murphy.

1703. Wareek, State School No. 1419, (2) repairs and painting, £244.—W. G. Hart and Son.

1704. Doncaster, State School No. 197, (3) additional drinking facilities and attention to drainage, £169 12s.—V. G. F. Burden.

1705. South Melbourne, State School No. 1253, (4) repairs, &c., Caretaker's Residence, £142 10s.—L. W. Friezer.

1706. Hughesdale, State School No. 4176, (1) construction concrete pathway, £248 2s. 8d.—Oakleigh City Council.

1707. Langi Kal Kal, Training Centre, (1) laying cable, erecting aerial construction, £1,526.—P.M.G.'s Department.

S. MERRIFIELD, Commissioner of Public Works, 13.11.53.

1708. Port. Albert, State School No. 490, (1) repairs and renovations to residence, £166.—D. Tincknell.
1709. Larundel, Mental Hospital, (1) cabling throughout the mental hospital, £387 18s. 1d.—P.M.G.'s Department.
1710. French Island, Penal Settlement (McLeod), (1) overhaul generating set, £153 15s.—Bingle Machinery Pty. Ltd.
1711. Ballarat, Mental Hospital, (1) maintenance of P.A.X. telephone for twelve months (1st July, 1953-30th June, 1954), £124 16s.—Standard Telephones and Cables Pty. Ltd.
1712. Kew, Mental Hospital, (1) supply and delivery of refrigerator, £134 7s. 6d.—Kelvinator Australia Ltd.
1713. Boisdale, Consolidated School, (1) concrete floors to three shelter pavilions, £150.—K. D. Sewell.
1714. Janefeld, Mental Hospital, (1) supply and installation of new underground cable (telephone), £110.—Telephone Construction and Maintenance Co.
1715. Geelong, Gaol, renovations to kitchen, (1) electrical installation, £161 2s. 3d.—A. W. Dixon.
1716. Melbourne, St. Kilda-road Police Depot, (3) supply and installation of additional drinking troughs to east wall of stables, £157.—W. R. McPherson.
1717. Heywood, Consolidated School, (4) additional tanks and stands, &c., two drinking troughs at Infants' School, £150.—L. D. Wilson.
1718. Kew, (4) provision of bed partitions for F.5 Ward, Mental Hospital, £119.—Egeberg Building and Plumbing Services.
1719. Geelong, Teachers' Training College, (5) removal of brick wall and erection of paling fence ("Lunan House"), £165 10s.—J. C. Moreland.
1720. South Melbourne, Technical School, (3) renewal of wastes to sinks in Science Room, £188.—R. B. Hallett.
1721. Ballarat, Mental Hospital, (5) supply and installation of electric hot-water service in Farm Manager's Residence, £129.—R. T. Smith.
1722. Clayton, State School No. 734, (2) repairs to slate roof, &c., £137 10s.—W. R. McPherson.
1723. Poowong, State School No. 2111, (2) urgent essential repairs to school building, ex Mt. Lyall-road State School, £110.—A. W. Martin.
1724. Seymour, Memorial Hospital, (2) improvements to water supply, £238 3s. 6d.—Shepparton Plumbing Services.
1725. Gravel Hill, State School No. 1566, (1) renewal of sewer drains, &c., £163 11s. 4d.—J. G. Hibberd.
1726. Morwell, Police Station, (2) provision of new paling fencing, &c., £102.—R. Skinner.
1727. Queenscliff, Light Keeper's Quarters, (2) installation of electric hot-water service, £134 8s. 6d.—R. J. Wilson.
1728. Bendigo, Public Offices, (7) painting externally, £239 15s.—J. W. Abblitt.
1729. Bendigo, High School, (4) electrical installation, £230 3s.—J. L. Howard Pty. Ltd.
1730. Longerenong, Agricultural College, (1) additions to Science Building, £114.—Cockroft and Haby.
1731. Northcote, High School, (3) attention to sinks in Science Room, £114 14s. 6d.—G. F. Smithwick.
1732. Warracknabeal, High School, (1) replacement of refrigerator unit, £113 5s.—A.X. Refrigeration Installation and Maintenance Pty. Ltd.
1733. Point Lonsdale, Signal Station, (2) supply, installation, and testing of intercommunication telephone system, £247 10s.—Standard Telephone and Cables Pty. Ltd.
1734. Lancaster, State School No. 1814, (4) provision of new out-office, £230.—H. A. Williams.
1735. Nullawarre North, State School No. 3206, (2) lining eaves, doors to kitchen and porches and rear entrances, residence, £117 1s. 9d.—B. J. White.
- S. MERRIFIELD, Commissioner of Public Works. 10.11.53.
1736. Ballarat, Mental Hospital, (1) installation of 4-in. water main to serve new and existing Nurses' Homes, £639 1s. 9d.—Ballarat Water Commissioner.
1737. Watsonia, Emergency Housing, (1) operating and maintaining the sewerage treatment plant (1st July, 1952, to 4th November, 1952), £333 5s. 8d.—Melbourne and Metropolitan Board of Works.
1738. Lavers Hill, Consolidated School, (2) provision of tank stands and fixing tanks, £198.—Pyers Bros.
1739. Ararat, Mental Hospital, (2) installation of fluorescent lighting throughout Administrative Offices, £187 6s. 10d.—Sunray Fluorescent (Victoria) Pty. Ltd.
1740. Newry, State School No. 2074, (1) supply and installation of motorized pump for reserve water supply, £165 11s.—Eureka Windmills.
1741. Melbourne, State Rivers and Water Supply Commission, 100 Exhibition-street, (3) renovations, &c., to rooms 205 and 501, removal of partitions, &c., £115 19s. 6d.—R. P. Finn.
1742. Mont Park, Mental Hospital, (4) electrical installation in M.O.'s Residence (Waiora-road), £168 15s.—R. V. Ivey.
1743. Melbourne, State Accident Insurance Office, 412 Collins-street, (2) cleaning facade of building, £109 8s. 9d.—Melbourne General Cleaning Co. Pty. Ltd.
1744. Morwell, Transport Regulation Board, (2) provision of cupboards and counter, &c., in office, £109.—A. F. Angus.
1745. Malvern, Girls' Second School, (5) renewal of flooring, £192.—R. G. Lockhart.
1746. Melbourne, Technical College, (1) provide and fix fireproof doors (Building No. 8), £111.—Thompson and Chalmers Pty. Ltd.
1747. Manangatang, Consolidated School, (3) extension of water to cookery centre, provision of stainless-steel sink, &c., £135.—H. Richards.
1748. Nunawading, State School No. 4190, (1) supply and fix additional drinking facilities and remove fence, &c., £128.—L. C. Wallis.
1749. Casterton, High School, (3) provision of new chalkboards (rooms 3 and 4), £103.—J. A. R. Walters.
1750. Alexandra, High School, (1) supply, delivery, and installation of a Blue Ray gas plant in the Science Room, £146 10s. 4d.—Blue Ray Distributors.
1751. Portland, High School, (2) conversion of room to Science Room with bench, sink, and facilities, £193.—R. D. Frazer.
1752. South Yarra, Henry Watson House, (3) repairs to glasshouse (Health Department), £140.—E. W. Stirling.
1753. Edenhope, Consolidated School, (1) provision of agricultural drain, £185.—K. G. Hooker Pty. Ltd.
1754. Brighton, State School No. 1542, (1) renewal of blackboards to seven class-rooms, £110.—J. Lynch.
1755. Birchip, State School No. 2602, (1) conversion of cloakroom to staff-room, £140 6s.—Eastgate and Jacobo.
1756. East Loddon, Consolidated School, (1) supply of four only bronze plaques, £184.—William Bedford Limited.
1757. Warrnambool, Emergency Housing, (1) supply of coke, £104 3s. 4d.—The Gas Supply Co. Ltd.
1758. Williamstown, S.S. Rip, (1) supply of marine fuel oil, £477 7s. 3d.—The Commonwealth Oil Refineries Ltd.
1759. Kyabram, H.E.S., (1) supply of refrigerator, £134 7s. 6d.—Kelvinator Australia Ltd.
1760. Mont Park, Mental Hospital, (3) supply of food bin and tray trolleys, £267.—L. J. Morgan Pty. Ltd.
1761. South Melbourne, Storeyard, (1) supply of earthenware pipes, £178 2s. 6d.—Mills (Federal) Pottery Pty. Ltd.
1762. South Melbourne, Storeyard, (1) supply of plumbers' materials, £580.—Mellody's Pottery Pty. Ltd.
1763. South Melbourne, Storeyard, (1) supply of pipes, £1,500.—The Hoffman Brick and Potteries Ltd.
1764. Traralgon, High School, (1) supply of refrigerator, £110 6s.—Eckersley and Sons Pty. Ltd.
- S. MERRIFIELD, Commissioner of Public Works. 18.11.53.

ORDERS IN COUNCIL.—(Series 1953-54.)

EDUCATION DEPARTMENT.

1652. One only hand-operated offset lithographic proofing press, for Melbourne School of Printing and Graphic Arts, £755.—Seligson and Clare Pty. Ltd., 569 Little Bourke-street, Melbourne, C.1.

Approved by the Governor in Council, 17th November, 1953.—A. MAHLSTEDT, Clerk of the Executive Council.

STATE ELECTRICITY COMMISSION.

1653. The purchase of land comprising 19 acres 3 roods 19 perches, being part of Crown allotment 5b, Parish of Narracan, and being the whole of the land comprised in certificate of title, volume 6605, folio 1320922, for housing purposes, £6,650.—Harry Edwin Meadows.

Approved by the Governor in Council, 27th October, 1953.—A. MAHLSTEDT, Clerk of the Executive Council.

1654. The supply and delivery of meat for Kiwa messes for a period of twelve months, to Specification No. 53-54/7, at Schedule rates.—Wm. Angliss and Co. (Aust.) Pty. Ltd.

1655. The supply of 5,000 condenser tubes for maintenance of condensers, Newport "C" Power Station, to Quotation No. 876, £7,137 9s. 3d.—Knox Schlapp Ltd.

Approved by the Governor in Council, 4th November, 1953.—A. MAHLSTEDT, Clerk of the Executive Council.

4 GEORGE VI. No. 4755, SECTION 6.

I HEREBY give notice that on the 10th November, 1953, I filed an election to administer the following deceased person's estate, in accordance with section 6 of the *Public Trustee Act 1940*:—

SHEEHAN, JOHN TIMOTHY, also known as John Sheehan, late of Bendigo Benevolent Home, Bendigo, labourer, died 28th March, 1949, intestate.

I HEREBY give notice that on the 11th November, 1953, I filed elections to administer the following deceased persons' estates, in accordance with section 6 of the *Public Trustee Act 1940*:—

MARTIN, JOHN ANGUS, late of 48 Lyle-street, Brunswick, retired inspector, died 8th October, 1953, intestate.

SAGLIO, ALESSANDRO, late of Erica, forestry worker, died 21st August, 1953, intestate.

STEWART, MARY JANE, late of Lake Boga, widow, died 11th February, 1945, intestate.

I HEREBY give notice that on the 12th November, 1953, I filed elections to administer the following deceased persons' estates, in accordance with section 6 of the *Public Trustee Act 1940*:—

*DOYLE, IRA ANN, late of 178 Bell-street, Coburg, widow, died 1st April, 1952.

FITT, DONALD HAMILTON, formerly of 45 Carlisle-street, St. Kilda, but late of 1 Service-street, South Melbourne, aircraft inspector, died 15th August, 1953, intestate.

*FRASER, ESTHER VIRGINIA, formerly of 47 Greville-street, Prahran, but late of Cheltenham, pensioner, died 28th July, 1953.

*PARSONS, MARGUERITE AUGUSTA, late of Metung, spinster, died 27th August, 1947.

STEVENS, LILY ETHEL, usually known as Lily Ethel Tremaine, late of 4 John-street, Balwyn, pensioner, died 22nd September, 1953, intestate.

* According to the provisions of the will.

I HEREBY give notice that on the 13th November, 1953, I filed elections to administer the following deceased persons' estates, in accordance with section 6 of the *Public Trustee Act 1940*:—

DOYLE, WILLIAM, formerly of 10 Harriet-street, Seddon, but late of 145 Albert-street extension, Mordialloc, retired storehand, died 14th August, 1953, intestate.

*MELLORS, ANNIE, late of 7 Tuppen-street, Yarraville, home duties, died 10th August, 1953.

RUMPF, GEORGE EDWARD, late of 13 Gamon-street, Seddon, traffic officer, died 1st October, 1953, intestate.

* According to the provisions of the will.

I HEREBY give notice that on the 17th November, 1953, I filed an election to administer the following deceased person's estate, in accordance with section 6 of the *Public Trustee Act 1940*:—

HOLLYWOOD, CHARLES BENEDICT, late of 11 Patterson-street, Hawthorn, apprenticed joiner, died 5th February, 1953, intestate.

C. J. GARDNER,
Public Trustee.

412 Collins-street, Melbourne, C.1, 18th November, 1953.

NOTICE.

ADMINISTRATION of the estate of each of the under-mentioned deceased persons has been granted to the Public Trustee, and creditors, next of kin, and all others having claims against the estate of any of the persons so mentioned are required to send particulars of their claims to the Public Trustee, No. 412 Collins-street, Melbourne, on or before the 27th January, 1954, or they will be excluded from the distribution of the estate when the assets are being distributed:—

*ALLAMBY, ALFRED ERNEST, formerly of Cavanagh-road Millgrove, but late of 69 Lansdown-street, North Balwyn, gentleman, died 18th June, 1953.

†DOYLE, IRA ANN, late of 178 Bell-street, Coburg, widow, died 1st April, 1952.

DOYLE, WILLIAM, formerly of 10 Harriet-street, Seddon, but late of 145 Albert-street extension, Mordialloc, retired storehand, died 14th August, 1953, intestate.

FITT, DONALD HAMILTON, formerly of 45 Carlisle-street, St. Kilda, but late of 1 Service-street, South Melbourne, aircraft inspector, died 15th August, 1953, intestate.

†FRASER, ESTHER VIRGINIA, formerly of 47 Greville-street, Prahran, but late of Cheltenham, pensioner, died 28th July, 1953.

FURNEAUX, WILLIAM, late of 68 Stafford-street, West Footscray, tanner, died 30th August, 1953, intestate.

*GOSEWINCKEL, ARNOLD DE HENZELL, formerly of Beunong-avenue, Sandringham, but late of 6 Queens Square, Sandringham, retired clerk, died 23rd December, 1952.

HOLLYWOOD, CHARLES BENEDICT, late of 11 Patterson-street, Hawthorn, apprenticed joiner, died 5th February, 1953, intestate.

MARTIN, JOHN ANGUS, late of 48 Lyle-street, Brunswick, retired inspector, died 8th October, 1953, intestate.

†MELLORS, ANNIE, late of 7 Tuppen-street, Yarraville, home duties, died 10th August, 1953.

†PARSONS, MARGUERITE AUGUSTA, late of Metung, spinster, died 27th August, 1947.

ROBERTS, ARTHUR WILLIAM HENRY, late of 36 Salisbury-grove, Northcote, newspaper employee, died 22nd July, 1953, intestate.

RUMPF, GEORGE EDWARD, late of 13 Gamon-street, Seddon, traffic officer, died 1st October, 1953, intestate.

SAGLIO, ALESSANDRO, late of Erica, forestry worker, died 21st August, 1953, intestate.

SHEEHAN, JOHN TIMOTHY, also known as John Sheehan, late of Bendigo Benevolent Home, Bendigo, labourer, died 28th March, 1949, intestate.

STEVENS, LILY ETHEL, usually known as Lily Ethel Tremaine, late of 4 John-street, Balwyn, pensioner, died 22nd September, 1953, intestate.

STEWART, MARY JANE, late of Lake Boga, widow, died 11th February, 1945, intestate.

* With the will annexed.

† According to the provisions of the will.

C. J. GARDNER,

Public Trustee.

Melbourne, 18th November, 1953.

Stock Diseases Act 1928 (No. 3779).

QUARANTINE DISTRICTS UNDER REGULATION 37.

THE quarantine restrictions imposed on the following properties have been removed:—

Name; Address.

Coleman, T. R.; Mitta Mitta.
Corrigan, J. L.; ("McKenzie's"), Kyabram.
Darcy, F. F. (Dr.); Greendale.
Grass, A. R.; Nathalia.
Lorenz, L. M.; "Woods," Tallangatta.
Lorenz, L. M.; "Rieds," Tallangatta.
Mitchell, E. H.; Wodonga.
Mulqueeny, M. P.; Wodonga.
Nichol, M. S. (Mrs.); Tallangatta Valley.
Stevenson, G. J.; Tallangatta Valley.
Rapsey, R. J.; "Alice's Paddock," Tallangatta.
Waters, S. W. and R.; "Gravels Plains," Corryong.

R. J. DE C. TALBOT,
Chief Inspector of Stock.

Stock Diseases Act 1928 (No. 3779).

QUARANTINE DISTRICTS.

PURSUANT to clause 37 of the Regulations under the *Stock Diseases Act 1928*, the properties or roads described hereunder have been declared quarantine districts on account of the presence thereon of stock known to have been, or suspected of having been, in contact with stock affected with Contagious Pleuro-pneumonia:—

Name; Address.

Atkinson, A. V.; St. Clair Vale, Wonthaggi.
Atkinson, G. E. P.; Wonthaggi.
Bell, W.; Kongwak.
Billings, A. C.; Korumburra.
Braham Bros.; Mount View.
Dowel, S. R.; "Ulupna Park," Jumbunna.
Gardner, D.; Milawa.
Heal, H. L.; Moglonemby.
Hollins, G. (Estate of); "Wyangarra," Dalyston.
Hynes, W.; Osborne's Flat.
Lloyd, C. J.; Bobinawarrarah.
McLennan, J. R.; "Welsford's & Farmers," Leongatha.
Mitchell Bros.; "Rathlyn," Leongatha.
Tandberg, J. E.; Poowong.
Watson Bros. (own & Gidney's properties); Leongatha.
Watt, E. J.; Korumburra.
Wylie, A. R.; Outtrim.

R. J. DE C. TALBOT,
Chief Inspector of Stock.

Dairy Products Acts.

QUOTAS FOR BUTTER AND CHEESE.

BUTTER QUOTA.

I CLIVE PHILLIP STONEHAM, Minister of Agriculture, in the State of Victoria, after consultation with the Victorian Dairy Products Board, and after ascertaining that the supply and distribution of butter at reasonable prices to consumers thereof in Victoria will be ensured, hereby determine a quota for butter as follows:—

The proportion shall be fifty-eight point two one per cent.

The period for which this quota is to operate shall be the month of December, 1953.

CHEESE QUOTA.

I CLIVE PHILLIP STONEHAM, Minister of Agriculture, in the State of Victoria, after consultation with the Victorian Dairy Products Board, and after ascertaining that the supply and distribution of cheese at reasonable prices to consumers thereof in Victoria will be ensured, hereby determine a quota for cheese as follows:—

The proportion shall be forty point six eight per cent.

The period for which this quota is to operate shall be the month of December, 1953.

C. P. STONEHAM,
Minister of Agriculture.

20th November, 1953.

DEPARTMENT OF CROWN LANDS AND SURVEY.

At the Executive Council Chamber, Melbourne, the seventeenth day of November, 1953.

PRESENT:

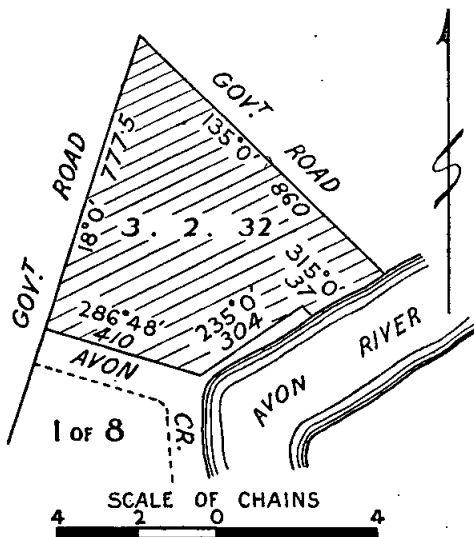
His Excellency the Administrator of the Government of the State of Victoria.

| | |
|------------|----------------|
| Mr. Cain | Mr. Galvin |
| Mr. Fraser | Mr. Merrifield |
| Mr. Smith | Mr. Scully. |

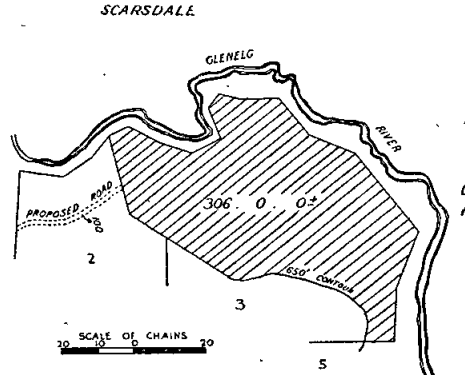
LANDS TEMPORARILY RESERVED AS SITES.

HIS Excellency the Administrator of the Government of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby, in pursuance of the provisions of the Land Act 1928, reserve, temporarily, and also except from occupation for mining purposes under any miner's right, the lands hereinafter described:—

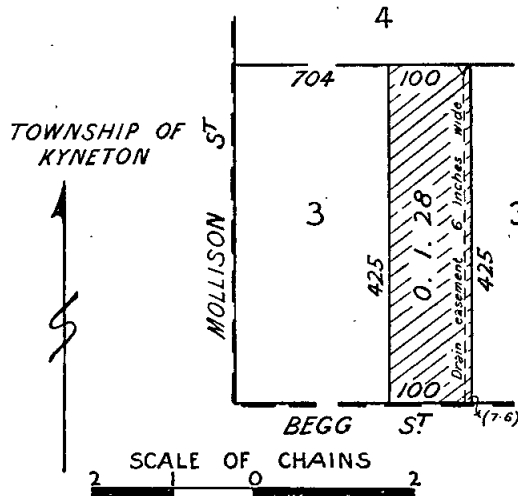
WITCHPOOL (DONALD).—Site for Hospital purposes, 3 acres 2 roods 32 perches, Parish of Witchipool, County of Borung, as indicated by hachure on plan hereunder.—(W.299(4) (Rs.7169).



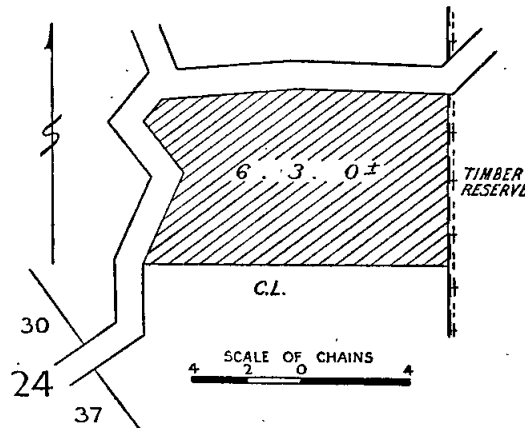
PENDYK PENDYK.—Site for Water Supply purposes, 306 acres, more or less, Parish of Pendyk Pendyk, County of Dundas, as indicated by hachure on plan hereunder.—(P.158(2) (Rs.7175).



LAURISTON (KYNETON).—Site for Police purposes, 1 rood 28 perches, Parish of Lauriston, County of Dalhousie, as indicated by hachure on plan hereunder.—(L.32(2) (Rs.7164).



HEPBURN.—Site for Scenic purposes, 6 acres 3 roods, more or less, Township of Hepburn, Parish of Wombat, County of Talbot, as indicated by hachure on plan hereunder.—(H.118(4) (Rs.7180).



And the Honorable Joseph Henry Smith, for and on behalf of Her Majesty's Commissioner of Crown Lands and Survey for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

DEPARTMENT OF CROWN LANDS AND SURVEY.

At the Executive Council Chamber, Melbourne, the seventeenth day of November, 1953.

PRESENT:

His Excellency the Administrator of the Government of the State of Victoria.

| | |
|------------|----------------|
| Mr. Cain | Mr. Galvin |
| Mr. Fraser | Mr. Merrifield |
| Mr. Smith | Mr. Scully. |

UNUSED AND UNMADE ROAD CLOSED.

HIS Excellency the Administrator of the Government of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby direct that, in pursuance of the provisions of section 304 of the *Land Act 1928*, the unused and unmade road referred to hereunder be closed, viz.:

Parish of Bulart, County of Dundas, being the road between allotment 1, section A, Parish of Bulart, and allotment 6, section 1, Parish of Toolang.—(E.531(4) (G.150(D)) (Z.31382).

And the Honorable Joseph Henry Smith, for and on behalf of Her Majesty's Commissioner of Crown Lands and Survey for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

COUNTRY ROADS BOARD.

At the Executive Council Chamber, Melbourne, the seventeenth day of November, 1953.

PRESENT:

His Excellency the Administrator of the Government of the State of Victoria.

| | |
|------------|----------------|
| Mr. Cain | Mr. Galvin |
| Mr. Fraser | Mr. Merrifield |
| Mr. Smith | Mr. Scully. |

ORDER APPROVING OF A NEW MAIN ROAD IN THE SHIRE OF METCALFE.

WHEREAS the Country Roads Board constituted under the *Country Roads Act 1928* (No. 3662) has represented to His Excellency the Governor in Council that it appears to it desirable that the new Elphinstone-Harcourt road in the Shire of Metcalfe should be made by the said Board: And whereas the said Board in accordance with the requirements of section 19 of the said cited Act has caused to be prepared a map plan and estimate showing the point between which and on and through what land the said new road is proposed to be made and the cost of acquiring the land and constructing the said new road: And whereas on an inspection of the said map and plan and a consideration of the said estimate His Excellency the Governor in Council is satisfied that there are funds legally available for acquiring the land and constructing the said new road: Now therefore be it known by this present Order that His Excellency the Administrator of the Government of the State of Victoria with the advice of the Executive Council thereof doth hereby approve of the said road being made, that is to say:—

All that piece of land in the Town of Harcourt, Parish of Harcourt, the boundaries of which are as follow:—Commencing at a point on the southern boundary of allotment 10, section 9, of the said Town, distant 270 deg. 16 min. 198 feet from the south-eastern angle of allotment 9 of the said section; thence by lines bearing respectively 330 deg. 44 min. 152 ft. 6 in., 338 deg. 26 min. 117 ft. 6 in., 350 deg. 53 min. 66 ft. 4 in., 89 deg. 25 min. 6 feet, and 158 deg. 21 min. 331 ft. 3 in. to the point of commencement—which said piece of land is particularly delineated and shown coloured red on survey plan numbered 5797, lodged in the office of the Country Roads Board.

And the Honorable Samuel Merrifield, Her Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

COUNTRY ROADS BOARD.

At the Executive Council Chamber, Melbourne, the seventeenth day of November, 1953.

PRESENT:

His Excellency the Administrator of the Government of the State of Victoria.

| | |
|------------|----------------|
| Mr. Cain | Mr. Galvin |
| Mr. Fraser | Mr. Merrifield |
| Mr. Smith | Mr. Scully. |

ORDER APPROVING OF A NEW MAIN ROAD IN THE SHIRE OF TRARALGON.

WHEREAS the Country Roads Board constituted under the *Country Roads Act 1928* (No. 3662) has represented to His Excellency the Governor in Council that it appears to it desirable that the new Flynn's Creek-road in the Shire of Traralgon should be made by the said Board: And whereas the said Board in accordance with the requirements of section 19 of the said cited Act has caused to be prepared a map plan and estimate showing the points between which and on and through what land the said new road is proposed to be made and the cost of acquiring the land and constructing the said new road: And whereas on an inspection of the said map and plan and a consideration of the said estimate His Excellency the Governor in Council is satisfied that there are funds legally available for acquiring the land and constructing the said new road: Now therefore be it known by this present Order that His Excellency the Administrator of the Government of the State of Victoria with the advice of the Executive Council thereof doth hereby approve of the said road being made, that is to say:—

All that piece of land in the Parish of Loy Yang the boundaries of which are as follow:—Commencing at the south-eastern angle of allotment 21 of the said parish; thence by lines bearing respectively 270 deg. 22 min. 43.5 links, 24 deg. 43 min. 109.7 links, and 180 deg. 12 min. 99.9 links to the point of commencement—which said piece of land is particularly delineated and shown coloured red on survey plan numbered 5809, lodged in the office of the Country Roads Board.

And the Honorable Samuel Merrifield, Her Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

COUNTRY ROADS BOARD.

At the Executive Council Chamber, Melbourne, the seventeenth day of November, 1953.

PRESENT:

His Excellency the Administrator of the Government of the State of Victoria.

| | |
|------------|----------------|
| Mr. Cain | Mr. Galvin |
| Mr. Fraser | Mr. Merrifield |
| Mr. Smith | Mr. Scully. |

ORDER APPROVING OF A NEW STATE HIGHWAY IN THE CITY OF MORDIALLOC.

WHEREAS the Country Roads Board constituted under the *Country Roads Act 1928* (No. 3662) has represented to His Excellency the Governor in Council that it appears to it desirable that the new Nepean Highway in the City of Mordialloc should be made by the said Board: And whereas the said Board in accordance with the requirements of section 19 of the said cited Act has caused to be prepared a map plan and estimate showing the points between which and on and through what land the said new highway is proposed to be made and the cost of acquiring the land and constructing the said new highway: And whereas on an inspection of the said map and plan and a consideration of the said estimate His Excellency the Governor in Council is satisfied that there are funds legally available for acquiring the land and constructing the said new highway: Now therefore be it known by this present Order that His Excellency the Administrator of the Government of the State of Victoria with the advice of the Executive Council thereof doth hereby approve of the said highway being made, that is to say:—

All that piece of land in the Parish of Moorabbin, the boundaries of which are as follow:—Commencing at the north-western angle of lot 2 on plan of subdivision numbered

14401, lodged in the Office of Titles, and being part of allotment F, portion 50, of the said parish; thence by lines bearing respectively 90 deg. 5 min. 50 ft. 11 in., 138 deg. 38 min. 50 ft. 11 in., and 294 deg. 21½ min. 92 ft. 10 in. to the point of commencement—which said piece of land is particularly delineated and shown coloured red on survey plan numbered 5801, lodged in the office of the Country Roads Board.

And the Honorable Samuel Merrifield, Her Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

STATE ELECTRICITY COMMISSION (YALLOURN AREA) ACT 1947.

At the Executive Council Chamber, Melbourne, the seventeenth day of November, 1953.

PRESENT:

His Excellency the Administrator of the Government of the State of Victoria.

| | |
|------------|----------------|
| Mr. Cain | Mr. Galvin |
| Mr. Fraser | Mr. Merrifield |
| Mr. Smith | Mr. Scully. |

APPOINTED MEMBERS OF THE YALLOURN TOWN ADVISORY COUNCIL.

WHEREAS the *State Electricity Commission (Yallourn Area) Act 1947* provides that four members of the Yallourn Town Advisory Council shall be appointed by the Governor in Council, three of whom shall be persons nominated by the State Electricity Commission of Victoria, now therefore His Excellency the Administrator of the Government of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby accept the resignation of James Fitzgerald Breen as an appointed member of the Yallourn Town Advisory Council as from the twenty-first day of November, 1953, and doth appoint Arthur Raymond Shepley, nominated by the aforesaid Commission, to be an appointed member of the Yallourn Town Advisory Council within the meaning of the said Act, and to hold office from the twenty-third day of November, 1953, until the sixth day of January, 1954.

And the Honorable John William Galbally, Her Majesty's Minister in Charge of Electrical Undertakings for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

KING RIVER IMPROVEMENT TRUST.

At the Executive Council Chamber, Melbourne, the seventeenth day of November, 1953.

PRESENT:

His Excellency the Administrator of the Government of the State of Victoria.

| | |
|------------|----------------|
| Mr. Cain | Mr. Galvin |
| Mr. Fraser | Mr. Merrifield |
| Mr. Smith | Mr. Scully. |

LOAN OF £7,600.

IN pursuance of the powers conferred by section 43 of the *River Improvement Act 1948* and all other powers him thereunto enabling, His Excellency the Administrator of the Government of the State of Victoria, by and with the advice of the Executive Council of the said State, doth by this order—

(1) Make advance by way of loan to the King River Improvement Trust of a sum of Seven thousand six hundred pounds (£7,600); and

(2) apply the following terms and conditions:—

- (a) That the said sum shall be used for the continuation of works of river improvement within the boundaries of the King River Improvement District, as set forth in the detailed statement bearing date the 13th day of November, 1953, and verified under the seal of the State Rivers and Water Supply Commission.

(b) That the King River Improvement Trust shall, in respect of such advance by way of loan, be subject to the powers, rights, duties, and obligations conferred and imposed by—

(i) the provisions of sections 268 to 270, 273 to 277, and 279 and 280 of Part VII. of the *Water Act 1928*, as amended by any other Act, so adapted that the word "Authority" shall mean the "King River Improvement Trust"; and

(ii) the provisions of section 281 of the said Part VII. of the *Water Act 1928*, so adapted as if for the expressions "any waterworks trust or local governing body" and "such waterworks trust and local governing body" there were substituted the expression "the King River Improvement Trust".

And the Honorable Clive Phillip Stoneham, Her Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

BALLARAT SEWERAGE AUTHORITY.

At the Executive Council Chamber, Melbourne, the seventeenth day of November, 1953.

PRESENT:

His Excellency the Administrator of the Government of the State of Victoria.

| | |
|------------|----------------|
| Mr. Cain | Mr. Galvin |
| Mr. Fraser | Mr. Merrifield |
| Mr. Smith | Mr. Scully. |

CONSENT TO BORROWING £10,000.

UNDER the powers conferred by the Sewerage Districts Acts and all other powers enabling him in that behalf, His Excellency the Administrator of the Government of the State of Victoria, by and with the advice of the Executive Council of the said State, doth hereby consent to the Ballarat Sewerage Authority borrowing by the issue of debentures the sum of Ten thousand pounds (£10,000) to meet the cost of sewer extensions, as set forth in the detailed statement bearing date the 12th November, 1953.

And the Honorable Clive Phillip Stoneham, Her Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

GEELONG WATERWORKS AND SEWERAGE TRUST.

At the Executive Council Chamber, Melbourne, the seventeenth day of November, 1953.

PRESENT:

His Excellency the Administrator of the Government of the State of Victoria.

| | |
|------------|----------------|
| Mr. Cain | Mr. Galvin |
| Mr. Fraser | Mr. Merrifield |
| Mr. Smith | Mr. Scully. |

CONSENT TO BORROWING £100,000.

UNDER the powers conferred by the Geelong Waterworks and Sewerage Acts and all other powers enabling him in that behalf, His Excellency the Administrator of the Government of the State of Victoria, by and with the advice of the Executive Council of the said State, doth hereby consent to the Geelong Waterworks and Sewerage Trust borrowing at interest, subject to the Geelong Waterworks and Sewerage Acts, the sum of One hundred thousand pounds (£100,000) to meet the cost of sewer extensions.

And the Honorable Clive Phillip Stoneham, Her Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

APPROACHING LAND SALES.

SALES of Crown lands, in fee-simple, will be held at the under-mentioned places and dates, viz.:-

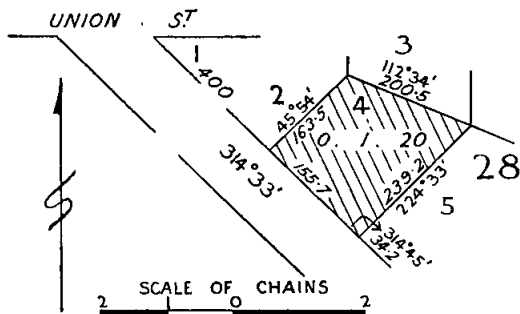
| | No. of Gazette. |
|--|-----------------|
| Bairnsdale.—Friday, 11th December, 1953 .. | 872 |
| Bendigo.—Thursday, 3rd December, 1953 .. | 793 |
| Birchip.—Wednesday, 16th December, 1953 .. | 872 |
| Boort.—Tuesday, 15th December, 1953 .. | 872 |
| Castlemaine.—Tuesday, 1st December, 1953 .. | 791 |
| Geelong.—Thursday, 10th December, 1953 .. | 872 |
| Kerang.—Tuesday, 15th December, 1953 .. | 872 |
| Maryborough.—Friday, 18th December, 1953 .. | 872 |
| St. Arnaud.—Thursday, 17th December, 1953 .. | 872 |

COMMON ABOUT TO BE DIMINISHED.

IN pursuance of the provisions contained in the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to diminish the common hereinafter mentioned, viz.:-

The following Notice was published 1° on the 11th November, 1953, pursuant to Order of the 4th November, 1953.

The Maldon Shire Common, proclaimed as such by Proclamation bearing date the 2nd April, 1889, and altered by Order in Council of the 23rd April, 1912, is about to be diminished by the excision therefrom of allotment 4, section 28, Township of Maldon, containing 1 rood 20 perches, as indicated by hachure on plan hereunder.



R. W. HOLT,
Commissioner of Crown Lands and Survey.

PROPOSED REVOCATION OF TEMPORARY RESERVATION OF LAND BY ORDER IN COUNCIL.

IN pursuance of the provisions of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservation of land by Order in Council hereunder referred to, viz.:-

The following Notice was published 1° on the 11th November, 1953, pursuant to Order of the 4th November, 1953.

HAZELWOOD.—The temporary reservation by Order in Council of the 24th February, 1947, of 2 roods of land in the Parish of Hazelwood, as a site for Public Hall purposes, is about to be revoked.—(H.120 (A*)) (Rs.5910).

J. H. SMITH,
for Commissioner of Crown Lands and Survey.

PROPOSED REVOCATIONS OF TEMPORARY RESERVATIONS OF LANDS BY ORDERS IN COUNCIL.

IN pursuance of the provisions of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservations of lands by Orders in Council hereunder referred to, viz.:-

The following Notices were published 1° on the 18th November, 1953, pursuant to Orders of the 10th November, 1953.

The temporary reservation by Order in Council, dated 16th April, 1889, of 8 acres 2 roods of land in the Parish of Goroke as a site for Water Supply purposes, is about to be revoked.—(G.214(4)) (Rs.7026).

The temporary reservation by Order in Council, dated 29th April, 1890, of 2 acres of land in the Parish of Koonik Koonik as a site for a State School is about to be revoked.—(K.120(2)) (C.95372).

The temporary reservation by Order in Council of the 22nd June, 1874, of 3 acres 3 roods 12 perches of land in the Township of Mairdample as a site for a State School, is about to be revoked.—(M.36(2)) (C.95523).

The temporary reservation by Order in Council of the 1st June, 1863, of 3 roods 8 perches of land, being allotments 2 and 3 of section 10 in the Township of Mortlake, as a site for a Telegraph Station, is about to be revoked.—(M.210(2)) (C.73161).

The temporary reservation by Order in Council of the 27th January, 1891, of 10 acres 0 roods 3 perches of land in the Parish of Thalia as a site for Public Recreation, is about to be revoked.—(T.204(2)) (Rs.4751).

J. H. SMITH,
for Commissioner of Crown Lands and Survey.

PROPOSED REVOCATION OF PORTION OF TEMPORARY RESERVATION OF LAND BY ORDERS IN COUNCIL.

IN pursuance of the provisions of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to revoke portion of the temporary reservation of land by Orders in Council hereunder referred to, viz.:-

The following Notice was published 1° on the 25th November, 1953, pursuant to Order of the 17th November, 1953.

MIRBOO.—The temporary reservation by Orders in Council of the 24th August, 1914, and the 12th June, 1919, of 3 acres 0 roods 2 perches of land in the Township of Mirboo, as a site for a State School, revoked as to part by Order in Council of the 22nd June, 1948, is about to be revoked so far as the balance thereof containing 2 acres 1 rood 12 perches is concerned.—(M.517(15)) (Rs.4).

J. H. SMITH,
for Commissioner of Crown Lands and Survey.

TENDERS.

TENDERS will be received at this office until **TEN A.M.** on the days and for the purposes under mentioned.

Particulars may be learnt at this Office and also at places shown in parenthesis.

W.O. means Inspector of Works Office; P.S.—Police Station; T.S.—Technical School; H.E.S.—Higher Elementary School; S.S.—State School; H.S.—High School.

The Board of Land and Works will not necessarily accept the lowest or any tender.

NOTE.—No preliminary deposits are to be lodged with tenders, but a deposit, in accordance with the following Schedule, will be required from the successful tenderer:—

| | |
|--|-------------------|
| For contract amounts not exceeding £200 | £ |
| For contract amounts exceeding £200 and not exceeding £500 | 2 |
| For contract amounts exceeding £500 and not exceeding £1,000 | 5 |
| For contract amounts exceeding £1,000—1 per cent. of tender | 10 |
| | 500 |
| | (maximum deposit) |

1st December, 1953.

Anakie.—Additions and alterations to teacher's residence, including new laundry and fuel store, S.S. No. 1910. (W.O., Geelong.) (Amended specification.)

Ararat.—Occupational Therapy Building for "J" Ward, Mental Hospital. (W.O., Ararat, Ballarat; Mental Hospital, Ararat.)

Ararat West.—Remodelling existing buildings and additions, M.A. School. (W.O., Ararat, Ballarat; P.S., Stawell.)

Armadale.—Repairs and renovation to Old Wing, Frank Tate House. (Amended specification.)

Ballarat East.—New floors to classrooms, new teacher's rooms, repairs, renovations, and painting, S.S. No. 1998, Queen-street. (W.O., Ballarat; S.S., Ballarat East.) (Amended specification.)

Balmoral.—Kerosene hot-water service in each of four teacher's flats, S.S. No. 29. (W.O., Horsham, Hamilton.)

Baxter.—Removal and re-erection of school building, shelter sheds, out-offices, S.S. No. 3023. (P.S., Mornington; S.S., Baxter.) (Amended specification.)

Bulla.—New out-office block and woodshed, S.S. No. 46. (S.S., Bulla.)

Cheltenham.—Fencing repairs and renewals, S.S. No. 84. (S.S., Cheltenham.)

Coburg.—Laying of sewer drains, gas, and water supply, T.S.

Dollar.—Re-blocking of residence and provision of agricultural drain, S.S. No. 3473. (W.O., Korumburra; S.S., Dollar.)

Glenferrie.—Internal painting and renovations, Swinburne Technical College. (Swinburne Technical College.)

Heywood.—Electrical installation, Consolidated School. (W.O., Hamilton; P.S., Heywood.)

Heywood.—Erection of out-office block, Consolidated School. (W.O., Hamilton, Warrnambool; P.S., Portland.)

Huntingdale.—Installation of water supply, drinking troughs, wash troughs, and sink, S.S. No. 4716.

Kialla West.—Repairs and renewals to school and residence, S.S. No. 1727. (W.O., Shepparton; S.S., Kialla West.)

Lancaster.—New porch, folding partition, heating stores, &c., S.S. No. 1814. (W.O., Shepparton; S.S., Lancaster; P.S., Kyabram.) (Amended specification.)

Melbourne.—Supply, installation of warm air ventilation plant and humidifier, Exhibition Buildings, Transport Regulation Board.

Melbourne.—Repairs to roof of building, No. 4 Technical College, Latrobe-street. (Technical School, Melbourne.)

Melbourne.—Overhaul and repairs to building No. 16, known as "Wool Store," Technical College, Bowen-street.

Melbourne.—Repairs to roof of building No. 14, Technical College.

Mildura.—Electrical installation, Court House. (W.O., Mildura.)

Mildura.—Electrical installation in eight classrooms, Standard Light Timber School, S.S. No. 2915. (W.O., Mildura.)

Mildura.—Supply, delivery, installation, and testing of Plenum heating system, S.S. No. 2915. (W.O., Mildura.)

Northcote.—Repairs and painting, P.S. (P.S., Northcote.)

Ringwood.—Installation of septic tank, filter, Humus tank, and laying of sewer drains, H.S.

Royal Park.—External and internal renovations to farm manager's residence, Mental Hospital.

South Melbourne.—General roof repairs, S.S. No. 1852, Eastern-road. (S.S., South Melbourne.)

South Yarra.—Alterations and additions for Man's Room and Laundry, Teachers' Training College Hostel, Walsh-street.

South Yarra.—Repairs and renovations, Students' Hostel, Teachers' Training College, Walsh-street.

Toorak.—Repairs to roofs, S.S. No. 3016.

Travancore.—Extension of an existing chimney stack and the provision of two platforms, Developmental Centre.

Warrnambool.—Painting and repairs to teacher's residence, T.S. (W.O., Warrnambool; T.S., Warrnambool.)

Werribee.—Supply, delivery, and spreading of gravel (approximately 750 cubic yards), Research Farm. (Research Farm, Werribee.)

Williamstown.—Installation of sewerage in cells, P.S. (P.S., Williamstown.)

Winters Flat.—Proposed new windows, &c., external painting, S.S. No. 652. (W.O., Kyneton, Bendigo; S.S., Winters Flat.)

Wycheproof.—Extension to porch to school, S.S. No. 1757. (W.O., Swan Hill; S.S., Wycheproof.)

8th December, 1953.

Ballarat.—Provision of new gauge room, School of Mines. (W.O., Ballarat; School of Mines, Ballarat.)

Ballarat.—Additional out-offices, drinking facilities, and shelter shed, "Bristol" prefabricated classroom, School of Mines. (W.O., Ballarat; School of Mines, Ballarat.)

Benalla.—Sewerage to residence at 39 Riverview-road, H.S. (W.O., Benalla.)

Bendigo.—New partition and renovations to Physics Room, School of Mines. (W.O., Bendigo; School of Mines, Bendigo.)

Box Hill North.—Four-classroom concrete veneer timber-framed Primary School building, S.S. No. 4717.

Box Hill North.—Electrical installation in four-classroom standard light timber school, S.S. No. 4717.

Box Hill North.—Supply, delivery, installation, and testing of a Plenum heating system, S.S. No. 4717.

Dandenong North.—Erection of a six-classroom school, S.S. No. 4723.

Dandenong North.—Electrical installation in four-classroom standard light timber school, S.S. No. 4723.

Dandenong North.—Supply, installation, and testing of a Plenum heating system, S.S. No. 4723.

Dugay's Bridge.—Purchase and removal of old school building, out-offices, and tanks, S.S. No. 1752. (W.O., Wangaratta; S.S., Dugay's Bridge.)

Echuca.—Electrical installation in two-room "Bristol" prefabricated building, T.S. (W.O., Shepparton; T.S., Echuca.)

Fairfield.—Conversion of "Fairlea," Fairfield, to Female Prison, Fairfield.

Ferntree Gully North.—Four-classroom concrete veneer timber-framed Primary School building, S.S. No. 4718.

Ferntree Gully North.—Electrical installation in four-classroom standard light timber school, S.S. No. 1718.

Ferntree Gully North.—Supply, delivery, installation, and testing of a Plenum heating system, S.S. No. 4718.

Footscray.—Installation of a 3-in. fire service, T.S. (T.S., Footscray.)

Geelong.—Improvements to hot-water service, cookhouse, Gaol. (W.O., Geelong.)

Geelong.—New laundry, W.C., and car port, "Wimmera" Teachers' Hostel. (W.O., Geelong.)

Heidelberg North.—Eight-classroom concrete veneer timber-framed Primary School building, S.S. No. 4713.

Heidelberg North.—Electrical installation, S.S. No. 4713.

Heidelberg North.—Supply and installation of a warm air heating/ventilation system, S.S. No. 4713.

Heidelberg.—Laying of sewer drains, and gas, and water, T.S.

Horsham West.—Erection of new school building comprising six classrooms, light timber construction, S.S. No. 4697. (W.O., Ballarat, Horsham.)

Horsham West.—Electrical installation in six-classroom standard light timber school, S.S. No. 4697. (W.O., Horsham.)

Horsham West.—Supply, delivery, installation, and testing of a Plenum heating system, S.S. No. 4697.

Kennington.—Repairs to school and residence, S.S. No. 3686. (W.O., Bendigo; S.S., Kennington.)

Kew.—Painting and renovations to Station Offices, Police Station.

Koonung Heights.—Four-classroom concrete veneer timber-framed Primary School building, S.S. No. 4727.

Koonung Heights.—Electrical installation in four-classroom standard light timber school, S.S. No. 4727.

Koonung Heights.—Supply, delivery, installation, and testing of a Plenum heating system, S.S. No. 4727.

Korrine.—Repairs and painting, S.S. No. 4558. (W.O., Korumburra; S.S., Korrine.)

Melbourne.—Conversion of existing hut to Gardeners' Mess and Changing Room, Botanic Gardens.

Melbourne.—Renovations to Index Room, Titles Office.

Melbourne.—Cleaning of windows and glass partitions, for period 1st January, 1954, to 31st December, 1954, Records Office, 295 Queen-street.

Melbourne.—Cleaning of windows and glass partitions for period 1st January, 1954, to 31st December, 1954, Public Office, New Treasury Buildings.

Melbourne.—Maintenance cleaning, period 1st January, 1954, to 31st December, 1954, Public Offices, Agriculture Department, 61 Spring-street, Mines, Geological Museum, State Laboratories, State Annexe, 107 Russell-street.

Mudgegonga.—Removal of six pine trees, S.S. No. 2171. (W.O., Benalla; S.S., Mudgegonga.)

Orbost.—Supply and installation of hard fuel hot-water service, P.S. residence. (W.O., Bairnsdale; P.S., Orbost.)

Port Melbourne.—Sale and removal of two huts at Lorimer-street, State Accommodation.

Rye.—Erection of a Bristol prefab. classroom, S.S. No. 1667.

Skipton.—Repairs and painting, Court House. (W.O., Camperdown; P.S., Skipton, Colac.)

Syndal.—Electrical installation in light timber classrooms, S.S. No. 4714.

Vermont.—Electrical installation in light timber classrooms, S.S. No. 1022.

Warrnambool.—Electrical services, T.S. (W.O., Warrnambool.)

15th December, 1953.

Alamein.—Additional lavatory accommodation, S.S. No. 4649. (S.S., Alamein.)

Alvie.—Septic tank to main out-office block, Consolidated School. (W.O., Camperdown; P.S., Colac; Consolidated School, Alvie.)

Ascot.—Painting and repairs, teacher's residence, S.S. No. 2501. (W.O., Ballarat; S.S., Ascot.)

Ballarat.—Alterations, additions, and renovations to Female Teachers' Hostel, Sturt-street, Teachers' Training College Hostel. (W.O., Ballarat.)

Ballarat North.—Internal and external painting to "Bristol" aluminium school building, S.S. No. 4690. (W.O., Ballarat.)

Bethanga.—Repairs and internal painting, S.S. No. 1883. (W.O., Wangaratta; S.S., Bethanga.)

Blackburn South.—Provision of new out-office accommodation and soakage pit, S.S. No. 4035. (S.S., Blackburn South.)

Box Hill South.—General repairs and painting externally, S.S. No. 4138. (S.S., Box Hill South.)

Brim.—Renovations and painting to school buildings and residence, S.S. No. 2995. (W.O., Warracknabeal; S.S., Brim.)

Broadford.—Repairs and painting, assistant's residence, S.S. No. 1125. (W.O., Alexandra; S.S., Broadford.) (Amended specification.)

Coonoor West.—Internal lining and painting of classroom, S.S. No. 3706. (W.O., Bendigo, Maryborough; S.S., Coonoor West.)

Edenhope.—Plaster sheeting and painting to residence, S.S. No. 817. (W.O., Horsham; S.S., Edenhope.)

Eppalock.—Removal of Derby S.S. and re-erection and restoration at Eppalock, S.S. No. 1788. (S.S., Eppalock; W.O., Bendigo; P.S., Castlemaine.)

Fawkner.—Repairs and painting, S.S. No. 3590. (S.S., Fawkner.)

Glenroy.—Renovations and repairs, S.S. No. 3118. (S.S., Glenroy.)

Greta West.—Erection of one only new timber shelter pavilion, S.S. No. 2573. (W.O., Benalla; S.S., Greta West.) (Amended specification.)

Hamilton.—External painting, Court House. (W.O., Hamilton.)

Hawthorn.—Repairs and painting, "Moorakyne" Hostel.

Horsham.—Additional out-office accommodation, H.S. (W.O., Horsham; H.S., Horsham.)

Kerang.—Repairs and painting, P.S. (W.O., Swan Hill; P.S., Kerang.)

Kyneton.—Sale and removal of residence, No. 5 Baynton-street, S.S. No. 343. (S.S., Kyneton; W.O., Kyneton; P.S., Daylesford.)

Kyabram.—Painting, repairs, paving, &c., Court House. (W.O., Shepparton; Court House, Kyabram.)

Lake Boga.—Removal and re-erection of school buildings from Fourteen-mile Plain, S.S. No. 3278. (W.O., Swan Hill; P.S., Kerang, Ouyen; S.S., Lake Boga.)

Leongatha South.—Repairs and painting, school and residence, S.S. No. 3251. (W.O., Korumburra; S.S., Leongatha South.)

Malvern.—Erection of park rail fence, S.S. No. 1604. (S.S., Malvern.)

Muskerry East.—Repairs and renovations, S.S. No. 2108. (W.O., Shepparton, Bendigo; S.S., Muskerry East.)

Neerim East.—Repairs and painting, S.S. No. 3158. (W.O., Traralgon; S.S., Neerim East.)

North Richmond.—Provision of cupboards under blackboards, S.S. No. 2798. (S.S., North Richmond.)

Numurkah.—External and internal repairs and painting, Court House. (W.O., Shepparton; P.S., Numurkah.)

Queenscliff.—Supply one only portable sandblasting machine, 6 cubic feet capacity complete, Buoy Shed, Department of Public Works. (C.E. Branch, 107 Russell-street.)

Sea Lake.—Repairs and painting, residence, Lands Department. (W.O., Swan Hill; P.S., Sea Lake.)

South Melbourne.—Internal renovations to P.S. and Sergeants Quarters, P.S. (P.S., South Melbourne.)

Strathdownie.—General repairs and external painting, S.S. No. 2883. (W.O., Hamilton, P.S., Casterton; S.S., Strathdownie.)

Sunbury.—Erection of two (2) brick veneer staff residences, Mental Hospital. (Mental Hospital, Sunbury.)

Traralgon.—Alteration of existing out-offices, erection of new out-offices for boys, and water facilities, S.S. No. 4652. (W.O., Traralgon; S.S., Traralgon.) (Amended specification.)

Tungamah.—Repairs and painting, &c., school and residence, S.S. No. 2225. (W.O., Benalla; S.S., Tungamah.)

Underbool.—Repairs and painting, P.S. (W.O., Mildura; P.S., Underbool, Ouyen.)

Williamstown.—Provision of cupboards in prefabricated building, Girls' School. (Girls' School, Williamstown.)

Winton.—Repairing white ant damage, straightening walls, bracing and painting, S.S. No. 1870. (W.O., Benalla; S.S., Winton.)

Yarrowonga.—Laying of sewer drains and water supply, H.S. (W.O., Benalla; P.S., Yarrowonga.)

Tenders to be addressed to the Honorable the Commissioner of Public Works, and envelope containing tender marked "Tender for due

S. MERRIFIELD,
Commissioner of Public Works.

Public Works Department,
Melbourne, 24th November, 1953.

PUBLIC SERVICE NOTICES.

PUBLIC SERVICE OF VICTORIA.—VACANCIES.

APPLICATIONS will be received by the Public Service Board up to Wednesday, the 9th December, 1953, from persons employed in the Public Service of Victoria, who are eligible and qualified, for appointment to the under-mentioned positions:—

ADMINISTRATIVE DIVISION.

Clerk, Class "C1," Office of the Government Statist, Department of Chief Secretary.

Yearly Salary.—£668, minimum; £720, maximum.

Duties.—To act as Accountant to the Branch. To be responsible for the preparation of salaries and of estimates of revenue and expenditure. To keep all staff records.

Qualifications.—A sound knowledge of the Public Service Acts and Regulations, Regulations respecting Public Accounts, and Superannuation Acts. A knowledge of office practice and procedure. Accountancy qualifications are essential.

Clerk, Class "C1," Department of Public Works.

Yearly Salary.—£668, minimum; £720, maximum.

Duties.—To act as Secretary to the various Boards and committees appointed under the Local Government Acts and to the Tourists Resorts Committee; to supervise examinations as required and to assist generally in the work of the Local Government Branch.

Qualifications.—To be experienced and competent in correspondence work and to have a knowledge of secretarial practice.

PROFESSIONAL DIVISION.

Senior District Architect, Class "A1," Department of Public Works.

Yearly Salary.—£1,325 minimum; £1,375, maximum.

Duties.—To prepare, under the Chief Architect, preliminary and contract plans, details, specifications, reports and estimates, and to control and exercise general supervision of building works within an architectural district.

Qualifications.—To be a qualified and experienced architect competent to practice sound and efficient methods in architectural and structural design.

Examiner of Titles, Classes "A" and "A1," Office of Titles, Department of Law. (Two vacancies.)

Yearly Salary.—£1,175, minimum; £1,375, maximum.

Qualifications.—To be a Barrister and Solicitor of the Supreme Court of Victoria with satisfactory practical experience in conveyancing.

TECHNICAL AND GENERAL DIVISION.

Assistant Head Nurse (Male), Royal Park Mental Hospital, Department of Health.

Yearly Salary.—£494, minimum; £520, maximum.

Duties.—To assist Principal Male Nurse or Head Male Nurse in management of Male Division, and to prepare leave sheets and other records as directed. To relieve senior officers as required.

Qualifications.—To possess Mental Hygiene Nursing Certificate. Ability to direct and control staff and patients, and to keep records relating thereto.

Storeman, Grade II., Kew Mental Hospital, Department of Health.

Yearly Salary.—£390, minimum; £416, maximum.

Duties.—Under direction of the Secretary, to be responsible for the receipt, issue, and safe custody of stores, materials, and provisions, and for the records relating thereto.

Qualifications.—To possess Merit Certificate or equivalent; a sound knowledge of stores, materials, and provisions, and experience in the control and distribution thereof; clerical ability, with general knowledge of bookkeeping methods relating to stores records.

Engineer Mechanic, Grade III., Mont Park Mental Hospital, Department of Health.

Yearly Salary.—£377, minimum; £403, maximum.

Duties.—To assist in the management and maintenance of steam boilers, hot and cold water services, cooking appliances, electrical and sewerage installations.

Qualifications.—Boiler Attendant's Certificate or higher qualification, and a good knowledge of above-mentioned services.

Storeman, Grade III., Mont Park Mental Hospital, Department of Health.

Yearly Salary.—£338, minimum; £364, maximum.

Duties.—To assist in receiving, checking, packing, and issuing general stores and provisions.

Qualifications.—To possess Merit Certificate or equivalent, experience in and knowledge of hardware, materials, provisions, and general store routine. Ability to drive motor truck desirable.

Chauffeur, Departmental, General Health Branch, Department of Health.

Yearly Salary.—£334, minimum; £347, maximum.

Duties.—To be in charge of and drive the motor car of the General Health Branch and keep such records relating to such car as may be required.

Qualifications.—Experience in motor car driving; a good mechanical knowledge of motor cars; ability to effect minor repairs, and a good knowledge of the roads of the State.

General Assistant, Sunbury Mental Hospital, Department of Health.

Yearly Salary.—£312, minimum; £338, maximum.

Duties.—General assistance to the various Artisan activities connected with the Hospital services and maintenance.

Qualifications.—Good physique, industrious, and tactful with patients. Knowledge of some trade desirable.

Cook (Female), Grade I., Bundoora Mental Hospital, Department of Health.

Salary.—£322 a year.

Duties.—To be in charge of the kitchen and in control of the staff and patients working therein.

Qualifications.—Knowledge and experience of large quantity preparation and cooking of foodstuffs, and to be capable of tactfully handling a staff of cooks.

Cleaner and Labourer, Sunbury Mental Hospital, Department of Health.

Yearly Salary.—£292, minimum; £305, maximum.

Duties.—To clean and polish floors and windows in wards and offices.

Qualifications.—To have had experience in the use of high-powered electric floor polishing machines.

NOTE.—In addition to the salary rates quoted, a cost of living adjustment (£390 a year for adult males and £293 a year for adult females), which varies in accordance with the rise or fall in the index number of the cost of living, is payable.

By order,

E. F. FITZGIBBON,

Secretary.

Office of the Public Service Board,
Melbourne, 24th November, 1953.

PUBLIC SERVICE OF VICTORIA.—VACANCY.

(TEMPORARY APPOINTMENT.)

APPLICATIONS will be received by the Public Service Board up to Wednesday, the 9th December, 1953, from persons who are qualified for appointment to the under-mentioned position:—

Electrical Mechanic, Department of Public Works.

Yearly Salary.—£377, minimum; £403, maximum.

Duties.—To carry out maintenance work on electrical installations in State Government buildings in the metropolitan area as directed.

Qualifications.—To possess an "A" Grade Electrical Mechanic's Licence issued by the State Electricity Commission of Victoria; to have had a good practical experience in the installation and maintenance of all types of electric light and power installations.

NOTE.—In addition to the salary rates quoted, a cost of living adjustment (£390 a year for adult males), which varies in accordance with the rise or fall in the index number of the cost of living, is payable.

By order,

E. F. FITZGIBBON,

Secretary.

Office of the Public Service Board,
Melbourne, 24th November, 1953.

PUBLIC SERVICE. (PUBLIC SERVICE BOARD) REGULATION 39.—VACANCIES.

THE Permanent Heads of the Departments shown have recommended the officers named hereunder for appointment to the under-mentioned vacancies.

| Office and Classification. | Duties. | Qualifications. | Officer Recommended for Appointment. | | |
|--|---|---|--------------------------------------|-------------------------------------|-------------------------|
| | | | Name. | Classification. | Date of Classification. |
| ADMINISTRATIVE DIVISION. | | | | | |
| DEPARTMENT OF AGRICULTURE. | | | | | |
| Clerk, "C1" Class | To have charge of the Correspondence Rooms of Central Administration, and control of the recording and filing of correspondence; to supervise opening of mail, check remittances received, forward routine inward correspondence to the Division concerned, and record correspondence relating to staff matters | To have had experience in classifying correspondence and registering same under the card system; to possess a thorough knowledge of the activities and organization of the Department, the Acts administered, and the Public Service Act and Regulations thereunder | Ritchie, V. B. T. | Clerk, Class "C" | 12.10.50 |
| PROFESSIONAL DIVISION. | | | | | |
| DEPARTMENT OF CROWN LANDS AND SURVEY. | | | | | |
| Chief Inspector of Land Settlement, Class "B1" | To supervise the work of Senior Land Inspectors and Land Inspectors in the Eastern section of the State; to make valuations of Crown lands with improvements thereon, and detailed valuations of farm properties for various Departments | A sound knowledge of the various Acts administered by the Department, particularly those relating to Crown Lands, Closer Settlement, Vermin and Noxious Weeds and Agricultural Colleges, and the Regulations procedure and practice thereunder; to have proved ability to control a field staff, experience in conducting departmental negotiations with the public, and in making detailed valuations of improved and unimproved properties both rural and urban; to be a member of the Commonwealth Institute of Valuers or to hold an equivalent qualification | Picton, G. H. | Senior Inspector of Land Settlement | 6.12.43 |
| TECHNICAL AND GENERAL DIVISION. | | | | | |
| DEPARTMENT OF TREASURER. | | | | | |
| <i>Stamp Duties Office.</i> | | | | | |
| Assistant (Female), Grade IV. | To assist in the checking and distribution of all ordinary, cattle, and swine duty stamps and promissory notes despatched to Post Offices and licensed vendors; to keep records in relation thereto | To have a sound knowledge of the procedure in force in the distribution section of the Stamp Duties Office; to be quick and accurate at figures | Loney, D. J. | Assistant (Female), Grade II. | 1.9.47 |
| DEPARTMENT OF HEALTH. | | | | | |
| <i>Mental Hygiene Branch.</i> | | | | | |
| Deputy Charge (Male) Nurse (ten offices) | To be second in charge of a ward and to relieve the Charge Nurse in charge | To have had experience in a Mental Hospital and to possess the Mental Hygiene Nursing Certificate | Snell, R. Hooks, A. R. | Staff Nurse (Male) | 19.5.53 19.5.53 |
| <i>Mental Hospitals—</i> | | | Thatcher, F. E. Day, A. L. | | 3.2.53 3.2.53 |
| <i>Beechworth</i> | | | James, A. W. Cooke, F. X. | | 3.2.53 3.2.53 |
| <i>Ballarat</i> | | | Coombes, W. A. | | 19.5.53 |
| <i>Larundel</i> | | | Webb, S. J. Tozer, M. J. | | 3.2.53 3.2.53 |
| <i>Ararat</i> | | | Joiner, C. H. | | 19.5.53 |

Appeals against such recommendations should be lodged with the Secretary to the Public Service Board not later than Saturday, the 5th December, 1953.

By order,
E. F. FITZGIBBON,
Secretary.

Office of the Public Service Board,
Melbourne, 24th November, 1953.

PUBLIC SERVICE (PUBLIC SERVICE BOARD) REGULATION 39.—RECLASSIFICATION.

THE Public Service Board has raised the classification of the under-mentioned office as shown, and the Permanent Head of the Department has recommended the officer named for appointment.

| Office and Present Classification. | Revised Classification. | Duties. | Qualifications. | Officer Recommended for Appointment. | | |
|------------------------------------|-------------------------|---------|-----------------|--------------------------------------|-----------------|-------------------------|
| | | | | Name. | Classification. | Date of Classification. |

PROFESSIONAL DIVISION.

DEPARTMENT OF HEALTH.

Maternal and Child Hygiene Branch.

| | | | | | | |
|---|---|---|---|---------------|---|--------|
| School Medical Officer (Male), Classes "A" and "A1" (£1,225-£1,375) | School Medical Officer (Male), (Anaesthetics), Class "A1" (£1,390-£1,490) | Under the direction of the Chief Medical Inspector to act as anaesthetist at the School Dental Centre as required; to undertake medical inspection of children and other medical duties as required | To be a legally qualified Medical Practitioner registered in Victoria | Harlem, I. C. | School Medical Officer (Male), Classes "A" and "A1" | 1.1.50 |
|---|---|---|---|---------------|---|--------|

Appeals against such recommendation should be lodged with the Secretary to the Public Service Board not later than Saturday, the 5th December, 1953.

By order,
E. F. FITZGIBBON,
Secretary.

Office of the Public Service Board,
Melbourne, 24th November, 1953.

No. 638.

Public Service Act 1946, Section 50.

REGULATIONS.—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the Public Service Act 1946, hereby amends its Regulations as shown below:—

SECOND SCHEDULE.

TECHNICAL AND GENERAL DIVISION.

Offices and Rates of Salaries.

| Department and Office. | Yearly Rate of Salary. | | Increments (Annual). |
|--|------------------------|----------|-----------------------|
| | Minimum. | Maximum. | |
| | £ | £ | |
| DEPARTMENT OF HEALTH. MATERNAL AND CHILD HYGIENE. | | | |
| Add— Sister, Dental Services | 347 | 386 | 1 of £13 and 1 of £26 |

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 16th November, 1953.

No. 639.

Public Service Act 1946, Section 50.

REGULATIONS.—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the Public Service Act 1946, hereby amends its Regulations as shown below:—

SIXTH SCHEDULE.

TEMPORARY EMPLOYEES.

Designations of Positions and Rates of Salaries.

| Department and Designation of Position. | Yearly Rate of Salary. | | Increments (Annual). |
|--|------------------------|----------|----------------------|
| | Minimum. | Maximum. | |
| | £ | £ | |
| DEPARTMENT OF HEALTH. TUBERCULOSIS— STATE SANATORIA. | | | |
| Add— Nursing Orderly, Senior | .. | 375 | .. |

This Regulation shall have effect as on and from the 8th November, 1953.

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 9th November, 1953.

No. 636.

Public Service Act 1946, Section 39.

REGULATIONS.—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below:—

FIRST SCHEDULE.
PROFESSIONAL DIVISION.
Offices and Rates of Salaries.

| Office. | Yearly Rate of Salary. | |
|--------------------------------------|------------------------|----------|
| | Minimum. | Maximum. |
| | £ | £ |
| DEPARTMENT OF HEALTH. CLASS "C1". | | |
| <i>Delete—</i> | | |
| Engineer | 668 | 720 |

This Regulation shall have effect as on and from the 14th November, 1953.

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 9th November, 1953.

No. 637.

Public Service Act 1946, Section 39.

REGULATIONS.—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below:—

FIRST SCHEDULE.
PROFESSIONAL DIVISION.
Offices and Rates of Salaries.

| Office. | Yearly Rate of Salary. | |
|--|------------------------|----------|
| | Minimum. | Maximum. |
| | £ | £ |
| DEPARTMENT OF HEALTH. MENTAL HYGIENE BRANCH. CLASS "C1". | | |
| <i>Add—</i> | | |
| Electro-Physicist | 668 | 720 |

D. D. PAINE, Chairman.
E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 16th November, 1953.

Teaching Service Act 1946.

TEACHING SERVICE (CLASSIFICATION, SALARIES AND ALLOWANCES) REGULATIONS.

AMENDMENT No. 69.

THE Teachers Tribunal, in pursuance of the powers conferred by the *Teaching Service Act 1946*, hereby amends the Teaching Service (Classification, Salaries and Allowances) Regulations in the manner following, that is to say:—

PART XI.—ALLOWANCES.

In paragraph (d) of clause 31, after the expression "Footscray Technical School" insert the expression "Richmond Technical School."
(To take effect from and including the 3rd February, 1953.)

W. H. ELLWOOD, Chairman.
G. FENNELL, Secretary.

Office of the Teachers Tribunal,
Melbourne, 19th November, 1953.

Teaching Service Act 1946.

TEACHING SERVICE (TEACHERS TRIBUNAL) REGULATIONS.

AMENDMENT No. 68.

THE Teachers Tribunal, in pursuance of the powers conferred by the *Teaching Service Act 1946*, hereby amends Regulation 8 of the Teaching Service (Teachers Tribunal) Regulations in the manner following, that is to say:—

REGULATION 8.

In sub-clause 7 (f), for the expression "and who possess the qualification", substitute the expression "and who now possess the qualification."

W. H. ELLWOOD, Chairman.
G. FENNELL, Secretary.

Office of the Teachers Tribunal,
Melbourne, 16th November, 1953.

PRIVATE ADVERTISEMENTS.

CITY OF KEW.

BY-LAW No. 84.

A By-law of the City of Kew, made under the provisions of Part VII. of the *Local Government Act* 1946, and numbered 84, for the purpose of altering and amending By-law No. 57 (passed by the Council of the City of Kew on the 6th day of September, 1927, and confirmed on the 4th day of October, 1927, and which By-law was amended by By-law No. 68, passed by the Council of the City of Kew on the 6th day of February, 1940, and confirmed on the 5th day of March, 1940, and by By-law No. 69, passed by the Council of the City of Kew on the 11th day of June, 1940, and confirmed on the 9th day of July, 1940), which prescribes areas within the municipal district as residential areas, and prohibits or regulates within such residential areas the use of any land, or the erection (including adaption for use), or the use of any building for the purposes of trades, industries, manufactures, businesses, and public amusements, subject to the exceptions prescribed in the said By-laws.

IN pursuance of the powers conferred by the Local Government Acts, the Mayor, Councillors, and Citizens of the City of Kew order as follows:—

1. This By-law shall come into operation and have effect immediately upon its publication in the *Government Gazette* for Victoria.

2. That the following areas of land at present comprising part of Residential Area No. 2 prescribed in By-law No. 57 be excised therefrom, that is to say:—

(a) All the land fronting to or abutting on the south side of Parkhill-road from its intersection with the southern side of High-street to the west side of Ridgeway-avenue, and extending along the whole frontage to a depth of 100 feet.

(b) All the land fronting to or abutting on the north side of Cotham-road from its intersection with the east side of Cecil-street to a point 62 feet east thereof, and extending along the whole frontage to a depth of 166 feet.

(c) All the land fronting to or abutting on the north side of Cotham-road from its intersection with the west side of Cecil-street to a point 52 feet west thereof, and extending along the whole frontage to a depth of 166 feet.

(d) All the land fronting to or abutting on the west side of Burke-road bounded by a line commencing at a point 170 feet south of the southern side of High-street, thence extending southwards 34 feet, thence west 100 feet, thence south 69 feet, thence west 32 ft. 6 in., thence north-westerly to a point on the southern side of High-street distant 272 feet south-westerly from the west side of Burke-road, thence easterly to the point of commencement.

(e) All the land fronting to or abutting on the west side of Burke-road from a point 150 feet south of its intersection with the southern side of Harp-road to the north side of First-avenue, and extending along the whole frontage for a depth of 150 feet.

3. That the following areas to the extent to which they at present comprise part of Residential Area No. 3 prescribed in By-law No. 57 (as amended by By-law Nos. 68 and 69) be excised therefrom, that is to say:—

(a) All that area bounded by a line commencing at a point on the south side of Earl-street at its intersection with the east side of Princess-street, thence extending southerly for a distance of 112 feet along the east side of Princess-street, thence east 46 feet, thence north 91 feet, thence north-westerly along the south side of Earl-street to the point of commencement.

(b) All the land fronting to or abutting on the north side of High-street bounded by a line commencing at a point on the north side of High-street 141 feet south-westerly from the intersection of the south side of Valerie-street and

the north side of High-street, thence extending 72 feet south-westerly along the north side of High-street, thence north-westerly 87 ft. 9 in. to a point on the south side of railway pathway distant 113 ft. 6 in. westerly from the point of commencement, thence easterly to such point.

(c) All the land fronting to or abutting on the east side of Walpole-street bounded by a line commencing at a point 150 feet north of the northern side of High-street, thence extending northwards 50 feet along the east side of Walpole-street, thence eastwards 80 feet, thence south-westerly to the point of commencement.

(d) All the land bounded by a line commencing at a point on the north side of Woodford-avenue distant 100 feet east of the east side of Princess-street, thence extending northerly 133 feet, thence east 125 feet, thence south 48 feet, thence south-westerly to the point of commencement.

(e) All the land fronting to or abutting on the east side of Pakington-street bounded by a line commencing at a point 150 feet south of the southern side of Earl-street, thence extending 61 feet southwards along the east side of Pakington-street, thence east 150 feet, thence north 28 feet, thence north-westerly to the point of commencement.

4. That sub-paragraph 8 appearing under the heading "Area No. 2" in By-law No. 57 be amended by excluding from the land therein described all the land fronting to or abutting on the west side of Burke-road from the north side of Harp-road to a front 150 feet north of the north side of Harp-road and extending along the whole of the frontage to a depth of 150 feet.

5. That sub-paragraph 11 appearing under the heading "Area No. 3" in By-law No. 57 be amended by excluding from the land therein described:—

All the land fronting to or abutting on the eastern side of Willsmere-road bounded by a line commencing at a point on the eastern side of Willsmere-road 83 feet north-easterly of the northern side of Carnegie-avenue, thence extending north-easterly along the eastern side of Willsmere-road for a distance of 117 feet, thence easterly in a line parallel with the northern side of Carnegie-avenue 148 feet, thence southerly 116 feet, in a line parallel to the eastern side of Willsmere-road, thence westerly to the point of commencement.

6. That sub-paragraph 13 appearing under the heading "Area No. 3" be amended by excluding from the land therein described all the land fronting to or abutting on the southern side of Earl-street from the western side of Tennyson-street to a point on the southern side of Earl-street 157 feet in a westerly direction from the western side of Tennyson-street, and extending along the whole frontage to a depth of 150 feet.

7. That By-law No. 57 (as amended by By-law Nos. 68 and 69) be further amended by deleting the whole of sub-paragraphs 6, 7, and 10 appearing under the heading "Area No. 3" in By-law No. 57.

Resolution for passing this By-law agreed to by the Council on the 10th day of February, 1953, and confirmed on the 10th day of March, 1953.

The common seal of the Mayor, Councillors, and Citizens of the City of Kew was affixed hereto this 10th day of March, 1953, in the presence of—

(SEAL) A. S. G. STEVENS, Mayor.
W. D. BIRRELL, Town Clerk.

Approved by the Governor in Council the 27th day of October, 1953.—A. MAHLSTEDT, Clerk of the Executive Council.

CITY OF MELBOURNE.

BY-LAW No. 335.

A By-law of the City of Melbourne made under Part VII Division 1 of the *Local Government Act 1946* and numbered 335 to provide for the regulation of traffic at the intersection of Flemingington-road Bedford-street Peel-street Elizabeth-street and Pelham-street and for other purposes.

THE Council of the City of Melbourne doth hereby in pursuance of powers in that behalf conferred by the *Local Government Act 1946* and by every other Act or power enabling it in that behalf order as follows:—

1. In this By-law unless the context otherwise requires

“Alignment” in relation to either side of a street or road means the line forming the boundary between the street or road and the lands abutting on that side of the street or road and in relation to a splayed corner of two streets or roads means the line forming the boundary between the splayed corner and the lands abutting thereon.

“Horse” includes any draught animal or beast of burden.

“Intersection” means the area of roadway bounded by the prolongation westward from the north-eastern alignment of Elizabeth-street south of Pelham-street of the southern alignment of Pelham-street to the point where it meets the prolongation northward of the western alignment of Peel-street thence by the prolongation northward of the western alignment of Peel-street to the point where it meets the prolongation south-westerly of the alignment of the splayed corner of Flemingington-road and Elizabeth-street, thence by the alignment of the splayed corner of Flemingington-road and Elizabeth-street and its prolongation south-westerly and north-easterly to the eastern alignment of Elizabeth-street, thence by the eastern and north-eastern alignment of Elizabeth-street southward to the point of commencement.

“The island system” includes all the islands wholly within the intersection also the two triangular islands in Elizabeth-street partly within the intersection and the triangular island in Flemingington-road partly within the intersection subject to the following exceptions namely:—

- (a) in the case of a vehicle or horse entering the intersection from Peel-street or Bedford-street otherwise than for the purpose of leaving it by Flemingington-road the two northernmost islands of the four islands within the prolongation of the east and west alignments of Peel-street and lying immediately north of the prolongation of the southern alignment of Pelham-street are excluded;
- (b) in the case of a vehicle or horse proceeding through the intersection which has passed the prolongation of the south-western alignment of Elizabeth-street for the purpose of leaving the intersection by any street other than Peel-street or Bedford-street the four islands described in paragraph (a) are excluded;
- (c) in the case of a vehicle or horse proceeding through the intersection which has passed the prolongation of the north-western alignment of Bedford-street for the purpose of leaving the intersection by any street other than Flemingington-road the triangular island in Flemingington-road is excluded;
- (d) in the case of a vehicle or horse proceeding through the intersection which has passed the prolongation southward of the western alignment of Elizabeth-street for the purpose of leaving the intersection by any street other than Elizabeth-street (in a northerly direction) the triangular island in the northern portion of Elizabeth-street is excluded;
- (e) in the case of a vehicle or horse leaving the intersection in a southerly direction by way of Elizabeth-street and entering the central roadway of Elizabeth-street the small triangular island opposite the entrance to Pelham-street is excluded.

(Explanatory diagram is shown in the schedule to this By-law.)

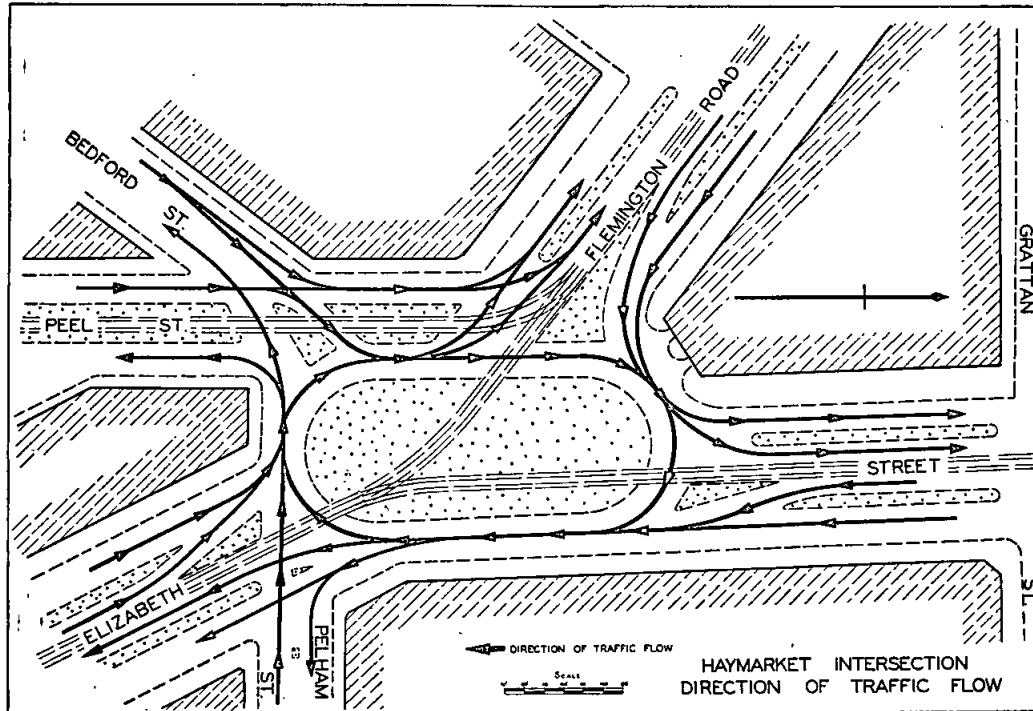
“Vehicle” includes any conveyance (other than a tramcar) drawn or propelled by human animal mechanical electrical or other power and includes a motor car.

Words importing the masculine gender include females and words in the singular include the plural and words in the plural include the singular.

2. Every vehicle or horse within the intersection shall between the point of its entry into and the point of its departure from the intersection proceed so as to keep the island system always on its right or off-side.

3. Any person who being in charge of any vehicle or horse shall except by express direction or permission of a police constable wilfully cause that vehicle or horse to proceed in contravention of this By-law shall be guilty of an offence and liable for every such offence to a penalty not exceeding Twenty pounds.

THE SCHEDULE.



Resolution for passing this By-law agreed to by the Council of the City of Melbourne the fifth day of October, 1953, and confirmed the second day of November, 1953.

(L.S.)

R. H. SOLLY, Lord Mayor.
H. S. WOOTTON, Town Clerk.

CITY OF MELBOURNE.
REGULATIONS.

Regulations made by the Council of the City of Melbourne in pursuance of the provisions of section 6 of the *Police Offences Act 1928* to provide for the route to be observed by all carriages carts vehicles and persons and for keeping order at the intersection at Flemington-road Bedford-street Peel-street Elizabeth-street and Pelham-street and for preventing any obstruction thereof.

THE Council of the City of Melbourne doth hereby in pursuance of the powers conferred by the provisions of section 6 of the *Police Offences Act 1928* and by every other Act or power enabling it in that behalf order as follows:—

1. In these regulations unless the context otherwise requires

“Alignment” in relation to either side of a street or road means the line forming the boundary between the street or road and the lands abutting on that side of the street or road and in relation to a splayed corner of two streets or roads means the line forming the boundary between the splayed corner and the lands abutting thereon.

“Horse” includes any draught animal or beast of burden.

“Intersection” means the area of roadway bounded by the prolongation westward from the north-eastern alignment of Elizabeth-street south of Pelham-street of the southern alignment of Pelham-street to the point where it meets the prolongation northward of the western alignment of Peel-street thence by the prolongation northward of the western alignment of Peel-street to the point where it meets the prolongation south-westerly of the alignment of the splayed corner of Flemington-road and Elizabeth-street thence by the alignment of the splayed corner of Flemington-road and Elizabeth-street and its prolongation south-westerly and north-easterly to the eastern alignment of Elizabeth-street thence by the eastern and north-eastern alignment of Elizabeth-street southward to the point of commencement.

“The island system” includes all the islands wholly within the intersection also the two triangular islands in Elizabeth-street partly within the intersection and the triangular island in Flemington-road partly within the intersection subject to the following exceptions namely—

- (a) in the case of a vehicle or horse entering the intersection from Peel-street or Bedford-street otherwise than for the purpose of leaving it by Flemington-road the two northernmost islands of the four islands within the prolongation of the east and west alignments of Peel-street and lying immediately north of the prolongation of the southern alignment of Pelham-street are excluded;
- (b) in the case of a vehicle or horse proceeding through the intersection which has passed the prolongation of the south-western alignment of Elizabeth-street for the purpose of leaving the intersection by any street other than Peel-street or Bedford-street the four islands described in paragraph (a) are excluded;
- (c) in the case of a vehicle or horse proceeding through the intersection which has passed the prolongation of the north-western alignment of Bedford-street for the purpose of leaving the intersection by any street other than Flemington-road the triangular island in Flemington-road is excluded;
- (d) in the case of a vehicle or horse proceeding through the intersection which has passed the prolongation southward of the western alignment of Elizabeth-street for the purpose of leaving the intersection by any street other than Elizabeth-street (in a northerly direction) the triangular island in the northern portion of Elizabeth-street is excluded;
- (e) in the case of a vehicle or horse leaving the intersection in a southerly direction by way of Elizabeth-street and entering the central roadway of Elizabeth-street the small triangular island opposite the entrance to Pelham-street is excluded.

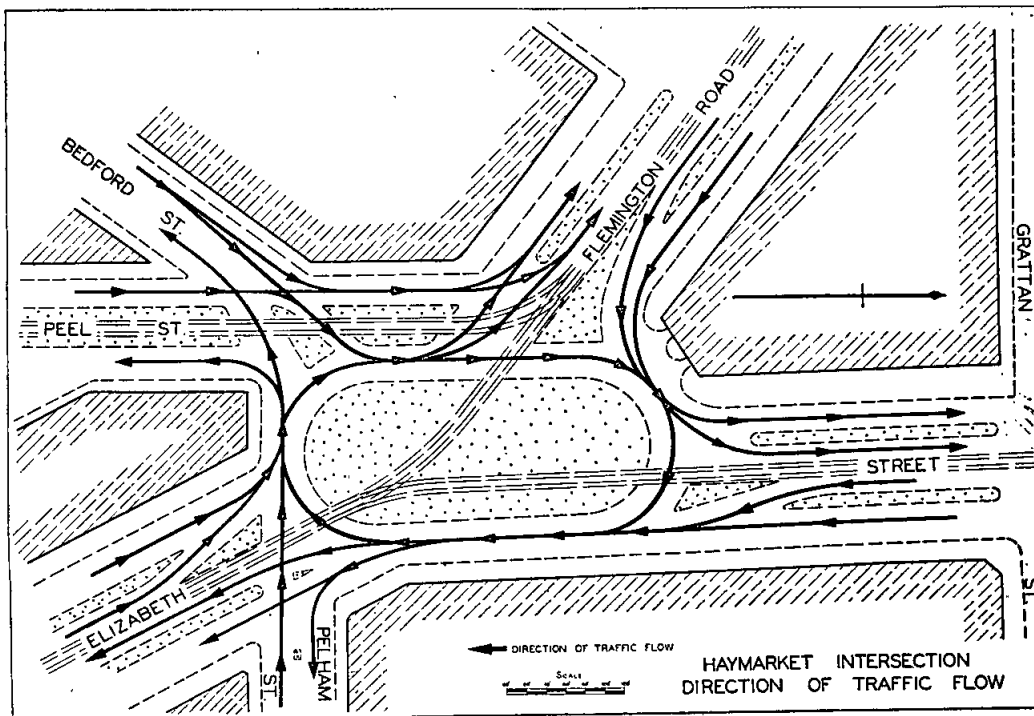
(Explanatory diagram is shown in the schedule to these Regulations.)
“Vehicle” includes any conveyance (other than a tramcar) drawn or propelled by human animal mechanical electrical or other power and includes a motor car.

Words importing the masculine gender include females and words in the singular include the plural and words in the plural include the singular.

2. Every vehicle or horse within the intersection shall between the point of its entry into and the point of its departure from the intersection proceed so as to keep the island system always on its right or off-side.

3. Any person who being in charge of any vehicle or horse shall except by express direction or permission of a police constable wilfully cause that vehicle or horse to proceed in contravention of these regulations shall be guilty of an offence and liable for every such offence to a penalty not exceeding Five pounds.

THE SCHEDULE.



Resolution for passing these Regulations agreed to by the Council of the City of Melbourne the fifth day of October, 1953, and confirmed the second day of November, 1953.

(L.S.)

R. H. SOLLY, Lord Mayor.
H. S. WOOTTON, Town Clerk.

CITY OF OAKLEIGH.

By-LAW No. 108.

A By-law of the City of Oakleigh, made under the provisions of the "Local Government Acts," and numbered 108, for the purpose of regulating the use of land within a prescribed residential area within the municipal district for the purpose specified in this By-law.

IN pursuance of the powers conferred by the "Local Government Acts," the Mayor, Councillors, and Citizens of the City of Oakleigh order as follows:—

1. Notwithstanding anything contained in By-law No. 24 as amended by By-law No. 36 the area of land within the municipal district described in the First Schedule hereto being in a prescribed residential area may be used for the purpose mentioned in the Second Schedule hereto.
2. If the said land shall be wilfully used by any person otherwise than in accordance with this By-law such person shall be guilty of an offence against this By-law.
3. Any person wilfully offending against this By-law shall be liable to a penalty not exceeding £20 and to a further penalty of not more than £10 for each day on which an offence against this By-law is continued after notice has been given by the Council to the offender of the commission of the offence or after a conviction or order of any court in respect of such offence.

FIRST SCHEDULE.

All that piece of land, being part of Crown portion 3, near Oakleigh, Parish of Mulgrave, County of Bourke, having frontages of 73 ft. 6 in. to Queens-avenue and 85 feet to Bank-street, being the land described in certificate of title, volume 5098, folio 1019592.

SECOND SCHEDULE.

The purposes for which the land may be used are the erection of a recreation hall and the use thereof by—

- (a) The Second Oakleigh Boy Scout Group of the Boy Scouts Association, or
- (b) any other organization or body of persons authorized by the Council in writing so to do in the event of the use of such recreation hall by The Second Oakleigh Boy Scout Group of the Boy Scouts Association being terminated.

The Resolution for making and passing this By-law was agreed to by the Council at a meeting held on the 16th day of March, 1953, and confirmed at a meeting held on the 20th day of April, 1953.

In witness whereof the common seal of the Mayor, Councillors, and Citizens of the City of Oakleigh was hereunto affixed this 22nd day of April, 1953.

(SEAL) A. P. DONNELLY, Mayor.
H. G. JOHNSON, Councillor.
J. A. PRICE, Town Clerk.

Approved by the Governor in Council, 4th November, 1953.—A. MAHLSTEDT, Clerk of the Executive Council.

7424

CITY OF PRAHRAN.

NOTICE OF INTENTION TO BORROW THE SUM OF £17,000 FOR PERMANENT WORKS AND UNDERTAKINGS.

NOTICE is hereby given that the Council of the City of Prahran proposes to borrow the sum of Seventeen thousand pounds on the credit of the municipal revenues of the Mayor, Councillors, and Citizens of the said City, such sum to be raised by the issue of debentures, in accordance with the provisions of the Local Government Acts.

1. The maximum rate of interest that may be paid is 4½ per centum per annum.
2. The purpose for which the loan is to be applied is the construction of retaining wall at River-street embankment, South-Yarra.
3. The period of the loan shall be fifteen years.
4. The moneys borrowed shall be repayable by providing out of the Municipal Fund 30 half-yearly instalments of approximately £805 9s. 4d. each, including principal and interest, on the 1st day of February and the 1st day of August during the currency of the loan. The first instalment shall be payable on the 1st day of August, 1954.

5. Such moneys shall be repayable at the Commonwealth Bank of Australia, Melbourne.

The plans and specifications, and the estimate of the cost of the proposed expenditure of the moneys to be borrowed, are open for inspection at the City Engineer's Office, Town Hall, Prahran.

7423

W. J. WARD, Town Clerk.

CITY OF PRAHRAN.

By-LAW No. 213.

A By-law of the City of Prahran, made under the provisions of the *Local Government Act* 1946, and numbered 213, for the purpose of further altering By-law No. 196.

IN pursuance of the powers conferred by the *Local Government Act* 1946 and every other power it thereunto enabling, the Mayor, Councillors, and Citizens of the City of Prahran order as follows:—

1. From and after the coming into operation of this By-law, By-law No. 196, made and passed by the Council on the 21st day of March, 1938, confirmed on the 9th day of May, 1938, and approved by the Governor in Council on the 16th day of August, 1938, is hereby further altered as follows, and to the extent that any part or parts thereof respectively, which is or are inconsistent with or repugnant to this By-law, are hereby expressly repealed.

2. At the end of clause 27 the following sub-sub-clause shall be added:—

- (e) All that piece of land, being part of Crown portion 1 in the Parish of Prahran, in the County of Bourke: Commencing on the easterly boundary of the land comprised in certificate of title entered in the register book, volume 5830, folio 817, at a point 118 feet southerly from the north-east corner of the land in the said certificate of title; thence in a line southerly 42 feet; thence in a line westerly 74 feet; thence in a line northerly 42 feet; thence in a line easterly 74 feet home to the commencing point—

the use of such land or the erection or adaption for use or the use of any building thereon for the purposes of any class of trade, industry, manufacture, or business, except as a standing place or parking area for motor cars (as defined by section 3 of the *Motor Car Act* 1928) thereon or for garaging or housing motor cars therein, and for no other purposes is hereby prohibited.

Resolution for making and passing this By-law agreed to by the Council the 15th day of June, 1953.

Confirmed the 13th day of July, 1953.

The common seal of the Mayor, Councillors, and Citizens of the City of Prahran was hereunto affixed, in the presence of—

(SEAL) L. J. BUDDLE, Mayor.
G. E. FURNELL, Councillor.
W. JESSOP WARD, Town Clerk.

Approved by the Governor in Council, the 4th day of November, 1953.—A. MAHLSTEDT, Clerk of the Executive Council.

7422

Local Government Act 1946.

CITY OF WARRNAMBOOL.

IN compliance with the provisions of section 585, subsection (3), of the *Local Government Act* 1946, the Council of the City of Warrnambool, hereby declares the following street within the municipality—

Kiama-avenue, extending for a distance of 419 feet southerly from Moore-street, to be dedicated to the public as a public highway.

In witness whereof the common seal of the Mayor, Councillors, and Citizens of the City of Warrnambool was hereunto affixed by me this 13th day of November, 1953.

In the presence of— K. L. ARNEL, Town Clerk.

(SEAL) A. STRUTH, Mayor.
7420 F. W. REID, Councillor.

BOROUGH OF QUEENSCLIFFE.

APPOINTMENT OF POUNDKEEPER.

NOTICE is hereby given that David Hutchins, 31 Stevens-street, Queenscliff, has been appointed Poundkeeper for the Borough of Queenscliff.

7443

J. T. SMITH, Town Clerk.

SHIRE OF BASS.

LOAN No. 11.

Notice of Intention to Borrow the Sum of £5,200 for Permanent Works and Undertakings.

NOTICE is hereby given that the Council of the Shire of Bass proposes to borrow the sum of Five thousand two hundred pounds, on the credit of the municipal revenue of the President, Councillors, and Ratepayers of the said Shire, such sum to be raised by the issue of debentures in accordance with the Local Government Acts.

- (1) The maximum rate of interest that may be paid is 4½ per cent. per annum.
- (2) The purpose for which the loan is to be applied is—
 - (a) Purchase of 5-ton tip truck.
 - (b) Purchase of medium road grader.
- (3) The period of loan shall be six years.
- (4) The moneys borrowed shall be repayable by providing out of the Municipal Fund twelve half-yearly instalments of approximately £505 0s. 4d. each, including principal and interest, on the 1st July and 1st January during the currency of the loan.
- (5) Such moneys shall be repayable at the National Bank of Australia Limited, Melbourne, or at the Council's bankers for the time being in Melbourne.

The estimate for the cost of the proposed works, and a statement showing the proposed expenditure of the moneys to be borrowed, are open for inspection at the Shire Office, Dalyston.

Dated this 17th day of November, 1953.

7421

N. G. HAYNES, Shire Secretary.

SHIRE OF CORIO.

LOAN No. 26.

Notice of Intention to Borrow the Sum of £5,000 for Permanent Works and Undertakings.

NOTICE is hereby given that the Council of the Shire of Corio proposes to borrow the sum of £5,000 on the credit of the municipal revenue of the President, Councillors, and Ratepayers of the said Shire, such sum to be raised by the issue of debentures, in accordance with the provisions of the Local Government Acts.

1. The maximum rate of interest that may be paid is 4½ per cent. per annum.
2. The purpose for which the loan is to be applied is—Road construction—Thompson-road.
3. The period of the loan shall be ten years.
4. The moneys borrowed shall be repayable by providing out of the municipal fund twenty half-yearly instalments of approximately £318 16s. each, including principal and interest, on the 1st day of September and the 1st day of March during the currency of the loan. The first instalment will be payable on the 1st day of September, 1954.
5. Such moneys shall be repayable at The Commercial Bank of Australia Limited, Melbourne, or at the Council's bankers for the time being in Melbourne.

Plans and specifications of the estimate of the cost of the proposed works and statement showing the proposed expenditure of the moneys to be borrowed are open for inspection at the Shire Office, Osborne House, North Geelong.

7436

ALEX. ANDERSON, Shire Secretary.

SHIRE OF WERRIBEE.

NOTICE is hereby given that Thomas Connop has been appointed the "Proper Officer" of the Shire of Werribee at Little River, under Division 9 of Part I. of the 15th Schedule of the *Local Government Act 1946*, for the purposes of impounding stock.

N. G. MINNS, Shire Secretary.

Shire Hall, Werribee, 20th November, 1953.

7437

SHIRE OF WERRIBEE.

NOTICE is hereby given that a Detention Yard has been erected on a site in the south-west corner of Recreation Reserve at Little River, Parish of Bulban, County of Grant.

N. G. MINNS, Shire Secretary.

Shire Hall, Werribee, 20th November, 1953.

7438

SHIRE OF WHITTLESEA.

BY-LAW No. 27.

A By-law of the Shire of Whittlesea, made under the Local Government Acts and particularly under section 197 of the *Local Government Act 1946*, and numbered 27, for the purpose of amending By-law No. 18 of the Shire of Whittlesea, the resolution for the making and passing whereof was agreed to by the Council at its meeting on the 11th day of November, 1936, and confirmed on the 9th day of December, 1936, and for further regulating the supply and distribution of water, and for other purposes ancillary thereto.

IN pursuance of the powers conferred by the Local Government Acts and in further pursuance of the provisions of an agreement under the respective seals of the Melbourne and Metropolitan Board of Works of the one part and the Shire of Whittlesea of the other part, and in further pursuance of every other power enabling them in this behalf, the President, Councillors, and Ratepayers of the Shire of Whittlesea (hereinafter called "the Council") order as follows:—

1. That the said By-law No. 18 of the municipality, as amended by By-law No. 22, be further amended, as follows:—

- (i) As to clause 4 thereof, such clause be rescinded, and the following clauses 4 (a), 4 (b), and 4 (c) substituted in lieu thereof:—

"4. (a) All rateable property within the area now supplied or hereafter to be supplied with water shall be liable for such water rate as the Council may from time to time by special order provide.

(b) Water supplied in any one year by the Council of the Shire of Whittlesea by measure shall be charged for at the rate of One shilling per 1,000 gallons until the quantity so supplied equals the quantity which at such rate would produce an amount equal to the amount of the water rate which under the Council's By-laws and special orders would be payable for the lands and tenements to which the water is supplied if it was supplied otherwise than by measure, and thereafter during such year at the rate of One shilling and six pence per 1,000 gallons.

(c) All charges for water including the said excess water over the said minimum quantity and all sums due to the Council under the immediately last preceding clause 4 (b) shall be paid by and be recoverable from the person requiring, receiving, or using the said water. All such charges and sums due to the Council by any person shall be paid on demand by the Council or its collector."

- (ii) As to clause 6 thereof, substitute the words "one shilling and six pence" in lieu of the words "one shilling and three pence" as occurring in the last line thereof.

2. This By-law shall apply to and have operation throughout the following part or parts of the municipality, that is to say:—The area or areas set forth in clause 3 of By-law No. 18, and such area or areas as may from time to time be added thereto.

The Resolution adopting this By-law No. 27 was agreed to at the meeting of the Council held on the 9th September, 1953, and confirmed on the 14th October, 1953.

As witness the common seal of the President, Councillors, and Ratepayers of the Shire of Whittlesea was hereunto affixed this day, the 14th October, 1953, in the presence of—

T. H. HURREY, President.

(SEAL) JOHN DOWNIE, Councillor.

R. G. C. COOK, Shire Secretary.

Approved by the Melbourne and Metropolitan Board of Works at its meeting on 10th November, 1953.

The common seal of the Melbourne and Metropolitan Board of Works was affixed hereto, in the presence of—

J. C. JESSOP, Chairman.

(SEAL) JOHN B. NAUGHTON, Member.

C. TRATHAN, Secretary.

SHIRE OF KOWREE WATERWORKS TRUST.

NOTICE TO THE OWNERS OF TENEMENTS IN STREETS AND THE PRIVATE STREETS, LANES, COURTS, AND ALLEYS OPENING THERETO IN THE GOROKE URBAN DISTRICT.

THE main pipes in the streets named hereunder being laid down, the owners of all tenements situated in the said streets, private streets, lanes, courts, and alleys are hereby required, on or before the 31st day of December, 1953, next, to cause a proper pipe and stop cocks to be laid so as to supply water within such tenements from the main pipe.

The streets wherein the main pipes are laid are:—

Main-street, from south-west corner of Crown allotment 23, Parish of Goroke, to Walker-street;
Walker-street, for a distance of 10 chains;
Kiely-street, from Main-street, a distance of 8 chains;
Compston-street;
Railway-street;
Barrack-street;
Church-street, from Compston-street to Mill-street;
Station-street, from Main-street to Church-street.

17th November, 1953.

W. M. OLIVER, Secretary,
Shire of Kowree Waterworks Trust. 7428

NOTICE OF INTENTION TO APPLY FOR A LICENCE TO DIVERT WATER AND CUT RACES FROM THE MURRAY RIVER AT TOL TOL.

I HEREBY give notice that I intend to apply for a licence empowering me to divert water for a term of fifteen years to the extent of 90 acre-feet per annum at a maximum rate of 3 acre-feet per day of 24 hours for irrigation of 30 acres, being part of allotment 7, Parish of Tol Tol, and to occupy certain Crown lands for works of storage and diversion, and to cut a race thereon.

Any objection to such application must be forwarded, in writing, to the State Rivers and Water Supply Commission, Melbourne, within 30 days of the date hereof.

J. MANNIX.
Robinvale, 18th November, 1953. 7462

BENALLA SEWERAGE AUTHORITY.

SEWERAGE AREA No. 14.

THE Benalla Sewerage Authority, having made provision for carrying off sewage from each and every property which, or any part of which, is within the sewerage area hereinafter described, doth hereby declare that on and after the 16th day of December, 1953, each and every property which, or any part of which, is within the said sewerage area shall be deemed to be a sewered property within the meaning of the *Sewerage Districts Act 1928*.

The boundaries of the sewerage area hereinbefore mentioned are as follows:—Commencing at the intersection of Oak-avenue and Waller-street; thence southerly along Oak-avenue to its intersection with Amber-avenue; thence westerly along Amber-avenue to its intersection with Royal-avenue; thence northerly along Royal-avenue to its intersection with Waller-street; thence easterly along Waller-street to the point of commencement.

For the purposes of this description the street names shall be taken as those similarly designated on the official plan of the Benalla Sewerage Authority.

D. C. LATCH, Secretary. 7444

PARTNERSHIP ACT 1928.

NOTICE is hereby given that the partnership subsisting between Lawrence George Abbott, of 3 Mountview-road, Malvern, builder, and Edward Albert Buller, of 2 Canterbury-street, Oakleigh, builder, carrying on business as builders at 3 Mountview-road, Malvern, and 2 Canterbury-street, Oakleigh, under the firm name of Abbott and Buller, has been dissolved by mutual consent as from the 20th day of November, 1953. All debts due from and owing to the said firm will be paid and received by the said Lawrence George Abbott, who will continue to carry on business at 3 Mountview-road, Malvern, under his own name.

Dated this 20th day of November, 1953.
E. A. BULLER &
L. ABBOTT.

Whiting and Byrne, 101 William-street, Melbourne, solicitors for the said Lawrence George Abbott. 7480

TAKE notice that Andrew Xenos and Stan Tsirianis, lately carrying on business as cafe proprietors under the firm name of Peter's Cafe, at 338 Flinders-street, Melbourne, have dissolved partnership as and from the 15th day of November, 1953. The said Stan Tsirianis has retired from the said business, which will be carried on by the said Andrew Xenos under the same name.

Dated the 17th day of November, 1953.

S. TSIRIANIS.

Witness—P. F. TOOHEY, of the firm of Gavan Duffy and King, Queen-street, Melbourne, solicitors.

A. XENOS.

Witness—WESLEY HAACK, of the firm of Akehurst, Friend, and Haack, 405 Collins-street, Melbourne, solicitors. 7481

NOTICE is hereby given that the partnership heretofore subsisting between the undersigned Robert Martin Isbel, Hilda Victoria Isbel, and Robert Herbert Isbel, carrying on business as Station Bakery, at 394 Centre-road, Bentleigh, under the names of Robert Martin Isbel, Hilda Victoria Isbel, and Robert Herbert Isbel, has been dissolved by mutual consent, as from the 17th day of October, 1953.

All debts due to and owing by the said late firm will be received and paid by the said Robert Martin Isbel and the said Hilda Victoria Isbel, who will continue to carry on the business at the same place.

Dated at Bentleigh, the 20th day of November, 1953.

ROBERT MARTIN ISBEL.

H. ISBEL.

ROBERT HERBERT ISBEL.

Witness—J. K. HOWLETT. 7447

AVON ENGINEERING COMPANY PROPRIETARY LIMITED (IN VOLUNTARY LIQUIDATION).

NOTICE CONVENING FINAL MEETING, PURSUANT TO SECTION 236.

NOTICE is hereby given, in pursuance of section 236 of the *Companies Act 1938*, that a General Meeting of the members of the above-named company will be held at 2 Laluma-street, Essendon, on Tuesday, the 29th day of December, 1953, at Eight o'clock in the afternoon for the purpose of having an account laid before them showing the manner in which the winding up has been conducted and the property of the company disposed of, and of hearing any explanation that may be given by the liquidator.

HERBERT N. CHALMERS, Liquidator.

Rodda, Ballard, and Vroland, solicitors, 430 Little Collins-street, Melbourne. 7475

MAGNAPHONE PROPRIETARY LIMITED.
524 COLLINS-STREET, MELBOURNE.

NOTICE is hereby given that a Meeting of Creditors of the above company will be held at the office of J. H. McConkey, 409 Collins-street, Melbourne, on Monday, the 7th December, 1953, at 2.30 p.m.

The purpose of the meeting is to consider the company's proposal to go into liquidation.

L. R. SHEPHERD, Secretary. 7456

JAMES & SCOTT PTY. LTD. (IN LIQUIDATION).

NOTICE CONVENING FINAL MEETING, PURSUANT TO SECTION 236 OF THE COMPANIES ACT 1938.

NOTICE is hereby given, in pursuance of section 236 of the *Companies Act 1938*, that a General Meeting of the members of the above-named company will be held in the office of the liquidator, 422 Collins-street, Melbourne, on Wednesday, 6th January, 1954, at Ten o'clock in the forenoon, for the purpose of having an account laid before them showing the manner in which the winding up has been conducted and the property of the company disposed of, and of hearing any explanation that may be given by the liquidator.

Dated the 23rd day of November, 1953.

L. A. LARGE, Liquidator. 7471

The *Companies Act 1938*.—In the matter of SCIENTIFIC INSTRUMENT SERVICE PROPRIETARY LIMITED.—Notice of Winding-Up Order.

WINDING-UP order made 13th November, 1953.

Name and address of official liquidator.—CHRISTOPHER ROBERTS BARNES JAMES, 19 Queen-street, Melbourne.

F. R. PHILLIPS, Petitioner.

P. H. ABBOTT, Petitioner.

Notcutt and Purbrick, solicitors, Wangaratta. 7432

In the Supreme Court.—In the matter of Part I. of the *Companies Act 1938*, and in the matter of D. M. ENTERPRISES PROPRIETARY LIMITED.

NOTICE is hereby given that a Petition for the winding up of the above-named company by the Supreme Court was, on the 23rd day of November, 1953, presented to the said Court by the petitioner, Henry Ralph Nolan. And that the said Petition is directed to be heard before the said Court sitting in the Fourteenth Court, Law Courts, William-street, Melbourne, on the 11th day of December, 1953; and any creditor or contributory of the said company desirous to support or oppose the making of an order on the said Petition may appear at the time of hearing by himself or his counsel for that purpose; and a copy of the Petition will be furnished to any creditor or contributory of the said company requiring the same by the undersigned on payment of the regulated charge for the same.

The petitioner's address is 21 New-street, Armadale.

The petitioner's solicitor is Lloyd F. Goode, LL.B., of 475 Bourke-street, Melbourne.

LLOYD P. GOODE.

NOTE.—Any person who intends to appear on the hearing of the said Petition must serve on or send by post to the above-named Lloyd P. Goode notice, in writing, of his intention so to do. The notice must state the name and address of the person, or, if a firm, the name and address of the firm, and must be signed by the person or firm, or his or their solicitor (if any), and must be served, or, if posted, must be sent by post in sufficient time to reach the above named not later than Four o'clock in the afternoon of the 10th of December, 1953.

Lloyd P. Goode, LL.B., of 475 Bourke-street, Melbourne, solicitor for the above-named petitioner. 7482

ALL persons having claims against the estate of Walter Henry Burns, late of 25 Bradley-street, Newport, meat worker, deceased (who died on the 14th day of May, 1952, and probate of whose will was granted by the Supreme Court on the 12th day of December, 1952, to George Bennett, of 69 Fehon-street, Yarraville, process worker), are hereby required to send particulars, in writing, of such claims to the said George Bennett, at his above-mentioned address, on or before the 31st January, 1954, after which date he will proceed to distribute the assets of the said deceased which shall have come to his hands, amongst persons entitled thereto, having regard only to the claims of which he shall then have had notice. The said George Bennett will not be liable for the assets so distributed, or any part thereof, to any person of whose claim he shall not have had notice as aforesaid.

JOHN GINNANE, solicitor, of 422 Collins-street, Melbourne. 7448

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Linda Alice Cochrane, late of 18 Arthur-street, Sandringham, in the State of Victoria, widow, deceased (who died on the 24th day of July, 1953), are hereby required to send particulars, in writing, of such claims to Hubert Edward Howell and Dorothy Jean Howell, the executors of the will of the said deceased, in care of the under-mentioned solicitors, on or before the 30th day of January, 1954, after which date the executors will proceed to convey or distribute the said estate to or among the persons entitled thereto, having regard only to the claims of which they shall then have had notice.

DAVIS, COOKE, & CUSSEN, Temple Court, 422 Collins-street, Melbourne, solicitors. 7451

PURSUANT to the *Trustee Act 1928*, all persons having claims against the property or estate of Theresa O'Neill, late of Chiltern, in the State of Victoria, widow, deceased (who died on the 16th day of February, 1953, and probate of whose will was granted by the Supreme Court of Victoria in its probate jurisdiction, on the 10th day of August, 1953, to Charles Frederick David Raynor, of Chiltern aforesaid, draper, the surviving executor appointed by the said will), are required to send particulars of such claims to the said executor, addressed to the care of Frank B. Lethbridge, solicitor, Conness-street, Chiltern, on or before the 25th day of January, 1954, after the expiration of which time the said executor will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which he shall then have had notice.

Dated the 18th day of November, 1953.

FRANK B. LETHBRIDGE, of Conness-street, Chiltern, solicitor for the executor. 7465

CREDITORS, next of kin, and others having claims in respect of the estate of Carlotta Haidee Alice Wilson, late of 14 Darling-street, Moonee Ponds, in the State of Victoria, married woman, deceased (who died on the 19th day of August, 1953), are to send particulars of their claims to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, by the 1st day of February, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

Dated the 25th day of November, 1953.

G. A. BURCHILL, LL.B., 34 Queen-street, Melbourne, proctor for the applicant. 7484

FANNY REID, late of 33 Windsor-crescent, Mont Albert, married woman, DECEASED.

CREDITORS, next of kin, and all other persons having claims against the estate of the above-named deceased are required by the executor of her will, Norman John Shankly, of 31 Queen-street, Melbourne, solicitor, to send full particulars of such claims to him, at that address, on or before the 31st day of January, 1954, after which date he will distribute the assets, having regard only to those claims of which he then has notice.

NORMAN J. SHANKLY & SHANKLY, solicitors, 31 Queen-street, Melbourne. 7479

CREDITORS, next of kin, and others having claims in respect of the estate of Sydney Ernest Fleming, late of 39 Grandview-road, North Brighton, commercial traveller, deceased (who died on the 8th day of September, 1953, and probate of whose will was granted by the Supreme Court of Victoria, on the 18th day of November, 1953, to The Perpetual Executors and Trustees Association of Australia Limited, of 100-104 Queen-street, Melbourne, the executor named in the said will), are to send particulars of their claims to the said executor, at its address above mentioned, by the 26th day of January, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

RYLAH & RYLAH, solicitors, 349 Collins-street, Melbourne. 7478

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Joseph Harris, late of 66 Head-street, Elwood, in the State of Victoria, bookmaker, deceased, intestate (who died on the 10th day of November, 1951, and letters of administration of whose estate were, on the 11th day of July, 1952, granted to Pamela Irene Harris, of 66 Head-street, Elwood, widow), are hereby required to send particulars, in writing, of such claims to the said administratrix, at the office of L. Lasky and Co., public accountants, 340 Little Collins-street, Melbourne, on or before the 30th day of January, 1954, after which date the said administratrix will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which the said administratrix shall then have notice as aforesaid, and further that the said administratrix will not be liable for the assets so distributed, or any part thereof, to any person of whose claims she shall not then have had notice as aforesaid.

Dated the 18th day of November, 1953.

SYLVIA ROTHSTADT, M.A., LL.B., of 243 Collins-street, Melbourne, proctor for the administratrix. 7477

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Norman Garfield Cleveland, late of 58 Peel-street, North Melbourne, in the State of Victoria, manager, deceased, intestate (who died on the 7th day of September, 1952, and letters of administration of whose estate were, on the 28th day of May, 1953, granted to Ada Josephine Cleveland, of 58 Peel-street, North Melbourne, widow), are hereby required to send particulars, in writing, of such claims to the said administratrix, at the office of the under-mentioned solicitor, 243 Collins-street, Melbourne, on or before the 30th day of January, 1954, after which date the said administratrix will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which the said administratrix shall then have notice as aforesaid, and further that the said administratrix will not be liable for the assets so distributed, or any part thereof, to any person of whose claims she shall not then have had notice as aforesaid.

Dated the 18th day of November, 1953.

SYLVIA ROTHSTADT, M.A., LL.B., of 243 Collins-street, Melbourne, proctor for the administratrix. 7476

Trustee Act 1928.

NOTICE TO CLAIMANTS.

PURSUANT to the *Trustee Act 1928*, creditors, next of kin, and all other persons having claims in respect of the estate of any deceased person named below are required to send particulars thereof to the legal personal representative or representatives at the address stated below, on or before the date stated, after which date the representative or representatives will distribute the assets, having regard only to the claims of which notice has been received:—

Malcolm Cameron MacCallum, late of Orford, retired storekeeper, deceased, died 29th July, 1953.—Claims to the executrices, Phyllis Hannah MacCallum, widow, and Suzanne Lewis Robertson, married woman, both of Orford, care of Conlan and Leishman, solicitors, 36 Bank-street, Port Fairy, by 26th January, 1954. 7457

Arbor Henderson Cook, late of 44 Anderson-street, Newport, mail officer, deceased, intestate, died 29th August, 1953.—Claims to the administratrix, Elizabeth Preston Culbert, of 44 Anderson-street, Newport, married woman, care of John F. Carroll, solicitor, 4 Paisley-street, Footscray, by 5th February, 1954. John F. Carroll, LL.B., solicitor, 4 Paisley-street, Footscray. 7463

PURSUANT to the *Trustee Act 1928*, all persons having claims against the property or estate of Louisa Jane Read, late of Myrtleford, deceased (who died on the 29th day of June, 1953, and probate of whose will was granted by the Supreme Court of Victoria on the 14th day of October, 1953, to Norman George Read and Hazel Mary Hooper, the executors named therein), are hereby required to send particulars of such claims to the said executors, addressed to the care of the under-mentioned solicitor, on or before the 30th day of January, 1954, after the expiration of which time the said executors will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which they shall have had notice.

JOSEPH E. DAILY, LL.B., Clyde-street, Myrtleford, solicitor for the executors. 7441

PURSUANT to the *Trustee Act 1928*, all persons having claims against the property or estate of Isabella Green, late of Barwon Downs, in the State of Victoria, widow, deceased (who died on the 25th day of April, 1953, and letters of administration of whose estate were granted by the Supreme Court of Victoria on the 7th day of October, 1953, to Ellen Lewis, of Albert-street, Upper Ferntree Gully, a sister of the said deceased), are hereby required to send particulars of such claims to the said Ellen Lewis, addressed to the care of Sewell and Sewell, solicitors, of 422 Collins-street, Melbourne, on or before the 1st day of February, 1954, after the expiration of which time the said Ellen Lewis will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which she shall then have had notice.

Dated this 17th day of November, 1953.

SEWELL & SEWELL, of 422 Collins-street, Melbourne, solicitors for the administratrix. 7449

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Thomas Hector Hayes, late of Main-road, Upper Ferntree Gully, in the State of Victoria, general merchant, deceased (who died on the 23rd day of June, 1953), are hereby required to send particulars, in writing, of such claims to John Cooke and Joy Edna Hayes, in care of Davis, Cooke, and Cussen, of 422 Collins-street, Melbourne, in the said State, solicitors, the executors of the will of the said deceased, on or before the 30th day of January, 1954, after which date the executors will proceed to convey or distribute the said estate to or among the persons entitled thereto, having regard only to the claims of which they shall then have had notice.

DAVIS, COOKE, & CUSSEN, Temple Court, 422 Collins-street, Melbourne, solicitors. 7450

CREDITORS, next of kin, and others having claims in respect of the estate of Laura Johnson, late of Flat 4, 17 Wimbledon-avenue, Elwood, widow, deceased (who died on the 11th day of September, 1953), are to send the particulars of their claims to The Perpetual Executors and Trustees Association of Australia Limited, of 100-104 Queen-street, Melbourne, by the 27th day of January, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

CORR & CORR, solicitors, 104 Queen-street, Melbourne. 7485

CREDITORS, next of kin, and others having claims in respect of the estate of Lilian Alice Hallett, late of Darnum, in the State of Victoria, married woman, deceased, intestate (who died on the 14th day of September, 1951), are to send particulars of their claims to Patricia Mary O'Donohoe, care of M. Davine, solicitor, Warragul, by the 26th day of January, 1954, after which date she will distribute the assets, having regard only to the claims of which she then has notice.

Dated the 17th day of November, 1953.

M. DAVINE, solicitor, Warragul. 7425

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Sidney Wolton Gullett, late of 14 St. George's-road, Toorak, in the State of Victoria, industrial engineer, deceased (who died on the 26th day of July, 1953, and probate of whose will was granted by the Supreme Court of the said State, in its probate jurisdiction, on the 11th day of November, 1953, to Ethel May Gullett, of 14 St. George's-road, Toorak, widow, and Albert Edward Middleton, of 60 Market-street, Melbourne, solicitor), are hereby required to send particulars, in writing, of such claims to the undersigned, at their office hereunder-mentioned, on or before the 28th day of February, 1954, after which date the said Ethel May Gullett and Albert Edward Middleton will proceed to distribute the assets of the said Sidney Wolton Gullett, which shall have come to their hands amongst the persons entitled thereto, having regard only to the claims of which they shall then have notice. And notice is hereby further given that the said Ethel May Gullett and Albert Edward Middleton will not be liable for the assets so distributed, or any part thereof, to any person of whose claim they shall not have notice as aforesaid.

Dated this 19th day of November, 1953.

MIDDLETON, McEACHARN, & SHAW, 60 Market-street, Melbourne, proctors for the said Ethel May Gullett and Albert Edward Middleton. 7446

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Walter Stephen Green, formerly of 441 Chapel-street, Prahran; 76 Moonya-road, Murrumbeena; 149 Waverley-road, East Malvern; and Frankston-road, Chelsea; but late of 38 The Avenue, East Malvern, in the State of Victoria, retired draper, deceased (who died on the 21st day of July, 1953), are hereby required to send particulars, in writing, of such claims to William Byfield Green and Louis John Jones, the executors of the will of the said deceased, in care of the under-mentioned solicitors, on or before the 30th day of January, 1954, after which date the executors will proceed to convey or distribute the said estate to or among the persons entitled thereto, having regard only to the claims of which they shall then have had notice.

DAVIS, COOKE, & CUSSEN, Temple Court, 422 Collins-street, Melbourne, solicitors. 7445

ANNIE McGETTIGAN JOHNSON, late of 613 Mair-street, Ballarat, in the State of Victoria, widow, DECEASED (who died on the 27th day of December, 1952).

CREDITORS, next of kin, and all other persons having claims against the estate of the said deceased are required by the executors, Ben. Alexander Johnson, of Durham-street, Ballarat, school teacher, and Walter Maddern, of Lydiard-street, Ballarat, estate agent, to send detailed particulars of their claims in respect of the said property to the said executors, care of the said Walter Maddern, on or before the 27th day of January, 1954, after which date they will proceed to distribute the said estate, having regard only to the claims of which they then have notice.

Dated this 17th day of November, 1953.

R. H. RAMSAY & GAUNT, 41 Lydiard-street, Ballarat, solicitors for the said executors. 7442

CREDITORS, next of kin, and others having claims in respect of the estate of Sarah Leatham Duff, late of 4 Darling-road, East Melbourne, in the State of Victoria, trained nurse, deceased (who died on the 24th day of August, 1953), are to send particulars of their claims to The Equity Trustees, Executors, and Agency Company Limited, of 472 Bourke-street, Melbourne, by the 17th day of February, 1954, after which date the said The Equity Trustees, Executors, and Agency Company Limited, will distribute the assets, having regard only to the claims of which it then has notice.

SILVESTER & SILVESTER, solicitors, Casterton. 7429

CREDITORS, next of kin, and others having claims in respect of the estate of Ann Webb, late of Shady Creek, Buln Buln East, in the State of Victoria, widow, deceased (who died on the 7th November, 1952), are to send particulars of their claims to Arthur Charles Horton Sheffield, care of M. Davine, solicitor, Warragul, by the 26th day of January, 1954, after which date he will distribute the assets, having regard only to the claims of which he then has notice.

Dated the 17th day of November, 1953.

M. DAVINE, solicitor, Warragul.

7426

CREDITORS, next of kin, and others having claims against the estate of William Stutzer Wainwright, late of "Barwon Hills," Winchelsea, in Victoria, grazier, deceased (who died on the 3rd day of September, 1953), are to send particulars of their claims to the executors, Henry Alexander Wainwright, of "Barwon Hills," Winchelsea, in Victoria, grazier, and James Ford Strachan, of 123 William-street, Melbourne, solicitor, care of the under-mentioned solicitors, by 26th January, 1954, after which date they will distribute the assets of the estate, having regard only to the claims of which they then have notice.

AITKEN, WALKER, & STRACHAN, of 123 William-street, Melbourne, solicitors for the estate.

7468

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Ernest Albert Stewart, late of 2 Burlington-street, Oakleigh, in the State of Victoria, tiler, deceased, intestate (who died on the 16th day of April, 1953, and letters of administration of whose estate were granted by the Supreme Court of the State of Victoria in its probate jurisdiction, on the 15th day of June, 1953, to Eleanor Elizabeth Stewart, of 2 Burlington-street, Oakleigh, in the State of Victoria, widow), are hereby required to send particulars, in writing, of such claims to the said Eleanor Elizabeth Stewart, addressed to the care of W. Gerard Cole, solicitor, 3 Station-street, Oakleigh, on or before the 30th day of January, 1954, after which date the said Eleanor Elizabeth Stewart will proceed to distribute the assets of the said Ernest Albert Stewart, deceased, which shall have come into her hands, amongst the persons entitled thereto, having regard only to the claims of which she shall then have notice; and notice is hereby given that the said Eleanor Elizabeth Stewart will not be liable for the assets so distributed, or any part thereof, to any person of whose claim she shall not have had notice as aforesaid.

W. GERARD COLE, LL.B., 3 Station-street, Oakleigh, solicitor for the administratrix.

7467

CREDITORS, next of kin, and others having claims in respect of the estate of Ernest Alfred Frantz, late of Kialla, via Shepparton, farmer, deceased (who died on the 19th June, 1951), are to send particulars of their claims to the executor, George Edwin Frantz, care of the under-mentioned, on or before the 30th January, 1954, after which date the said executor will proceed to distribute the assets of the said deceased, having regard only to the claims of which he shall then have had notice.

DAVIES & HAYES, 113 Campbell-street, Swan Hill, solicitors for the executor.

7458

METTE KIRK COBDEN, DECEASED.

PURSUANT to the provisions of the *Trustee Act 1928*, notice is hereby given that The Equity Trustees, Executors, and Agency Company Limited, whose registered office is situate at 472 Bourke-street, Melbourne, in the State of Victoria, and Henry Powell Box, of 472 Bourke-street, Melbourne, aforesaid, solicitor, the executors to whom probate of the will of Mette Kirk Cobden, late of 34 Charnwood-road, St. Kilda, in the said State, widow (who died on the 25th day of June, 1953, was granted by the Supreme Court of Victoria on the 9th day of November, 1953), intend to convey and distribute the assets of the estate of the said deceased to and amongst the persons entitled thereto, and requires any persons interested to send to them, care of the above-named company on or before the 1st day of February, 1954, notice in writing of his or her claim against the estate of the said deceased, and notice is hereby further given that at the expiration of the time aforesaid the executors will deliver and distribute the estate of the said deceased amongst the persons entitled thereto, having regard only to the claims, whether formal or not, of which they then shall have had notice, and further that they will not be liable to any person of whose claim they shall not then have had notice.

LEACH & THOMSON, solicitors, 472 Bourke-street, Melbourne.

7466

PURSUANT to the *Trustee Act 1928*, all persons having claims against the property or estate of John James Greenwood, late of Rutherglen, in the State of Victoria, gentleman, deceased (who died on the 15th day of March, 1953, and probate of whose will was granted by the Supreme Court of Victoria, in its probate jurisdiction, on the 24th day of July, 1953, to Kenneth James McDonald, of Barnawartha, in the State of Victoria, farmer, the executor named therein), are required to send particulars of such claims to the said executor to the care of Frank B. Lethbridge, solicitor, Main-street, Rutherglen, on or before the 25th day of January, 1954, after the expiration of which time the said executor will proceed to distribute the assets of the said deceased to the persons entitled thereto, having regard only to the claims of which he shall then have had notice.

Dated the 18th day of November, 1953.

FRANK B. LETHBRIDGE, of Main-street, Rutherglen, solicitor for the executor.

7464

ALL persons having claims against the estate of James Joseph O'Meara, late of Shannon Park, Pittong, farmer, deceased, application for probate of whose will has been made by Robert Gibson Dobson, of 52 Lydiard-street, Ballarat, solicitor, the executor appointed by the said will, are hereby required to send particulars thereof, in writing, to the said Robert Gibson Dobson, on or before the 27th day of January, 1954, after which date the said Robert Gibson Dobson will proceed to distribute the assets of the said deceased, having regard only to the claims of which he shall then have had notice, and the said Robert Gibson Dobson will not be liable for the assets so distributed or any part thereof to any person of whose claim he shall not then have had notice.

R. G. DOBSON & CO., of 52 Lydiard-street, Ballarat, solicitors for the said Robert Gibson Dobson.

7461

PURSUANT to the *Trustee Act 1928*, all persons having claims against the property or estate of Elizabeth Stewart Harvey, late of Ruby, Gippsland, widow, deceased (who died on the 9th day of July, 1953, and letters of administration, with the will annexed, of whose estate were granted by the Supreme Court of Victoria, on the 12th day of November, 1953, to Bessie Alice Stewart McTier, of 6 Gordon-street, Toorak, bookkeeper), are hereby required to send particulars of such claims to the said administratrix, addressed to care of the undersigned, on or before the 31st day of January, 1954, after the expiration of which time the said administratrix will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which she shall have had notice.

BROCKET & WOODS, 108 Queen-street, Melbourne, solicitors for the administratrix.

7452

PURSUANT to the *Trustee Act 1928*, all persons having claims against the property or estate of Florence May Pollard, late of 36 Omar-street, Caulfield, widow, deceased (who died on the 25th day of October, 1953, and probate of whose will was granted by the Supreme Court of Victoria on the 19th day of November, 1953, to David Thomas, David Hedley Thomas, and Florence May Adams, the executors named therein), are hereby required to send particulars of such claims to the said executors, addressed to the care of David Thomas, solicitors, 140 Queen-street, Melbourne, on or before the 15th day of February, 1954, after the expiration of which time the said executors will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which they shall have had notice.

DAVID THOMAS, of 140 Queen-street, Melbourne, solicitors for the executors.

7453

CREDITORS, next of kin, and others having claims in respect of the estate of George Buckingham Curphey (sometimes known as George Peter Curphey, Peter Curphey, and Peter Covern Curphey), late of 46 Radnor-street, Camberwell, in the State of Victoria, labourer, deceased (who died on the 27th day of August, 1953), are required by the administrator, Alfred Buckingham Curphey, of 45 Narrak-road, Balwyn, in the said State, retired manufacturer, to send particulars of their claims to him, care of the under-mentioned solicitors, by the 6th day of February, 1954, after which date he will distribute the assets, having regard only to the claims he has then had notice.

Dated this 19th day of November, 1953.

MCCRACKEN & MCCRACKEN, solicitors, 317 Collins-street, Melbourne.

7474

CREDITORS, next of kin, and others having claims in respect of the estate of William McPherson, late of 277 Mont Albert-road, Surrey Hills, deceased (who died on the 9th day of August, 1953, and probate of whose will was granted by the Supreme Court of Victoria, on the 5th day of October, 1953, to Charles Richard Stevens and William Frank McLaren Dimmick, both of 486 Bourke-street, Melbourne, solicitors, the executors named in the said will), are to send particulars of their claims to the said executors, at their address above mentioned, by the 5th day of February, 1954, after which date they will distribute the assets, having regard only to the claims of which they then have notice.

Dated this 23rd day of November, 1953.

DUGDALE, SIMMONS, & STEVENS, 486 Bourke-street, Melbourne, solicitors for the said executors. 7483

PURSUANT to the *Trustee Act* 1928, all persons having claims against the property or estate of John Howlett, late of Casterton, retired farmer, deceased (who died on the 10th day of September, 1953, and probate of whose will was granted by the Supreme Court of Victoria, on the 6th day of November, 1953, to Ewen Oliver Crossley Cameron, the executor named therein), are hereby required to send particulars of such claims to the said executor, addressed to the care of Silvester and Silvester, solicitors, Casterton, on or before the 17th day of February, 1954, after the expiration of which time the said executor will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which he shall have had notice.

Dated this 14th day of November, 1953.

SILVESTER & SILVESTER, Casterton, solicitors for the executor. 7430

MARION JOLLIFFE, late of 11 Guildford-road, Surrey Hills, widow (who died on the 23rd September, 1953).

CREDITORS, next of kin, and all others having claims in respect of the estate of the said deceased are required by the executors, The Trustees, Executors, and Agency Company Limited, Robert James Denham, and Charles Carlson, to send particulars of such claims, addressed to the said executors, care of the said company, at 401 Collins-street, Melbourne, by the 31st January, 1954, after which date the said executors will distribute the assets, having regard only to the claims of which they then have notice.

DAVIES, CAMPBELL, & PIESSE, 401 Collins-street, Melbourne, solicitors. 7455

EDWIN CURNOW, late of Woodstock West, in the State of Victoria, farmer, DECEASED.

CREDITORS, next of kin, and all other persons having claims against the estate of the said deceased are required by Farmers and Citizens Trustees Company Bendigo Limited, of Charing Cross, Bendigo, in the said State, and Ethel Angelina Curnow, of Woodstock West aforesaid, widow, the executors of the said deceased, to send particulars thereof, in writing, to them, care of the said company, on or before the 28th day of January, 1954, after which date the executors will proceed to distribute the assets of the said deceased among the persons entitled thereto, having regard only to the claims of which they shall then have notice.

Dated the 19th day of November, 1953.

T. M. WILLIAMS, WATSON, & JAMES, of Bull-street, Bendigo, solicitors for the executors. 7433

CREDITORS, next of kin, and all others having claims in respect of the estate of Edith Oliver, late of "Devon Lodge," Woodend, spinster, deceased (who died on the 21st day of September, 1953, and probate of whose will was granted by the Supreme Court of Victoria, on the 9th day of November, 1953, to Ernest Mervyn Monotti, of View-street, Bendigo, solicitor, the executor named in the said will), are hereby requested to send particulars of such claims to the said executor, care of the undersigned, on or before the 4th day of March, 1954, after which date the said executor will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which he then has notice.

Dated this 16th day of November, 1953.

NEAL & WOODWARD, 20 View-street, Bendigo, solicitors for the executor. 7434

CREDITORS, next of kin, and others having claims in respect of the estate of Claude James Chilcott, late of Newhaven, Phillip Island, in the State of Victoria, fisherman, deceased (who was presumed to have died on the 18th day of February, 1953), are required by the administratrix, Vida Alexandra Chilcott, of Newhaven, Phillip Island, in the said State, widow, to send particulars of their claims to her care, of the under-mentioned solicitors, by the 6th day of February, 1954, after which date she will distribute the assets, having regard only to the claims she has then had notice.

Dated this 19th day of November, 1953.

MCCRACKEN & MCCRACKEN, solicitors, 317 Collins-street, Melbourne. 7473

CREDITORS, next of kin, and others having claims in respect of the estate of Clarence Victor Chilcott, late of Newhaven, Phillip Island, in the State of Victoria, fisherman, deceased (who was presumed to have died on the 18th day of February, 1953), are required by the administratrix, Violet Evelyn Chilcott, of Newhaven, Phillip Island, in the said State, widow, to send particulars of their claims to her, care of the under-mentioned solicitors, by the 6th day of February, 1954, after which date she will distribute the assets, having regard only to the claims she has then had notice.

Dated this 19th day of November, 1953.

MCCRACKEN & MCCRACKEN, solicitors, 317 Collins-street, Melbourne. 7472

CREDITORS, next of kin, and others having claims against the estate of Ada Annie Mann, late of Myrtle-road, Canterbury, widow (who died on the 15th October, 1953), are to send particulars of their claims to John Spencer Mann, Roland William Mann, and Leslie Tate Mann, the executors, care of the undersigned, by 30th January, 1954, after which they will distribute the assets, having regard only to the claims of which they have notice.

LLOYD P. GOODE, solicitor, 475 Bourke-street, Melbourne. 7470

CREDITORS, next of kin, and others having claims in respect of the estate of Violet Mabel Godfrey, late of The Retreat, in the City of York, England, spinster, deceased, intestate (who died on 28th day of January, 1941), are to send particulars of their claims to The Trustees Executors and Agency Company Limited, of 401 Collins-street, Melbourne, by the 26th day of January, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

AITKEN, WALKER, & STRACHAN, 123 William-street, Melbourne, solicitors for the estate. 7469

CREDITORS, next of kin, and others having claims in respect of the estate of Matilda Jane Wright, late of 113 Marshall-street, Ivanhoe, in the State of Victoria, spinster, deceased (who died on the 14th day of June, 1953), are to send the particulars of their claims to The Perpetual Executors and Trustees Association of Australia Limited, of 100 Queen-street, Melbourne, by the 20th day of January, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

ARMSTRONG & COLLINS, 2 Jennings-street, Kyneton, solicitors for the said company. 7431

KATE DAY, late of 2 Garden-street, Reservoir (who died on the 22nd September, 1953).

CREDITORS, next of kin, and all others having claims in respect of the estate of the said deceased are required by the executor, The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, to send particulars of such claims to the said company by the 31st January, 1954, after which date the said company will distribute the assets, having regard only to the claims of which it then has notice.

DAVIES, CAMPBELL, & PIESSE, 401 Collins-street, Melbourne, solicitors. 7454

MINING NOTICE.

FIFTEENTH SCHEDULE.

PART A.

I THE undersigned hereby make application to register New England Antimony Mines No Liability as a company under the provisions of Part II. of the Companies Act 1938.

1. The name of the company is to be New England Antimony Mines No Liability.
2. The place of intended operations is at Magwood in the Armidale District of New South Wales.
3. The registered office of the company will be situate at 450 Collins-street, Melbourne.
4. The value of the company's property, including claim and machinery, is nil.
5. The number of shares in the company is 1,500 of 5s. each.
6. The number of shares subscribed for is 1,500 being not less than 25 per centum of the entire number of shares in the company.
7. The amount of subscribed capital which is paid up is £150 being not less than 5 per centum of the subscribed capital.
8. The name of the manager is Kenneth William Craig.
9. The names and addresses and occupations of at least two shareholders who have subscribed for shares in the company and the number of shares subscribed for by each of them at this date are as follow:—

| Names. | Addresses. | Occupations. | Number of Shares Subscribed for by Each. |
|----------------------------------|--------------------------------------|-------------------|--|
| Eric Roberts Jeffery | 422 Little Collins-street, Melbourne | Share Broker | 500 |
| Arthur Howard Prichard Moline | "Mayfair," Marne street, South Yarra | Mining Engineer | 500 |
| James Wallace Illingworth | 450 Collins-street, Melbourne | Company Secretary | 500 |
| | | | 1,500 |

10. A majority in number and value of the shareholders in and the creditors (if any) of the company, in writing, have consented to its incorporation as a No Liability company.

Dated the 24th day of November, 1953.

K. W. CRAIG, Manager.

Witness to signature—A. T. MOLLOY.

I, Kenneth William Craig, of 450 Collins-street, Melbourne, in the State of Victoria, accountant, do solemnly and sincerely declare that:—

1. I am the manager of the said intended company.
 2. The above statement is to the best of my knowledge and belief true in every particular.
- And I make this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of an Act of the Parliament of Victoria rendering persons making a false declaration punishable for wilful and corrupt perjury.

K. W. CRAIG.

Taken before me at Melbourne, this 24th day of November, 1953.—A. R. STEWART, J.P.

Arthur, Phillips, and Just, solicitors, 472 Bourke-street, Melbourne. 7486

IMPOUNDINGS.

CAMPERDOWN.—Impounded in Camperdown Pound, on 15th November, 1953, from Leslie Manor.

- 1 blue-roan cow, two slits in off ear, H off rump
- 1 yellow Jersey dehorned cow, no visible brand
- 1 yellow cow, no visible brand
- 1 yellow and white heifer calf, no visible brand
- 1 red bull cub, no visible brand
- 1 black bull cub, white tail, no visible brand

If not claimed and expenses paid, to be sold on 8th December, 1953.

J. ROBB,
Poundkeeper.

7459—16/

CRANBOURNE.—Impounded in Cranbourne Pound, on 20th November, 1953, by Ranger, from Pearce-edale-Cranbourne-road.

- 1 bay draught gelding, aged, blaze face, off hind foot white, very low condition, about 17 hands, no visible brand

If not claimed and expenses paid to be sold on 10th December, 1953.

F. H. CLARK,
Poundkeeper.

7460—12/

KATAMATITE.—Impounded in Katamatite Pound.

- 1 bay draught gelding, white feet, blaze on forehead, no visible brand
- 1 black draught gelding, white feet, blaze on forehead, no visible brand
- 1 black draught gelding, 3 white feet, blaze on forehead, no visible brand

If not claimed and expenses paid, to be sold on 30th November, 1953.

WILLIAM HEWITT,
Poundkeeper.

7427—14/8

LAKE BENETOOK.—Impounded in Lake Benetook (Mildura) Pound.

- 1 heavy draught bay gelding, blazed face, two hind and near front feet white, like C near shoulder

If not claimed and expenses paid, to be sold on 10th December, 1953.

S. C. JESSOP,
Poundkeeper.

7488—10/8

MACLEOD.—Impounded in Macleod Pound.

- 1 chestnut mare, no visible brand
- 1 light-grey pony mare, no visible brand

If not claimed and expenses paid, to be sold on 9th December, 1953.

COLIN P. LOCKLEY,
Poundkeeper.

7487—9/4

NATHALIA.—Impounded in Nathalia Pound, on 16th November, 1953.

- 1 bay gelding, gig horse, black points, no visible brand

If not claimed and expenses paid, to be sold on 10th December, 1953.

R. C. HALDEN,
Poundkeeper.

7435—9/4

OUYEN.—Impounded in Ouyen Pound.

- 1 black draught horse, blaze on face, CB over I near shoulder

If not claimed and expenses paid, to be sold on 3rd December, 1953.

F. SHADDOCK,
Poundkeeper.

7489—9/4

STATE ACTS, 1951.

COPIES of the following Acts of Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller, at the price set opposite to each:—

| No. | Price |
|---|-------|
| | s. d. |
| 5528. Consolidated Revenue | 0 6 |
| 5529. State Electricity Commission (Overdraft) .. | 0 6 |
| 5530. Local Government (Enrolment) | 0 6 |
| 5531. Crimes (Reformatory Prisons) | 0 6 |
| 5532. The Geelong Gas Company's | 0 6 |
| 5533. Railways (Amendment) | 0 6 |
| 5534. Poisons | 0 6 |
| 5535. Select Committee (Egg and Egg Pulp) Marketing | 0 6 |
| 5536. Coal Mining Industry (Long-Service Leave) Amendment | 0 6 |
| 5537. Education (Amendment) | 0 6 |
| 5538. Friendly Societies | 0 6 |
| 5539. State Development | 0 6 |
| 5540. Stamps (Cheques) | 0 6 |
| 5541. Public Service | 0 9 |
| 5542. Country Fire Authority (Financial) | 0 6 |
| 5543. Consolidated Revenue | 0 6 |
| 5544. Coal Mine Workers' Pensions (Contributions) .. | 0 6 |
| 5545. Vermin and Noxious Weeds (Financial) | 0 6 |
| 5546. Medical (Temporary Registration) | 0 6 |
| 5547. Consolidated Revenue | 0 6 |

STATE ACTS, 1951—continued.

| No. | Price. |
|--|--------|
| | s. d. |
| 5548. Railways (Furlough) | 0 6 |
| 5549. Police Regulation | 0 6 |
| 5550. Milk Board | 1 6 |
| 5551. Bendigo (Rosalind Park) Lands | 1 0 |
| 5552. Railways Dismantling | 0 9 |
| 5553. Transfer of Land (Forgeries) | 0 6 |
| 5554. Newport "A" Power Station | 0 6 |
| 5555. Local Government (Overdrafts) | 0 6 |
| 5556. Marketing of Primary Products (Tomatoes) | 0 6 |
| 5557. Winchelsea Coal Mine | 1 0 |
| 5558. Special Funds (Amendment) | 0 6 |
| 5559. Transport | 1 3 |
| 5560. Marine (Amendment) | 0 6 |
| 5561. Portland Harbor Trust (Amendment) | 0 6 |
| 5562. Transport Regulation Board | 0 6 |
| 5563. Imported Materials Loan and Application (Financial) | 0 6 |
| 5564. Co-operative Housing Societies (Amendment) | 0 6 |
| 5565. Egg and Egg Pulp Marketing Board | 0 6 |
| 5566. Stamps (Betting Tax) | 0 9 |
| 5567. Land Tax | 0 6 |
| 5568. Consolidated Revenue | 0 6 |
| 5569. Transport Regulation (Fees) | 0 6 |
| 5570. Factories and Shops (Registration Fees) | 0 6 |
| 5571. Soldier Settlement | 0 9 |
| 5572. Marine (Pilotage Rates) | 0 6 |
| 5573. Water (Amendment) | 0 9 |
| 5574. Latrobe Valley Drainage | 1 9 |
| 5575. Grace Joel Scholarship | 0 6 |
| 5576. Building Operations and Building Materials Control (Extension) | 0 6 |
| 5577. Benefit Associations | 1 6 |
| 5578. Public Account | 1 0 |
| 5579. University | 0 6 |
| 5580. Prices Regulation (Amendment) | 0 6 |
| 5581. Stamps (Duties) | 0 6 |
| 5582. Gippsland Railway (Duplication and Re-grading) Extension | 0 6 |
| 5583. Motor Car (Registration Fees) | 0 6 |
| 5584. Licensing (Fees) | 0 6 |
| 5585. Land (Development Leases) | 0 9 |
| 5586. Parliamentary Salaries | 0 6 |
| 5587. Parliamentary Contributory Retirement Fund | 0 6 |
| 5588. State Forests Loan Application | 0 6 |
| 5589. Water Supply Loan Application | 1 0 |
| 5590. Administration and Probate (Estates) | 1 6 |
| 5591. Kerang and Koondrook Tramway | 0 6 |
| 5592. Ballaarat Gas Company's | 0 6 |
| 5593. Revocation and Excision of Crown Reservations | 1 3 |
| 5594. Wrongs (Contributory Negligence) | 0 6 |
| 5595. Local Government (Imported Houses) | 0 6 |
| 5596. Woorayl (Unimproved Rating Poll) | 0 6 |
| 5597. Health (Radiological Examinations) | 0 6 |
| 5598. Melbourne Harbor Trust | 0 6 |
| 5599. Friendly Societies (Amendment) | 0 6 |
| 5600. Railway Loan Application | 1 0 |
| 5601. Workers Compensation | 3 3 |
| 5602. Statute Law Revision | 0 9 |
| 5603. Revenue Deficit Funding | 0 6 |
| 5604. Solicitor-General | 0 6 |
| 5605. Wheat Industry Stabilization (Amendment) | 0 6 |
| 5606. Local Government (Warrnambool) | 0 6 |
| 5607. Geelong Harbor Trust (Amendment) | 0 9 |
| 5608. Justices (Service of Process) | 0 6 |
| 5609. Melbourne and Metropolitan Board of Works (Borrowing Powers) | 0 6 |
| 5610. Firearms | 2 0 |
| 5611. Licensing (Mildura) | 0 6 |
| 5612. Marketing of Primary Products (Egg and Egg Pulp) | 0 9 |
| 5613. Lands (Charitable Trusts) | 0 6 |
| 5614. Melbourne Cricket Ground | 0 9 |
| 5615. Judges and Public Officers Salaries | 0 6 |
| 5616. Motor car | 3 0 |
| 5617. Firearms Offences | 0 6 |
| 5618. Public Works Loan Application | 0 6 |
| 5619. Appropriation of Revenue | 4 3 |

W. M. HOUSTON,
Government Printer.

STATE ACTS, 1952.

COPIES of the following Acts of Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller, at the price set opposite to each:—

| No. | Price. |
|--|--------|
| | s. d. |
| 5620. Consolidated Revenue | 0 6 |
| 5621. Consolidated Revenue | 0 6 |
| 5622. Lands (Charitable Trusts) | 0 6 |
| 5623. Registration of Births Deaths and Marriages | 0 6 |
| 5624. Forests (Exchange of Lands) | 0 6 |
| 5625. Geelong Harbor Trust (Financial) | 1 3 |
| 5626. Coal Mine Workers Pensions (Amendment) | 0 6 |
| 5627. County Court (Amendment) | 0 9 |
| 5628. Mines (Amendment) | 0 9 |
| 5629. Consolidated Revenue | 0 6 |
| 5630. Teaching Service (Amendment) | 0 6 |
| 5631. Land (Development Leases) Amendment | 0 6 |
| 5632. Supreme Court (Judge's Cost of Living) | 0 6 |
| 5633. Weights and Measures (Amendment) | 0 6 |
| 5634. Veterinary Surgeons (Foreign Qualification) | 0 6 |
| 5635. State Electricity Commission (Appliances) | 0 6 |
| 5636. Prices Regulation (Butter and Cheese) | 0 6 |
| 5637. Water | 1 0 |
| 5638. Co-operative Housing Societies (Guarantees and Indemnities) | 0 6 |
| 5639. State Electricity Commission (Borrowing) | 0 6 |
| 5640. Country Roads (Amendment) | 0 6 |
| 5641. Motor Car (Amendment) | 0 6 |
| 5642. Land Tax | 0 6 |
| 5643. Hairdressers Registration (Amendment) | 0 6 |
| 5644. Totalizator (Amendment) | 0 6 |
| 5645. Melbourne and Metropolitan Tramways (Fire Brigades Payments) | 0 6 |
| 5646. Health (Meat Supervision) | 0 6 |
| 5647. Evidence | 0 6 |
| 5648. Imported Materials Loan and Application (Amendment) | 0 6 |
| 5649. Geelong Waterworks and Sewerage (Amendment) | 0 6 |
| 5650. Building Operations and Building Materials Control | 0 6 |
| 5651. Country Fire Authority | 0 9 |
| 5652. Parliamentary Contributory Retirement Fund | 0 6 |
| 5653. Miners' Phthisis (Treasury Allowances) Amendment | 0 6 |
| 5654. Girl Guides Association | 1 0 |
| 5655. Consolidated Revenue | 0 6 |
| 5656. Revenue Deficit Funding | 0 6 |
| 5657. Public Works Loan Application | 0 6 |
| 5658. Local Government (Imported Houses) | 0 6 |
| 5659. Railway Loan Application | 1 0 |
| 5660. State Forests Loan Application | 0 6 |
| 5661. Water Supply Loan Application | 1 0 |
| 5662. Hospital Benefits | 0 9 |
| 5663. Appropriation of Revenue | 4 3 |

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STATE ACTS, 1953.

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| No. | Price. |
|--|--------|
| | s. d. |
| 5664. Parliamentary Elections (State Servants) | 0 6 |
| 5665. Factories and Shops (Industrial Appeals Court) | 0 6 |
| 5666. Adoption of Children (Amendment) | 0 6 |
| 5667. Select Committee (Potato Marketing) | 0 6 |
| 5668. Melbourne and Metropolitan Board of Works (Borrowing Powers) | 0 6 |
| 5669. Water (Amendment) | 0 6 |
| 5670. Trustee (Amendment) | 0 6 |
| 5671. Public Account (Amendment) | 0 6 |
| 5672. Transport Regulation (Amendment) | 0 6 |
| 5673. Superannuation Police and State Pensions | 0 6 |
| 5674. Coal Mine Workers' Pensions (Amendment) | 0 6 |
| 5675. Health (Plumbers and Gas-fitters) | 0 6 |
| 5676. Workers Compensation | 1 3 |
| 5677. Parking of Vehicles | 0 9 |
| 5678. Melbourne Harbor Trust (Tolls) | 0 6 |
| 5679. The Geelong Gas Company's | 0 6 |
| 5680. Barley Marketing (Amendment) | 0 6 |
| 5681. Benefit Associations | 0 9 |
| 5682. Consolidated Revenue | 0 6 |

W. M. HOUSTON,
Government Printer.

THE "VICTORIA GOVERNMENT GAZETTE."

ATTENTION is invited to the following procedure in relation to the publication of official matter in the *Government Gazette*:—

1. Matter submitted to the Executive Council.

Matter submitted to the Executive Council which requires gazettal will normally be published in the issue of the following week.

Where urgent gazettal is required, special arrangements should be made with the *Gazette Officer*.

Publication will be facilitated by the submission of carbon copies for the use of the *Gazette Officer*.

2. Other matter.

(a) All other matter duly certified by a responsible officer for publication should be lodged with the *Gazette Officer* not later than half-past Ten a.m. on Tuesday.

(b) Lengthy or involved notices should be forwarded several days before publication.

(c) Proofs, which will be supplied only when specifically requested, or at the direction of the *Gazette Officer*, should be returned promptly to avoid delay in publication.

(d) No additions or amendments to matter for publication will be accepted by telephone.

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E. W. B. WELSH, Hogan-street, Tatura.

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A lesser period than three months cannot be subscribed for.

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The title (£5 Reward, Dissolution of Partnerships, &c.) forms one or more lines as a heading.

On an average, ten words make a line.

Every signature must likewise be counted as a line.

The final words of a paragraph, though only portion of a line, must be counted as one line.

SIGNATURES (in particular) and proper names must be written very plainly in the text; ONE SIDE ONLY of each slip of paper should be WRITTEN UPON.

ALL COMMUNICATIONS should be addressed to "The Government Printer, Melbourne."

ALL DOCUMENTS illegibly written will be returned unpublished, and, where brands occur unprovided for by the ordinary letters of the alphabet, a worded explanatory description must be furnished.

THE VICTORIA GOVERNMENT GAZETTE is published on WEDNESDAY EVENING in each week, and Notices for insertion will be received by the Government Printer at or before Two p.m. at ordinary rates, and late advertisements between Two p.m. and FIVE p.m. at double rates on the day preceding the day of publication.

Single copies of the VICTORIA GOVERNMENT GAZETTE are Nine pence, posted One shilling, each.

No GAZETTES prior to January, 1942, in stock.

***ALL PAYMENTS ARE REQUIRED IN ADVANCE.—Remittances should be made by postal note, money order, or draft in favour of the Government Printer. Advertisements unaccompanied by a remittance sufficient to cover the cost of insertion will be returned unpublished.

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VICTORIA GOVERNMENT GAZETTE.

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No. 945]

WEDNESDAY, NOVEMBER 25.

[1953

Factories and Shops (Long Service Leave) Act 1953
(No. 5706).

DATE OF COMING INTO OPERATION OF ACT.

PROCLAMATION

By His Excellency the Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

WHEREAS by an Act of the Parliament of the State of Victoria passed in the second year of the reign of Her Majesty Queen Elizabeth the Second intituled the *Factories and Shops (Long Service Leave) Act 1953*, it is amongst other things enacted that the said Act shall come into operation on a day to be fixed by Proclamation of the Governor in Council published in the *Government Gazette*: Now, therefore, I, the Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, do by this my Proclamation fix Thursday, the twenty-sixth day of November, 1953, as the day upon which the said Act shall come into operation.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this twenty-fifth day of November, in the year of our Lord One thousand nine hundred and fifty-three, and in the second year of the reign of Her Majesty Queen Elizabeth II.

(L.S.)

DALLAS BROOKS.

By His Excellency's Command,

A. M. FRASER,
Minister of Labour.

GOD SAVE THE QUEEN!

Country Fire Authority Acts.
SUMMER PERIOD IN RESPECT OF SPECIFIED PARTS
OF THE COUNTRY AREA OF VICTORIA.

PROCLAMATION

By His Excellency the Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

WHEREAS by sub-section (2) of section 4 of the *Country Fire Authority Act 1944* it is enacted that the Governor in Council, after consultation by the Chief Secretary of

No. 945.—11489/53.

Victoria with the Minister of Forests, may from time to time by Proclamation published in the *Government Gazette* proclaim any period as the summer period in respect of the country area of Victoria or any specified part or parts thereof and, without affecting the generality of the foregoing, may proclaim different summer periods in respect of different parts of the said country area:

And whereas the Chief Secretary and the Minister of Forests have consulted accordingly:

Now therefore I, the Governor of the State of Victoria in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State and in pursuance of the powers conferred by the Country Fire Authority Acts do by this my Proclamation proclaim:—

- (1) The period commencing on the twenty-fifth day of November, 1953, and ending on the thirty-first day of March next following to be the summer period in respect of the parts hereinafter specified of the country area of Victoria, that is to say:
 - those portions of the Eighteenth Fire Control Region comprised by the municipal districts of the Shires of Birchip, Karkaroc, Mildura, Walpeup and Wycheproof;
 - and the Twentieth Fire Control Region comprising the municipal districts of the Borough of Swan Hill and the Shires of Cohuna, Kerang and Swan Hill.
- (2) The period commencing on the first day of December, 1953, and ending on the thirty-first day of March next following to be the summer period in respect of the parts hereinafter specified of the country area of Victoria, that is to say:
 - those portions of the Eighteenth Fire Control Region comprised by the municipal district of the City of Mildura.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this twenty-fifth day of November, in the year of our Lord One thousand nine hundred and fifty-three, and in the second year of the reign of Her Majesty Queen Elizabeth II.

(L.S.)

DALLAS BROOKS.

By His Excellency's Command,

L. W. GALVIN,
Chief Secretary.

GOD SAVE THE QUEEN!

SNOWY RIVER IMPROVEMENT TRUST.

By-LAW No. 3.

THE Snowy River Improvement Trust, in pursuance and exercise of the powers conferred by the *River Improvement Act 1948*, doth hereby make the By-law following:—

1. The following rates, to be called the "Snowy River Improvement District River Improvement Rate," are hereby made, and shall be levied upon the occupiers or owners of all properties within the Snowy River Improvement District which are rateable to any municipality:—

A rate of Twenty-four pence (24d.) in the pound on the net annual municipal value of all properties in the First Division, being those properties coloured blue on the plan of the Snowy River Improvement District, signed and sealed by the Snowy River Improvement Trust, and approved by the Governor in Council, and lodged at the office of the State Rivers and Water Supply Commission, at Melbourne.

A rate of Eighteen pence (18d.) in the pound on the net annual municipal value of all properties in the Second Division, being those properties shown coloured green on the said plan.

A rate of Ten pence (10d.) in the pound on the net annual municipal value of all properties in the Third Division, being those properties shown coloured brown on the said plan.

A rate of Four pence (4d.) in the pound on the net annual municipal value of all properties in the Fourth Division, being those properties shown coloured yellow on the said plan.

In respect of those properties coloured grey on the said plan, no rate shall be levied.

Provided that the sum of One shilling shall be the minimum amount of rate in respect of any property liable to be rated in the First, Second, Third, and Fourth Divisions of the district.

2. Such rates are made and shall be levied for the year beginning with the 1st day of January, 1953, and ending with the 31st day of December, 1953, and shall be payable on the 1st day of December, 1953, at the office of the Snowy River Improvement Trust, at Orbost.

3. Such person or persons as the Snowy River Improvement Trust may from time to time appoint for that purpose shall be and is or are hereby authorized to demand, receive, collect, and recover the said rate.

The foregoing By-law was made by the Snowy River Improvement Trust on the 27th day of October, 1953, and the common seal of the said Trust was hereunto affixed this 27th day of October, 1953, in the presence of—

E. W. JOHNSTON, Chairman.

(SEAL)

L. J. CLIFFORD, Commissioner.

D. K. MCKENZIE, Secretary.

Approved by the Governor in Council, 25th November, 1953.—A. MAHLSTEDT, Clerk of the Executive Council.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 946]

THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

DETERMINATION OF THE VEHICLE BUILDING INDUSTRY BOARD.

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

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

1. That as from the beginning of the first pay period to commence in August, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES.

2.

| | Wages per Week of 40 Hours. | | |
|---|---|--------------|---------------------------|
| | Within a radius of 20 Miles of G.P.O. Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District. | At Yallourn. | All Other Parts Victoria. |
| MALES. | £ s. d. | £ s. d. | £ s. d. |
| <i>Development, Tool Room, Installation, and Maintenance of Plant.</i> | | | |
| 1. Brass finisher, tradesman | 14 7 0 | 14 13 6 | 14 4 0 |
| 2. Die maker (see classification number 23) | | | |
| 3. Die setter— | | | |
| When working on "try-outs" | 14 7 0 | 14 13 6 | 14 4 0 |
| Other | 14 1 6 | 14 8 0 | 13 18 6 |
| 4. Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) | 14 11 6 | 14 18 0 | 14 8 6 |
| 5. Fitter and/or turner, tradesman | 14 7 0 | 14 13 6 | 14 4 0 |
| 6. Jigmaker, in wood or metal | 14 7 0 | 14 13 6 | 14 4 0 |
| 7. Machinist (metal) first class | 14 7 0 | 14 13 6 | 14 4 0 |
| 8. Machinist (metal) second class | 13 12 0 | 13 18 6 | 13 9 0 |
| 9. Machinist (metal) third class | 13 3 0 | 13 9 6 | 13 0 0 |
| 10. Machinist (wood) (see classification number 31) | | | |
| 11. Machine setter, as defined | 14 7 0 | 14 13 6 | 14 4 0 |
| 12. Marker-off (see classification number 25) | | | |
| 13. Motor body developer | 15 8 6 | 15 15 0 | 15 5 6 |
| 14. Motor mechanic | 14 7 0 | 14 13 6 | 14 4 0 |
| 15. Panel worker, tradesman | 14 7 0 | 14 13 6 | 14 4 0 |
| 16. Pattern maker | 15 0 0 | 15 6 6 | 14 17 0 |

| | Wages per Week of 40 Hours. | | |
|--|---|--------------------|---------------------------|
| | Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Offices at Mildura; and the Gippsland District. | At Yallourn. | All Other Parts Victoria. |
| <i>MALES—continued.</i> | | | |
| <i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i> | | | |
| | £ s. d. | £ s. d. | £ s. d. |
| 17. Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other wood-working tradesmen may be employed on making a part of a pattern provided that— (a) such tradesman shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a rate of | 14 11 6 | 14 18 0 | 14 8 6 |
| 18. Pipe fitter— (a) on high pressure work (i.e., live steam or hydraulic press work) (b) on low pressure work | 14 7 0 13 12 0 | 14 13 6 13 18 6 | 14 4 0 13 9 0 |
| 19. Saw doctor | 14 11 6 | 14 18 0 | 14 8 6 |
| 20. Smith, tradesman | 14 8 6 | 14 15 0 | 14 5 6 |
| 21. Template maker | 14 13 0 | 14 19 6 | 14 10 0 |
| 22. Tooling smith | 14 10 0 | 14 16 6 | 14 7 0 |
| 23. Tool maker, tool hardener, and dicemaker | 15 0 0 | 15 6 6 | 14 17 0 |
| 24. Tradesman's assistant | 12 18 0 | 13 4 6 | 12 15 0 |
| 25. Tradesman, the greater part of whose time is occupied marking off | 14 11 6 | 14 18 0 | 14 8 6 |
| 26. Trimmer, tradesman (on development work) | 14 7 0 | 14 13 6 | 14 4 0 |
| 27. Trouble chaser | 15 4 0 | 15 10 6 | 15 1 0 |
| 28. Turner (see classification number 5) | 14 11 6 | 14 18 0 | 14 8 6 |
| 29. Welder, tradesman | 13 4 0 | 13 10 6 | 13 1 0 |
| 30. Welder, other | 14 1 6 | 14 8 0 | 13 18 6 |
| 31. Wood machinist, first class | 14 1 6 | 14 8 0 | 13 18 6 |
| <i>Production Repair and Reconditioning.</i> | | | |
| 32. Acid washer (see classification number 110) | | | |
| 33. Air hammer operator | 13 14 0 | 14 0 6 | 13 11 0 |
| 34. Air hammer operator, skiving machinist, camachine operator and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim) | 13 3 0 | 13 9 6 | 13 0 0 |
| 35. Angle iron smith and/or boiler smith | 14 11 6 | 14 18 0 | 14 8 6 |
| 36. Annealer and/or case hardener | 13 17 6 | 14 4 0 | 13 14 6 |
| 37. Assembler (aero engine) | 14 7 0 | 14 13 6 | 14 4 0 |
| 38. Assembler and/or wirer, chassis | 13 10 0 | 13 16 6 | 13 7 0 |
| 39. Assembler and/or wirer, tractor | 13 10 0 | 13 16 6 | 13 7 0 |
| 40. Assembler, cushion and squab spring | 13 4 0 | 13 10 6 | 13 1 0 |
| 41. Assembler, engine (final) | 13 10 0 | 13 16 6 | 13 7 0 |
| 42. Assembler when not on the line (other than process worker or a 1st or 2nd class body maker or other tradesman) | 13 14 0 | 14 0 6 | 13 11 0 |
| 43. Assembler of bodies or parts of bodies "on the line" | 14 1 6 | 14 8 0 | 13 18 6 |
| 44. Assembler of chassis parts independently of main assembly | 13 10 0 | 13 16 6 | 13 7 0 |
| 45. Assembler, windscreen frame | 13 4 0 | 13 10 6 | 13 1 0 |
| 46. Axle maker | 14 7 0 | 14 13 6 | 14 4 0 |
| 47. Axle turner | 14 7 0 | 14 13 6 | 14 4 0 |
| 48. Band and/or jig sawyer, trim | 13 14 0 | 14 0 6 | 13 11 0 |
| 49. Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments) | 13 17 0 | 14 3 6 | 13 14 0 |
| 50. Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work other than as prescribed in the definition of "garnish mould finisher" | 13 3 0 | 13 9 6 | 13 0 0 |
| 51. Body maker, first class | 14 7 0 | 14 13 6 | 14 4 0 |
| 52. Body maker, second class | 14 1 6 | 14 8 0 | 13 18 6 |
| 53. Body moulder | 13 7 0 | 13 13 6 | 13 4 0 |
| 54. Bulldozer operator— (a) setting up machine (b) not setting up machine | 13 12 6 13 3 0 | 13 19 0 13 9 6 | 13 9 6 13 0 0 |
| 55. Chassis assembler (see classification number 38) | 13 18 0 | 14 4 6 | 13 15 0 |
| 56. Checker (chassis assembly) | 13 9 0 | 13 15 6 | 13 6 0 |
| 57. Cold setter | | | |
| 58. Cushion and squab spring assembler and frame operative (see classification number 40 and 77) | | | |
| 59. Cushion maker (see classification number 151) | | | |
| 60. Cushion spring maker (by hand) | 14 1 6 | 14 8 0 | 13 18 6 |
| 61. Cutter, electric machine (trim) (see classification number 74) | | | |
| 62. Degreaser at liquid or vapor bath | 12 18 0 | 13 4 6 | 12 15 0 |
| 63. Dent knocker (see classification number 115) | | | |
| 64. Die setter, press | 14 1 6 | 14 8 0 | 13 18 6 |
| 65. Dipper and hanger (paint) | 12 17 0 | 13 3 6 | 12 14 0 |
| 66. Dipper, solder or tin | 13 3 0 | 13 9 6 | 13 0 0 |
| 67. Dismantler | 13 10 0 | 13 16 6 | 13 7 0 |
| 68. Disassembler and re-assembler | 13 3 0 | 13 9 6 | 13 0 0 |
| 69. Drier | 12 19 0 | 13 5 6 | 12 16 0 |

| | Wages per Week of 40 Hours. | | |
|--|---|--------------|---------------------------|
| | Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrambool Post Offices; 6 Miles of Chief Post Office at Mildura; and the Gippsland District. | At Yallourn. | All Other Parts Victoria. |
| MALES—continued. | | | |
| <i>Production Repair and Reconditioning—continued.</i> | | | |
| | £ s. d. | £ s. d. | £ s. d. |
| 70. Driller (panel) | 13 1 0 | 13 7 6 | 12 18 0 |
| 71. Driller (other) | 13 3 0 | 13 9 6 | 13 0 0 |
| 72. Drop hammer stamper | 12 19 0 | 13 5 6 | 12 16 0 |
| 73. Edge turner (see classification number 112) | | | |
| 74. Electric machine cutter (trim) | 13 14 0 | 14 0 6 | 13 11 0 |
| 75. Electric stove attendant (see classification number 153) | | | |
| 76. Folding machine operator | 13 4 0 | 13 10 6 | 13 1 0 |
| 77. Frame operative (cushion and squab) | 13 4 0 | 13 10 6 | 13 1 0 |
| 78. Furnace man | 13 4 0 | 13 10 6 | 13 1 0 |
| 79. Furnace man (foundry)— | | | |
| (a) cupola | 13 12 0 | 13 18 6 | 13 9 0 |
| (b) electric | 13 11 0 | 13 17 6 | 13 8 0 |
| (c) other | 13 9 0 | 13 15 6 | 13 6 0 |
| 80. Garnish mould finisher | 13 14 0 | 14 0 6 | 13 11 0 |
| 81. Garnish mould bender and/or shaper (see classification number 50) | | | |
| 82. Grainer, transfer (see classification number 162) | | | |
| 83. Grinder and/or buffer (metal) | 13 3 0 | 13 9 6 | 13 0 0 |
| 84. Grinder and/or buffer (metal) using portable machine | 13 8 0 | 13 14 6 | 13 5 0 |
| 85. Guillotine machinist | 13 4 0 | 13 10 6 | 13 1 0 |
| 86. Hammer driver, steam, pneumatic or other power | 13 0 0 | 13 6 6 | 12 17 0 |
| 87. Hanger, paint (see classification number 65) | | | |
| 88. Heat treater | 14 11 6 | 14 18 0 | 14 8 6 |
| 89. *Holder-up | 13 0 0 | 13 6 6 | 12 17 0 |
| 90. Kiln attendant (see classification number 157) | | | |
| 91. Labourer assisting (Plating Department) | 12 13 0 | 12 19 6 | 12 10 0 |
| 92. Labourer assisting (Chassis Assembly) | 12 13 0 | 12 19 6 | 12 10 0 |
| 93. Liner | 14 1 6 | 14 8 0 | 13 18 6 |
| 94. Machinist (metal) first class | 14 7 0 | 14 13 6 | 14 4 0 |
| 95. Machinist (metal) second class | 13 12 0 | 13 18 6 | 13 9 0 |
| 96. Machinist (metal) third class | 13 3 0 | 13 9 6 | 13 0 0 |
| 97. Machinist (wood) (see classification numbers 179 180) | | | |
| 98. Machine setter, as defined | 14 7 0 | 14 13 6 | 14 4 0 |
| 99. Machine setter, other | 13 12 6 | 13 19 0 | 13 9 6 |
| 100. Marker-out or scriber (using patterns or templates) | 13 3 0 | 13 9 6 | 13 0 0 |
| 101. Metal band sawyer (see classification number 49) | | | |
| 102. Motor mechanic | 14 7 0 | 14 13 6 | 14 4 0 |
| 103. Motor tuner and tester | 14 7 0 | 14 13 6 | 14 4 0 |
| 104. Nickel polisher and/or grinder | 13 5 0 | 13 11 6 | 13 2 0 |
| 105. Painter, coach (brush) | 14 1 6 | 14 8 0 | 13 18 6 |
| 106. Painter, spray (on coats other than priming) | 14 1 6 | 14 8 0 | 13 18 6 |
| 107. Painter, spray and/or brush (on prime coats) | 13 12 0 | 13 18 6 | 13 9 0 |
| 108. Painter, brush and/or spray (on floors, chassis, under-carriages and gear) | 13 0 6 | 13 7 0 | 12 17 6 |
| 109. Painter's labourer | 12 15 0 | 13 1 6 | 12 12 0 |
| 110. Painter's wet rubber and/or polisher and/or acid washer | 13 12 0 | 13 18 6 | 13 9 0 |
| 111. Panel beater | 14 7 0 | 14 13 6 | 14 4 0 |
| 112. Panel edge turner | 13 14 0 | 14 0 6 | 13 11 0 |
| 113. Panel fixer, metal | 13 4 0 | 13 10 6 | 13 1 0 |
| 114. Panel machinist (other) | 13 3 0 | 13 9 6 | 13 0 0 |
| 115. Panel worker, dent knocker and/or metal finisher | 14 1 6 | 14 8 0 | 13 18 6 |
| 116. Paster trim | 13 5 0 | 13 11 6 | 13 2 0 |
| 117. Pickler | 13 3 0 | 13 9 6 | 13 0 0 |
| 118. Pleat stuffer | 13 3 0 | 13 9 6 | 13 0 0 |
| 119. Polisher, nickel (see classification number 104) | | | |
| 120. Polisher, paint (see classification number 110) | | | |
| 121. Power hammer driver (see classification number 86) | | | |
| 122. Press operator (over 400 tons pressure) | 13 17 0 | 14 3 6 | 13 14 0 |
| 123. Press operator (over 250 tons pressure and up to and including 400 tons pressure) | 13 13 0 | 13 19 6 | 13 10 0 |
| 124. Press operator's assistant, directly assisting at press | 12 17 0 | 13 3 6 | 12 14 0 |
| 125. Press operator (light) | 13 2 0 | 13 8 6 | 12 19 0 |
| 126. Process worker | 12 17 0 | 13 3 6 | 12 14 0 |
| 127. Riveter (on motor truck or waggon body) | 14 1 6 | 14 8 0 | 13 18 6 |
| 128. Riveter, chassis | 13 7 0 | 13 13 6 | 13 4 0 |
| 129. Riveter, other (up to and including ½ in. rivet) | 13 4 0 | 13 10 6 | 13 1 0 |
| 130. *Rivet heater | 13 0 0 | 13 6 6 | 12 17 0 |
| 131. Rotary buff operator— | | | |
| (a) while doing dent knocking | 14 1 6 | 14 8 0 | 13 18 6 |
| (b) while not doing dent knocking (on the line) | 13 14 0 | 14 0 6 | 13 11 0 |
| 132. Rotary shearing machinist | 13 12 0 | 13 18 6 | 13 9 0 |
| 133. Sand blast operator (see classification number 140) | | | |
| 134. Sand paper and emery machinist (wood work) | 13 4 0 | 13 10 6 | 13 1 0 |
| 135. Screwer and/or tapper | 13 3 0 | 13 9 6 | 13 0 0 |
| 136. Scriber (see classification number 100) | | | |
| 137. Sectional trimmer (see classification numbers 163, 164) | | | |
| 138. Setter-up machine (see classification numbers 98, 99) | | | |
| 139. Sewing machinist | 13 9 0 | 13 15 6 | 13 6 0 |
| 140. Shot and/or sand blast operator (where adequately protected) | 13 3 0 | 13 9 6 | 13 0 0 |

| | Wages per Week of 40 Hours. | | |
|---|--|--------------|---------------------------|
| | Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District. | At Yallourn. | All Other Parts Victoria. |
| | £ s. d. | £ s. d. | £ s. d. |
| <i>MALES—continued.</i> | | | |
| <i>Production Repair and Recondition—continued.</i> | | | |
| 141. Smith (coachsmith wheelwright smith, drophammer smith, spring smith or general smith) | 14 8 6 | 14 15 0 | 14 5 6 |
| 142. Solderer "on the line," or solder loader and/or wiper using torch | 14 1 6 | 14 8 0 | 13 18 6 |
| 143. Solderer, other | 13 14 0 | 14 0 6 | 13 11 0 |
| 144. Spoke nave and felloe machinist | 13 15 0 | 14 1 6 | 13 12 0 |
| 145. Spotter and/or touch-up | 14 1 6 | 14 8 0 | 13 18 6 |
| 146. Spray painter (see classification numbers 106, 107, 108) | | | |
| 147. Spring coiling machinist, cushion and squab— (a) who is required to set up his own machine | 13 7 0 | 13 13 6 | 13 4 0 |
| (b) other | 12 18 0 | 13 4 6 | 12 15 0 |
| 148. Spring fitter | 14 7 0 | 14 13 6 | 14 4 0 |
| 149. Spring maker, spiral (by hand) | 13 12 6 | 13 19 0 | 13 9 6 |
| 150. Spring service worker | 13 6 0 | 13 12 6 | 13 3 0 |
| 151. Squab and/or cushion maker | 14 1 6 | 14 8 0 | 13 18 6 |
| 152. Stopper-up | 13 7 0 | 13 13 6 | 13 4 0 |
| 153. Stove attendant, electric | 13 4 0 | 13 10 6 | 13 1 0 |
| 154. Striker | 12 18 0 | 13 4 6 | 12 15 0 |
| 155. Tapper (see classification number 135) | | | |
| 156. Tester | 13 3 0 | 13 9 6 | 13 0 0 |
| 157. Timber kiln attendant | 13 2 0 | 13 8 6 | 12 19 0 |
| 158. Timber orderman | 13 8 6 | 13 15 0 | 13 5 6 |
| 159. Timber stacker | 12 19 0 | 13 5 6 | 12 16 0 |
| 160. Tool hardener | 15 0 0 | 15 6 6 | 14 17 0 |
| 161. Toucher-up (see classification number 145) | | | |
| 162. Transfer grainer | 13 6 0 | 13 12 6 | 13 3 0 |
| 163. Trimmer, sectional (when working on bodies) | 14 1 6 | 14 8 0 | 13 18 6 |
| 164. Trimmer, sectional (when not working on bodies) | 13 12 0 | 13 18 6 | 13 9 0 |
| 165. Trimmer, tradesman (including cutter by hand) | 14 1 6 | 14 8 0 | 13 18 6 |
| 166. Trouble chaser | 15 4 0 | 15 10 6 | 15 1 0 |
| 167. Tyre fitter (see classification number 44) | | | |
| 168. Vyceman | 13 6 0 | 13 12 6 | 13 3 0 |
| 169. *Waggon repairer, first class (railway rolling stock) | 14 7 0 | 14 13 6 | 14 4 0 |
| 170. *Waggon repairer, second class (railway rolling stock) | 14 1 6 | 14 8 0 | 13 18 6 |
| 171. Washer using phenyl, petrol, kerosene, etc. | 12 18 0 | 13 4 6 | 12 5 0 |
| 172. Welder—"A" Grade | 14 11 6 | 14 18 0 | 14 8 6 |
| 173. Welder—"B" Grade | 14 3 0 | 14 9 6 | 14 0 0 |
| 174. Welder—oxy acetylene and/or electric arc (other than "A" or "B" grades) including employee cutting by means of hand or machine torch | 14 1 6 | 14 8 0 | 13 18 6 |
| 175. Welder—electric spot and butt, including portable and gymbal gear | 13 4 0 | 13 10 6 | 13 1 0 |
| 176. Wet rubber and/or polisher (paint) see classification number 110) | | | |
| 177. Wheelwright and wheelmaker | 14 7 0 | 14 13 6 | 14 4 0 |
| 178. Windscreen frame assembler (see classification number 45) | | | |
| 179. Wood machinist, first class | 14 1 6 | 14 8 0 | 13 18 6 |
| 180. Wood machinist, second class | 13 12 0 | 13 18 6 | 13 9 0 |
| 181. *Wheel turner | 14 7 0 | 14 13 6 | 14 4 0 |
| <i>Miscellaneous (Wherever Employed)</i> | | | |
| 182. Acetylene generator operator in charge of installation | 13 12 0 | 13 18 6 | 13 9 0 |
| 183. Convenience attendant | 12 15 0 | 13 1 6 | 12 12 0 |
| 184. Dogman | 13 0 0 | 13 6 6 | 12 17 0 |
| 185. Driver whose work is confined to plant area— (a) Driver of fork lift truck, when required to stack or unstack | 13 13 0 | 13 19 6 | 13 10 0 |
| (b) Driver of tractor with or without trailers | 13 10 0 | 13 16 6 | 13 7 0 |
| (c) Driver of other motor vehicle with or without trailers | 13 6 6 | 13 13 0 | 13 3 6 |
| (d) Operator of transtacker or transporter | 12 17 0 | 13 3 6 | 12 14 0 |
| 186. Driver of chassis and/or new vehicle | 13 1 0 | 13 7 6 | 12 18 0 |
| 187. Garage attendant | 12 18 0 | 13 4 6 | 12 15 0 |
| 188. Greaser and/or oiler | 12 18 0 | 13 4 6 | 12 15 0 |
| 189. Greaser and/or oiler (who repairs belts) | 13 3 0 | 13 9 6 | 13 0 0 |
| 190. Jack hammer operator | 13 4 0 | 13 10 6 | 13 1 0 |
| 191. Labourer not elsewhere provided for | 11 18 0 | 12 4 6 | 11 15 0 |
| 192. Material chaser or stock follow up | 13 8 0 | 13 14 6 | 13 5 0 |
| 193. Rigger | 13 9 0 | 13 15 6 | 13 6 0 |
| 194. Slinger | 13 7 6 | 13 14 0 | 13 4 6 |
| 195. Stock or material handler | 12 13 6 | 13 0 0 | 12 10 6 |

Note.—(i) Classifications marked thus * apply only in the manufacture and/or repair of railway rolling stock.
(ii) Where in the Production Repair and/or Reconditioning section of this clause no rate is fixed for a particular class of work but there is a rate fixed for that class of work in either of the other sections of this clause, the rate to be paid to an employee performing that class of work in connexion with the manufacture and/or repair of railway cars and/or waggons shall be that prescribed in either of the other relevant sections of this clause.
(iii) For the purposes of this Determination "a driver whose work is confined to plant area" shall include an employee driving vehicles between plants of an employer or between, different buildings or areas of an employer's establishment, which plants, buildings or areas are not more than a quarter of a mile apart in a direct line.

FEMALE WORKERS.

ADULT FEMALES.

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

| | Percentage of Basic Wage. | Total Wage Payable— | | |
|-----------------------|---------------------------|--|--------------|--------------------------|
| | | Within 20 Miles G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
| | | £ s. d. | £ s. d. | £ s. d. |
| Adult females | 75 | 8 16 0 | 9 1 0 | 8 14 0 |

In addition to the wage prescribed any adult female employee, after one month's experience in any of the industries or sections thereof to which this Determination applies shall be paid as under:—

When employed in a classification for which the corresponding margin set out in clause 35 of this Determination—

- (i) does not exceed 28s. per week—16s. per week.
- (ii) exceeds 28s. per week but does not exceed 40s. per week.—75 per centum of such margin.

JUNIOR FEMALES.

(b) Wages per Week of 40 Hours.

| | Percentage of Basic Wage for Adult Females. | Additional Amount. | Total Wage Payable— | | |
|------------------------------|---|--------------------|--|--------------|--------------------------|
| | | | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
| | | Per week. s. d. | £ s. d. | £ s. d. | £ s. d. |
| 17 years of age and under .. | 52 | 3 6 | 4 15 0 | 4 17 6 | 4 14 0 |
| 18 years of age | 62 | 4 0 | 5 13 0 | 5 16 0 | 5 12 0 |
| 19 years of age | 72 | 4 6 | 6 11 0 | 6 15 0 | 6 10 0 |
| 20 years of age | 82 | 5 0 | 7 9 6 | 7 13 6 | 7 7 6 |

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

MALE JUNIOR WORKERS.

4. (a) Subject to clause 5 of this Determination unapprenticed male junior workers may be employed in any occupation covered by this Determination.

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

| | Percentage of Basic Wage for Adult Males. | Additional Amount. | Wages per Week of 40 Hours. | | |
|--------------------------|---|--------------------|--|--------------|------------------------------|
| | | | Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District. | At Yallourn. | All Other Parts of Victoria. |
| | | Per week s. d. | £ s. d. | £ s. d. | £ s. d. |
| Under 16 years of age .. | 24 | 2 0 | 2 18 6 | 3 0 0 | 2 17 6 |
| 16 years of age | 34 | 3 0 | 4 3 0 | 4 5 0 | 4 2 0 |
| 17 years of age | 46 | 4 0 | 5 12 0 | 5 15 0 | 5 10 6 |
| 18 years of age | 58 | 5 0 | 7 1 6 | 7 5 0 | 6 19 6 |
| 19 years of age | 73 | 6 0 | 8 17 6 | 9 2 6 | 8 15 6 |
| 20 years of age | 88 | 7 0 | 10 14 0 | 10 19 6 | 10 11 0 |

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

Each total rate shall be calculated to the nearest 6d., any part of 6d., in the result which does not exceed 3d. to be disregarded.

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

(d) Employees whom the employer has reasonable grounds for supposing are under the age of 21 years shall, if required, furnish proof of age by means of a birth certificate or statutory declaration by parent or guardian, upon which the employer shall be entitled to rely.

(e) Except as to the employment of apprentices to motor mechanics the proportion of male juniors who may be employed by any employer shall be one junior (whether he be an indentured apprentice, or an unapprenticed male junior) to every three adults employed in the shop or factory.

Prohibited Occupations.

- (f) Junior employees shall not be employed—
 (i) If under the age of 16 years—on oil or gas burners or fires used for heating of small articles, or using electric arc or oxy acetylene blow pipe; or
 (ii) If under 18 years of age—die setting on power presses; as furnacemen or assistant furnacemen; or as operators of power driven guillotines.

APPRENTICES.

Apprenticeship Trades.

5. (a) Minors, other than indentured apprentices, shall not be employed in the following occupations:—
 (i) Bodymaker (first class) and/or wheelmaker and wheelwright in wood and/or metal and or substitutes.
 (ii) Fitter and/or turner.
 (iii) Metal machinist (first class).
 (iv) Motor mechanic (as defined).
 (v) Painter (*i.e.*, tradesman who mixes, matches, an applies paint).
 (vi) Patternmaker.
 (vii) Saw Doctor.
 (viii) Smith, including coachsmith, spring maker and spring fitter, wheelwright smith and general smith
 (ix) Tradesman panel worker and panel beater.
 (x) Trimmer, development and/or repair work.
 (xi) Trimmer tradesman on production.
 (xii) Welder (tradesman).
 (xiii) Wood machinist (first class).

Contract of Apprenticeship.

- (b) Every contract of apprenticeship hereinafter made shall contain—
 (i) the names of the parties;
 (ii) the date of birth of the apprentice;
 (iii) a statement of the trade or trades to which the apprenticeship 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 to be 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.

Proportion.

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry, except that in the case of motor mechanics the proportions shall be one apprentice to two mechanics.

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, for a period not exceeding two years, is 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.

Period of Apprenticeship.

- (d) The periods of apprenticeship shall be as follows:—
 If the apprentice when articulated is under the age of 17 years .. 5 years
 If over the age of 17 years .. 4 years or 5 years at the option of the contracting parties.

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

Instruction in Welding.

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

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

(f) *Wages.*

| | Percentage of Basic Wage for Adult Males. | Wages per Week of 40 Hours. | | |
|------------------------|---|--|-------------------|------------------------------|
| | | Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District. | At Yallourn. | All Other Parts of Victoria. |
| <i>Five Year Term.</i> | | | | |
| First year | 32 | £ s. d. 3 15 0 | £ s. d. 3 17 6 | £ s. d. 3 14 0 |
| Second year | 43 | 5 1 0 | 5 4 0 | 5 0 0 |
| Third year | 54 | 6 7 0 | 6 10 6 | 6 5 6 |
| Fourth year | 83 | 9 15 0 | 10 0 6 | 9 12 6 |
| Fifth year | 100 + 6s. | 12 1 0 | 12 7 6 | 11 18 0 |
| <i>Four Year Term.</i> | | | | |
| First year | 34 | 4 0 0 | 4 2 0 | 3 19 0 |
| Second year | 54 | 6 7 0 | 6 10 6 | 6 5 6 |
| Third year | 83 | 9 15 0 | 10 0 6 | 9 12 6 |
| Fourth year | 100 + 6s. | 12 1 0 | 12 7 6 | 11 18 0 |

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

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

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

Apprentices to panel working and panel beating shall be supplied by their employers at the end of each year of their apprenticeship with an order for a sum equivalent to 1s. 3d. per week, as a tool allowance.

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

Sick Leave, Public Holidays and Annual Leave.

(g) Apprentices shall be entitled to sick leave, public holidays and annual leave as prescribed by clauses 8, 13, and 14 of this Determination.

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Adult Apprentices.

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

Lost Time.

(l) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may, for every day short of the said number of working days and for every day of such absence, be required by his employer to serve one day, in which case the calendar period of the succeeding year of his 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 years in excess of his ordinary hours.

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

SPECIAL RATES.

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

Confined Spaces.

(a) Employees, other than those working on vehicles or parts of vehicles, working in a confined space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation—6d. per hour extra.

Dirty Work.

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

First Aid.

(c) An employee holding a first-aid certificate and who is instructed by his or her employer to perform first aid work in the factory during his or her shift shall be paid 1s. 6d. per shift extra.

Hot Places.

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

Slag Wool.

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

Drivers Handling Garbage.

(f) Drivers employed handling garbage shall be paid 4½d. per hour extra whilst so employed.

Live Stock Transports.

(g) Spring service workers employed on vehicles which have been regularly used in the carriage of live stock and not cleaned down immediately before service shall be paid 4d. per hour extra whilst so employed.

Special Rates not Cumulative.

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

Rates not Subject to Penalty Additions.

(i) 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.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

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

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

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.

(c) (i) An employee (other than an employee who has given or received notice in accordance with sub-clause (b) hereof) not attending for duty shall, except as provided by clause 8 of this Determination lose his pay for the actual time of such non-attendance.

Casual Employment.

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

Late Comers.

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

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

SICK LEAVE.

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

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty, and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.
- (v) Notwithstanding the foregoing provisions, it is further prescribed that, in consideration of the seasonal fluctuations of employment in this industry, the following conditions shall apply:—
 - (1) An employee who is commencing a new engagement with an employer and is not covered by paragraph (2) hereof shall not be entitled to paid sick leave during the first month of his employment.
 - (2) In the case of an employee with not less than three months continuous service, his continuity of employment for the purposes of this clause shall not be affected by reason of his being stood off on account of seasonal fluctuations for any period not exceeding three months in any sick leave year.

For the purposes of this clause, seasonal fluctuations include—

- (a) The termination of an employee's services owing to completion of contracts or finalization of body models; or
- (b) completion of or changes in production or tooling programmes.

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

Single Day Absences.

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

Cumulative Sick Leave.

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

(cc) Rights accrued to sick leave entitlement at the date of coming into force of this Determination shall be preserved.

Attendance at Hospital, etc.

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

PAYMENT BY RESULTS.

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

LEADING HANDS.

10. Leading hands in charge of not less than three and not more than ten employees shall be paid 9s. per week extra; more than ten and not more than twenty employees shall be paid 18s. per week extra; and more than twenty employees shall be paid 27s. per week extra.

AIRCRAFT MAKING.

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

SUNDAY AND HOLIDAY RATES.

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

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

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

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

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

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

HOLIDAYS.

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

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

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

ANNUAL HOLIDAY.

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

HOURS OF EMPLOYMENT.

Day Workers.

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

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

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

Provided further that work done prior to the spread of hours fixed in accordance with this clause for which overtime rates are payable shall be deemed for the purpose of this sub-clause to be part of the ordinary hours of work where the ordinary hours worked within the prescribed spread of hours in any week are less than 40.

Five Days Week.

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

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

and a majority of the employees in such workshop or establishment desire to work their ordinary hours in five days as aforesaid, the employer shall adopt a five-day week in such workshop or establishment.

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

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

SHIFT WORK.

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

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

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

The ordinary hours of such shift workers shall not exceed—

- (i) eight in any one day; or
- (ii) 48 in any one week; or
- (iii) an average of 40 per week during the period of employment; or
- (iv) 160 in twenty-eight consecutive days.

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

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

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

- (i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours; or
- (ii) 80 in fourteen consecutive days in which case an employee shall not without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week;
- (iii) 120 in twenty-one consecutive days in which case an employee shall not, without payment of overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

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

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

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

- (i) by arrangement between the employees themselves;
- (ii) for the purpose of effecting the customary rotation of shifts; or
- (iii) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with sub-clause (a) of clause 7 of this Determination.

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

(f) For all work done on a shift commencing before 10.45 p.m. on a Sunday or a holiday shift workers shall be paid at the rate of double time.

Where a shift commences at 10.45 p.m. or between 10.45 p.m. and midnight on a Sunday or holiday, the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate.

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

Notwithstanding the foregoing, where an employee is rostered for a shift which terminates on a holiday and a shift which commences on the same holiday, one shift only shall be observed as the holiday shift: Provided that the shift, the major portion of which falls on the holiday shall be regarded as the holiday shift.

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

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

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

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

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

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

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

(m) The minimum rate to be paid to any shift worker for work performed between midnight on a Friday and midnight on a Saturday shall be time and a quarter; such rate to be in substitution for and not cumulative upon the shift premiums prescribed in sub-clause (h) hereof.

(n) The method of working shifts may in any case be varied by agreement between the employer and the State Secretary of the union concerned to suit the circumstances of the establishment.

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

MIXED FUNCTIONS.

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

OVERTIME.

18. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter; such double time to continue until the completion of the overtime work: Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 3s. per hour, whichever is the higher. Except as provided in this sub-clause and sub-clause (b) hereof in computing overtime each day's work shall stand alone.

Rest Period after Overtime.

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

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

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

Call Back.

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

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

Standing By.

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

Meal Hours—General.

(e) For work done during meal hours and thereafter until a meal break is allowed, time and a half rates shall be paid.

Maximum Period Between Meal Breaks.

(f) An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Break—Maintenance Employees.

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

Crib Time.

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

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

Tea Money.

(i) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work, shall either be supplied with a meal by the employer or paid 4s. and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

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

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

Transport of Employees.

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

Compulsory Overtime.

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

LIMITATION OF EMPLOYER'S LIABILITY.

19. When an employer has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums in respect of any services rendered to such employer during such period, unless within a period of three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee himself, or by some person on his behalf.

PAYMENT OF WAGES.

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

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

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

(d) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination or forwarded to him by post on the next working day.

DEFINITIONS.

21. (1) "Assemblies (aero engine)" means an adult employee who assembles aero engines or components into sub-assemblies, and makes any necessary adjustments to assembly.
- (2) "Assembler, engine (final)" means an adult employee who in the reconditioning of engines (other than aero engines) by specialized methods assembles components or sub-assemblies into cylinder block or who assembles pistons to connecting rods.
- (3) "Body maker, first class" means a tradesman engaged on the building of bodies without the aid of jigs or on the repair of used motor bodies.
- (4) "Body maker, second class" means an employee engaged on the building of bodies constructed with the aids of jigs.
- (5) "Checker (chassis assembly)" means an adult employee who checks assembly operations during the course of and after completion of chassis assembly without body mounted and who in the course of his duties tightens components and rejects faulty assembly which does not conform with standard.
- (6) "Disassembler and reassembler" means an adult employee who in the reconditioning of engines (other than aero engines) by specialized methods disassembles and reassembles component parts of oil pump, fuel pump, carburettor, generator, distributor and/or starter motor.
- (7) "Dismantler" means an adult employee engaged in the dismantling of engine assemblies, including gear box, in the reconditioning of engines (other than aero engines) by specialized methods.
- (8) "Dogman" means an adult employee who (elsewhere than in actual process of manufacture) transports goods from point to point by mechanical power, and uses therein clamps, dogs or other standard gear.
- (9) "Drier" means an adult employee using air hose to dry off after acid wash.
- (10) "Garage attendant" means an adult employee employed in a motor body building or chassis assembling establishment engaged in the cleaning, dusting, washing or greasing of motor vehicles; and/or the servicing thereof with petrol; oils and water; and/or attending to tyre changing, tyre inflations and patching of tubes; and/or other like duties and/or the driving of such vehicles in and about the employer's premises in connection with any of the foregoing operations.
- (11) "Garnish mould finisher" means an employee engaged on any of the following classes of work, viz.:—clamping metal garnish moulds to jigs and scribing and cutting them; re-working and filing metal garnish moulds, after welding; re-working and filing metal windscreen garnish moulds; working and filing recesses in rear quarter garnish moulds, after welding; finally working and checking metal garnish moulds, after welding; and/or fabricating metal windscreen garnish moulds and re-working and filing them.
- (12) "Heat treater" means an adult employee who is required to apply general trade experience as a heat treater and who carries out the operation of heat treatment to produce in the materials treated such requirements as hardness, toughness, ductility, resistance to abrasion, elasticity, tensile strength, machinability and resistance to creep, and who works to limits in size, shape and straightness in tool work.
- (13) "Jig maker" means a tradesman engaged in the making of jigs in wood or metal.
- (14) "Machine setter" means a tradesman who is engaged in setting up machines specified in the definition of machinist (metal), first class, for other employees.
- (15) "Machinist (metal)—1st class" means a tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, precision grinding machine and a drilling machine where the operator uses the same precision tools as fitters or turners.
- (16) "Machinist (metal)—2nd class" means an adult employee not engaged as a tradesman who is not required to work from drawings or prints or to do precision work, but who is engaged in operating or in setting up and operating all machines, other than a drilling machine, enumerated in the definition of first class machinist.
- (17) "Machinist (metal)—3rd class"—means an adult employee other than a process worker who operates any power-driven machine for which a rate is not elsewhere prescribed in this Determination and without limiting the scope of the foregoing includes such an employee operating any of the following:—Nut, bolt, rivet or dog spike making machines, tapping machines and drilling machines on work other than that specified in the definition of machinist—1st class.
- (18) "Material chaser or stock follow-up" means an adult employee having the supervision of the delivery according to schedule, of materials between departments or sections.
- (19) "Motor body developer" means a tradesman required to develop and mark up tooling work from body drafts, but not including an employee performing work normally done by patternmakers, toolmakers, template makers, jig makers, or body makers.
- (20) "Motor mechanic" means a tradesman engaged in making under jobbing conditions, repairing, altering, or assembling (except in the production of new vehicles), or testing the metal parts (including electric) of the engines of motor vehicles but does not include—
- (a) an employee engaged only in making minor adjustments to engine and chassis: or
- (b) an employee engaged in the reconditioning of engines by specialized methods except so much of the work which calls for the application of general trade experience as a motor mechanic.
- (21) "On the line" means sectionalized body building and assembling in which bodies in course of building are moved on from one operative or group of operatives to another operative or group of operatives.
- (22) "Painter's labourer" means an adult employee engaged in masking up or cleaning paint pots, windows or plating.
- (23) "Panel beater" means a tradesman who makes panels of mudguards from the sheet by hand or partly by hand and partly with the aid of machines or repairs panel work on used vehicles.
- (24) "Panel fixer" means an adult employee nailing finished metal panels to wooden frames.
- (25) "Panel machinist, other" means an adult employee engaged solely on wheeling and stretching or other panel machines not otherwise provided for.
- (26) "Panel worker" means an adult employee who is engaged in dent knocking, the making of metal panels from the sheet entirely with the aid of machines, solely on a panel beating machine, or in the preparation of material for the making of metal panels (other than machinists and others for whom specific rates are prescribed).
- (27) "Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper, measuring scale or rule.
- (28) "Process worker" means an employee engaged on—
- (i) repetition work on any automatic, semi-automatic or single purpose machine or any machine fitted with jigs, gauges or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable, or, if adjustable, shall not be set by the operator); or
- (ii) in the assembling of parts or mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or
- (iii) in specialized process—not requiring use of hand tools except hammers, pliers, screwdrivers, spanners and files and such tools as are necessary for deburring or removing rags or edging.
- (29) "Rigger" means an adult employee who is responsible for the erection of tackle, and who is, amongst other duties, required to splice wire rope.
- (30) "Saw doctor" means an employee exclusively engaged in brazing hammering, straightening and sharpening saws.
- (31) "Spring service worker" means an employee who is employed on the removal and/or replacement of springs, luggage carriers and/or bumper bars, and/or the dismantling and/or re-assembling of finished parts of motor car and truck chassis (not being a chassis assembler and/or wirer).

- (32) "Tester" means an adult employee engaged in testing products for leaks or faults by immersion in liquid.
- (33) "Timber orderman" means an adult employee responsible for the selection, allotment and measuring of timber according to requisitions and/or the execution of orders for delivery.
- (34) "Timber stacker" means an employee who stacks timber for seasoning by the process of stripping.
- (35) "Tooling smith" means a tradesman smith who for the greater part of his time is engaged on smithing work for the tool room.
- (36) "Toolmaker" means a tradesman making and/or repairing any precision tool, gauge, die or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion and includes any tradesman engaged in or in connexion with the making of any tool, gauge, die or mould as aforesaid who by agreement with the employer is classified as a toolmaker.
- (37) "Tradesman" means an adult workman who, in the course of his employment, works from drawings or prints required to be scaled, and/or measured from drawings or prints, or makes precision measurements, or applies general trade experience and includes locksmith and first-class machinist.
- (38) "Tradesman's assistant" means an adult employee directly assisting a tradesman (including a plumber and/or pipe fitter on high pressure work, i.e., live steam or hydraulic press work).
- (39) "Trimmer sectional" means an adult employee (other than a tradesman trimmer) engaged on any trimming work for which a specific margin is not otherwise prescribed by this Determination.
- (40) "Trouble chaser" means a tradesman (any section) engaged in tracing through all necessary stages of drawing, development, tooling and production, and defining, the origin of recurring faults which manifest themselves in the course of production, and who is responsible for recommendations for their rectification.
- (41) "Welder, tradesman" means a tradesman using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs and includes re-welding by hand processes.
- (42) "Welder—'A' grade" means a tradesman employed as a welder tradesman on repair and/or production work, including aircraft, but not including production work on any other class of vehicles.
- (43) "Welder—'B' grade" means an adult employee welding aircraft tanks and/or sheet metal manifolds for aircraft.
- (44) "Wood machinist, first-class" means a machinist who in the course of his employment is called upon to grind and set knives only or to braze, set and sharpen jig saws and to set and sharpen circular saws or to set up machines operated by other machinists or to grind knives for and to set up and operate or to set up and operate one more of the following machines:—Shapers, spindles, linderman machines, routers, tenoners, sill hinge and other gainer machines.
- (45) "Wood machinist, second class" means any machinist called on to set up and operate any other machines, or any circular saw or dimension saw.
- (46) "Year" means the period between the first day of June in each year and the next 31st day of May.

DETERMINATION TO BE AVAILABLE.

22. Every employer shall have a copy of this Determination available at a place reasonably accessible to employees.

NOTICE BOARDS.

23. The employer shall permit the erection in a prominent position on his premises of a notice board of reasonable dimensions or a number of such notice boards reasonable in the circumstances, upon which accredited union representatives shall be permitted to post formal union notices signed by the Secretary or organizer of the union concerned or by the representative posting them. Any notice posted on a board not so signed may be removed by an accredited union representative or by the employer.

TRAVELLING TIME.

24. (a) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job in excess of the time normally spent in travelling from his home to such workshop or depot and returning) he shall be paid travelling time and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

An employee who, with the approval of his employer, uses his own means of transport for travelling to or from outside jobs shall be paid the amount of excess fares which he would have incurred in using public transport unless he has an arrangement with his employer for a regular allowance.

(b) An employee—

- (i) engaged in one locality to work in another; or
- (ii) sent, other than at his own request, from his usual locality to another for employment which can reasonably be regarded as permanent,

involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities and, for a period not exceeding three months, expenses. Provided that such expenses shall cease after he has taken up permanent residence or abode at the new location.

(c) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (b) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(d) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays when it shall be time and a half.

(e) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all night travel, eight hours out of every twenty-four.

(f) "Expenses" for the purpose of this clause means—

- (i) all fares reasonably incurred. For boat travel, the fares allowed shall be first-class on coastal boats and on interstate boats where there is no second-class as distinct from steerage; and for rail travel second-class except where all-night travelling is involved when they shall be first-class with sleeping berth where available;
- (ii) reasonable expenses incurred whilst travelling including 4s. for each meal taken.
- (iii) a reasonable allowance to cover the cost incurred for board and lodging.

GRINDING TOOLS.

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

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

(c) Except when dismissed for misconduct or when leaving of his own accord, a patternmaker employed for less than three weeks at a workshop or job shall, to the extent of 6s., be reimbursed by his employer any expense incurred in the carting of tools.

SPRAY PAINTERS.

26. Employers shall comply with all relevant State Acts and Regulations relating to spray painting operations insofar as they are applicable to the industries covered by this Determination.

TOOLS TO BE PROVIDED BY EMPLOYER.

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

MISCELLANEOUS PROVISIONS.

*Accommodation and Conveniences.**Drinking Water.*

28. (a) (i) Employers shall provide boiling water for employees at meal times.
 (ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First Aid Outfit.

(iii) The employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit and appliances including a stretcher suitable for the carriage of injured persons.

An efficient first aid outfit shall be that prescribed by relevant State legislation, but where there is no State legislation on the subject the first aid outfit shall contain the following equipment or efficient substitutes:—

- 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—
 $\frac{1}{4}$ teaspoonsful of powdered picric acid, 2 ozs. of absolute alcohol and 2 pints of distilled water—1 pint.
 2 pints of distilled water—1 pint.
- Pins, safety—1 packet.
- Sal volatile—6 ozs.
- Scissors—1 pair.
- Tourniquet—1.
- Twöezers—1 pair.
- Gauze, sterilized, plain cotton, absorbent lint, adhesive plaster—an adequate assortment.

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes. In any case in which compliance with this paragraph necessitates the provision of lockers of new or improved hanging facilities, they shall be provided by the 1st day of July, 1954, unless the employer proves to the satisfaction of the Secretary for Labour that he is unable by reason of shortage of material or labour or any other difficulties to provide such new or improved facilities, in which case their provision may be postponed for such period or periods as the Secretary for Labour determines.

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths which shall, where practicable, be situated away from lavatories.

Washing and Sanitary Conveniences.

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

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

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

Gloves.

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools; slingers shall be provided with leather gloves where they are necessary by reason of the material or tackle being used.

Goggles.

(iii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Provided that this provision shall not apply where other protective equipment is fitted to machines.

Protective Clothing.

(iv) Employees engaged in working with acids or other substances of a like nature shall be provided with adequate protective clothing and boots.

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

Suitable protective clothing shall be provided by the employer for an employee when required to work in rain.

Protective Equipment—Welding.

(v) Suitable sufficient and adequate protection shall be provided by the employer for employees engaged in welding operations and where necessary in the case of employees working in close proximity thereto, employees provided with such protection shall wear or use as the case may be, such equipment in such a way as to achieve the purpose for which it is supplied.

Ventilation.

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

Lead Buffing.

(vii) Until further order no employer shall permit the process of buffing solder or lead to be carried out and no employees shall perform such process.

Females.

(viii) When requested by employees and where practicable suitable seats shall be provided by the employer for female employees. Females shall not be called upon to lift or carry weights exceeding 35 pounds.

RIGHT OF ENTRY OF UNION OFFICIALS.

29. (i) A duly accredited representative of the Union concerned shall have the right to enter employers' workshops during the mid-day meal hour for the purpose of interviewing employees on legitimate union business, on the following conditions:—

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

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

- (a) That he discloses to the employer or his representative the complaints which he desires to investigate.
- (b) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).
- (c) That he does not interfere with work proceeding in the workshop or plant.
- (d) That he conducts himself properly.

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

SHOP STEWARDS.

30. An employee appointed as shop steward in the shop or department in which he is employed shall upon notification thereof by the responsible officer of the union concerned to the employer be recognised as the accredited representative of the union to which he belongs, and he shall be allowed the necessary time during working hours to interview his employer or his representatives on matters affecting employees whom he represents.

TIME AND WAGES RECORD.

31. (a) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(c) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place; Provided that an inspection shall not be demanded unless the Secretary of the union or the District Secretary or Organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in one week at the same establishment.

(d) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

EMERGENCY PROVISIONS.

32. (a) Notwithstanding anything elsewhere contained in this Determination the following provisions shall apply in the case of an employer who is subjected 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;
- (4) an employee stood down shall be regarded as having continuity of service and employment for the purpose of annual leave.

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

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

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

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

- (1) For day work on day shift—ordinary time.
- (2) For work performed between noon and midnight on Sundays—ordinary rates plus 25 per cent.
- (3) For afternoon and night shifts—ordinary rates plus 10 per cent.

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

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

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

PERIODICAL ADJUSTMENT OF WAGES.

33. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 34.

Basic Wage.

| Place. | Basic Wage (Adjustable). | Index Number Set Assigned. |
|---|--------------------------|----------------------------|
| Victoria— | £ s. d. | |
| Within a radius of 20 miles of G.P.O., Melbourne, 10 miles of Geelong and Warrnambool | | |
| Post Offices, 5 miles of Chief Post Office at Mildura, and the Gippsland District .. | 11 15 0 | Melbourne |
| Yallourn—6s. 6d. in excess of the basic wage for Melbourne | | |
| Elsewhere—3s. less than the basic wage for Melbourne | | |

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1953, the amount of the basic wage shall be as prescribed in clause 33.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole 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) Adult females:—The basic wage for adult females shall be 75 per cent. of the basic wage for adult males working in the same locality. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

(e) Juniors:—The wages of junior employees shall be the appropriate percentages as set out in clauses 3, 4 and 5. Such wages shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

MARGINS.

35. In addition to the basic wage the margins set out in this clause shall be the minimum wages payable to adult male employees therein named:—

| Classification. | Margin per Week. |
|--|------------------|
| <i>Development, Tool Room, Installation and Maintenance of Plant.</i> | |
| | <i>s. d.</i> |
| 1. Brass finisher, tradesman | 52 0 |
| 2. Die maker (see classification number 23) | |
| 3. Die setter— | |
| When working on "try-outs" | 52 0 |
| Other | 46 6 |
| 4. Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) .. | 56 6 |
| 5. Fitter and/or turner, tradesman | 52 0 |
| 6. Jigmaker, in wood or metal | 52 0 |
| 7. Machinist (metal) first class | 52 0 |
| 8. Machinist (metal) second class | 37 0 |
| 9. Machinist (metal) third class | 28 0 |
| 10. Machinist (wood) (see classification number 31) | |
| 11. Machine setter, as defined | 52 0 |
| 12. Marker-off (see classification number 25) | |
| 13. Motor body developer | 73 6 |
| 14. Motor mechanic | 52 0 |
| 15. Panel worker, tradesman | 52 0 |
| 16. Pattern maker | 65 0 |
| 17. Pattern maker, provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other wood-working tradesmen may be employed on making a part of a pattern provided that— | |
| (a) such tradesman shall not be required to work to drawings or prints; | |
| (b) whilst so employed shall be paid a marginal rate of | 56 6 |
| 18. Pipe fitter— | |
| (a) on high pressure work (i.e., live steam or hydraulic press work) | 52 0 |
| (b) on low pressure work | 37 0 |

| Classification. | Margin per Week. |
|---|------------------|
| <i>Development, Tool Room, Installation and Maintenance of Plant—continued.</i> | |
| | <i>s. d.</i> |
| 19. Saw doctor | 56 6 |
| 20. Smith, tradesman | 53 6 |
| 21. Template maker | 58 0 |
| 22. Tooling smith | 55 0 |
| 23. Tool maker, tool hardener, and die maker | 65 0 |
| 24. Tradesman's assistant | 23 0 |
| 25. Tradesman, the greater part of whose time is occupied marking off | 56 6 |
| 26. Trimmer, tradesman (on development work) | 52 0 |
| 27. Trouble chaser | 69 0 |
| 28. Turner (see classification number 5) | |
| 29. Welder, tradesman | 56 6 |
| 30. Welder, other | 29 0 |
| 31. Wood machinist, first class | 46 6 |
| <i>Production Repair and Reconditioning.</i> | |
| 32. Acid washer (see classification number 110) | |
| 33. Air hammer operator | 39 0 |
| 34. Air hammer operator, skiving machinist, camachine operator and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim) | 28 0 |
| 35. Angle iron smith and/or boiler smith | 56 6 |
| 36. Annealer and/or case hardener | 42 6 |
| 37. Assembler (aero engine) | 52 0 |
| 38. Assembler and/or wiper, chassis | 35 0 |
| 39. Assembler and/or wiper, tractor | 35 0 |
| 40. Assembler, cushion and squab spring | 29 0 |
| 41. Assembler, engine (final) | 35 0 |
| 42. Assembler when not on the line (other than process worker or a 1st or 2nd class body maker or other tradesman) | 39 0 |
| 43. Assembler of bodies or parts of bodies "on the line" | 46 6 |
| 44. Assembler of chassis parts independently of main assembly | 35 0 |
| 45. Assembler, windscreen frame | 29 0 |
| 46. Axle maker | 52 0 |
| 47. Axle turner | 52 0 |
| 48. Band and/or jig sawyer, trim | 39 0 |
| 49. Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments) | 42 0 |
| 50. Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or bench work other than as prescribed in the definition of "garnish mould finisher" | 28 0 |
| 51. Body maker, first class | 52 0 |
| 52. Body maker, second class | 46 6 |
| 53. Body mounter | 32 0 |
| 54. Bulldozer operator— (a) setting up machine | 37 6 |
| (b) not setting up machine | 28 0 |
| 55. Chassis assembler (see classification number 38) | |
| 56. Checker (chassis assembly) | 43 0 |
| 57. Cold setter | 34 0 |
| 58. Cushion and squab spring assembler and frame operative (see classification number 40 and 77) | |
| 59. Cushion maker (see classification number 151) | |
| 60. Cushion spring maker (by hand) | 46 6 |
| 61. Cutter electric machine (trim) (see classification number 74) | |
| 62. Degreaser at liquid or vapor bath | 23 0 |
| 63. Dent knocker (see classification number 115) | |
| 64. Die setter, press | 46 6 |
| 65. Dipper and hanger (paint) | 22 0 |
| 66. Dipper, solder or tin | 28 0 |
| 67. Dismantler | 35 0 |
| 68. Disassembler and re-assembler | 28 0 |
| 69. Drier | 24 0 |
| 70. Driller (panel) | 26 0 |
| 71. Driller (other) | 28 0 |
| 72. Drop hammer stamper | 24 0 |
| 73. Edge turner (see classification number 112) | |
| 74. Electric machine cutter (trim) | 39 0 |
| 75. Electric stove attendant (see classification number 153) | |
| 76. Folding machine operator | 29 0 |
| 77. Frame operative (cushion and squab) | 29 0 |
| 78. Furnace man | 29 0 |
| 79. Furnace man (foundry)— (a) cupola | 37 0 |
| (b) electric | 36 0 |
| (c) other | 34 0 |
| 80. Garnish mould finisher | 39 0 |
| 81. Garnish mould bender and/or shaper (see classification number 50) | |
| 82. Grainer, transfer (see classification number 162) | |
| 83. Grinder and/or buffer (metal) | 28 0 |
| 84. Grinder and/or buffer (metal) using portable machine | 33 0 |
| 85. Guillotine machinist | 29 0 |
| 86. Hammer driver, steam, pneumatic or other power | 25 0 |
| 87. Hanger, paint (see classification number 65) | |
| 88. Heat treator | 56 6 |
| 89. Holder-up | 25 0 |
| 90. Kiln attendant (see classification number 157) | |
| 91. Labourer assisting (Plating Department) | 18 0 |
| 92. Labourer assisting (Chassis Assembly) | 18 0 |
| 93. Liner | 46 6 |

| Classification. | Margin per Week. |
|---|------------------|
| <i>Production Repair and Reconditioning—continued.</i> | |
| | <i>s. d.</i> |
| 94. Machinist (metal) first class | 52 0 |
| 95. Machinist (metal) second class | 37 0 |
| 96. Machinist (metal) third class | 28 0 |
| 97. Machinist (wood) (see classification numbers 179, 180) | |
| 98. Machine setter, as defined | 52 0 |
| 99. Machine setter, other | 37 6 |
| 100. Marker-out or scriber (using patterns or templates) .. | 28 0 |
| 101. Metal band sawyer (see classifications number 49) | |
| 102. Motor mechanic | 52 0 |
| 103. Motor tuner and tester | 52 0 |
| 104. Nickel polisher and/or grinder | 30 0 |
| 105. Painter coach (brush) | 46 6 |
| 106. Painter, spray (on coats other than priming) | 46 6 |
| 107. Painter, spray and/or brush (on prime coats) | 37 0 |
| 108. Painter, brush and/or spray (on floors, chassis, undercarriages and gear) | 25 6 |
| 109. Painter's labourer | 20 0 |
| 110. Painter's wet rubber and/or polisher and/or acid washer .. | 37 0 |
| 111. Panel beater | 52 0 |
| 112. Panel edge turner | 39 0 |
| 113. Panel fixer, metal | 29 0 |
| 114. Panel machinist (other) | 28 0 |
| 115. Panel worker, dent knocker and/or metal finisher | 46 6 |
| 116. Paster trim | 30 0 |
| 117. Pickler | 28 0 |
| 118. Pleat stuffer | 28 0 |
| 119. Polisher, nickel (see classification number 104) | |
| 120. Polisher, paint (see classification number 110) | |
| 121. Power hammer driver (see classification number 86) | |
| 122. Press operator (over 400 tons pressure) | 42 0 |
| 123. Press operator (over 250 tons pressure and up to and including 400 tons pressure) | 38 0 |
| 124. Press operator's assistant, directly assisting at press .. | 22 0 |
| 125. Press operator (light) | 27 0 |
| 126. Process worker | 22 0 |
| 127. Riveter (on motor truck or waggon body) | 46 6 |
| 128. Riveter, chassis | 32 0 |
| 129. Riveter, other (up to and including $\frac{3}{4}$ in. rivet) | 29 0 |
| 130. Rivet heater | 25 0 |
| 131. Rotary buff operator— | |
| (a) while doing dent knocking | 46 6 |
| (b) while not doing dent knocking (on the line) | 39 0 |
| 132. Rotary shearing machinist | 37 0 |
| 133. Sand blast operator (see classification number 140) | |
| 134. Sand paper and emery machinist (wood work) | 29 0 |
| 135. Screwer and/or tapper | 28 0 |
| 136. Scriber (see classification number 100) | |
| 137. Sectional trimmer (see classification numbers 163, 164) | |
| 138. Setter-up machine (see classification numbers 98, 99) | |
| 139. Sewing machinist | 34 0 |
| 140. Shot and/or sand blast operator (where adequately protected) | 28 0 |
| 141. Smith, (coachsmith, wheelwright smith, drophammer smith, spring smith or general smith) | 53 6 |
| 142. Solderer "on the line," or solder loader and/or wiper using torch | 46 6 |
| 143. Solderer, other | 39 0 |
| 144. Spoke nave and fellow machinist | 40 6 |
| 145. Spotter and/or touch-up | 46 6 |
| 146. Spray painter (see classification numbers 106, 107, 108) | |
| 147. Spring coiling machinist, cushion and squab— | |
| (a) who is required to set up his own machine | 32 0 |
| (b) other | 23 0 |
| 148. Spring fitter | 52 0 |
| 149. Spring maker, spiral (by hand) | 37 6 |
| 150. Spring service worker | 31 0 |
| 151. Squab and/or cushion maker | 46 6 |
| 152. Stopper-up | 32 0 |
| 153. Stove attendant, electric | 29 0 |
| 154. Striker | 23 0 |
| 155. Tapper (see classification number 135) | |
| 156. Tester | 28 0 |
| 157. Timber kiln attendant | 27 0 |
| 158. Timber ordlerman | 33 6 |
| 159. Timber stacker | 24 0 |
| 160. Tool hardener | 65 0 |
| 161. Toucher-up (see classification number 145) | |
| 162. Transfer grainer | 31 0 |
| 163. Trimmer, sectional (when working on bodies) | 46 6 |
| 164. Trimmer, sectional (when not working on bodies) | 37 0 |
| 165. Trimmer, tradesman (including cutter by hand) | 46 6 |
| 166. Trouble chaser | 69 0 |
| 167. Tyre fitter (see classification number 44) | |
| 168. Vyceman | 31 0 |
| 169. Waggon repairer, first class (railway rolling stock) | 52 0 |
| 170. Waggon repairer, second class (railway rolling stock) | 46 6 |
| 171. Washer using phenyl, petrol, kerosene, etc. | 23 0 |
| 172. Welder—"A" Grade | 56 6 |
| 173. Welder—"B" Grade | 48 0 |
| 174. Welder—oxy acetylene and/or electric arc (other than "A" or "B" grades) including employee cutting by means of hand or machine torch | 46 6 |

| Classification. | Margin per Week. |
|---|------------------|
| <i>Production Repair and Reconditioning—continued.</i> | |
| | <i>s. d.</i> |
| 175. Welder—electric spot and butt, including portable and gymbal gear | 29 0 |
| 176. Wet rubber and/or polisher (paint) (see classification number 110) | |
| 177. Wheelwright and wheelmaker | 52 0 |
| 178. Windscreen frame assembler (see classification number 45) | |
| 179. Wood machinist, first class | 46 6 |
| 180. Wood machinist, second class | 37 0 |
| 181. Wheel turner | 52 0 |
| <i>Miscellaneous (Wherever Employed)</i> | |
| 182. Acetylene generator operator in charge of installation | 37 0 |
| 183. Convenience attendant | 20 0 |
| 184. Dogman | 25 0 |
| 185. Driver whose work is confined to plant area— | |
| (a) Driver of fork lift truck, when required to stack or unstack | 38 0 |
| (b) Driver of tractor with or without trailers | 35 0 |
| (c) Driver of other motor vehicle with or without trailers | 31 6 |
| (d) Operator of transtacker or transporter | 22 0 |
| 186. Driver of chassis and or new vehicle | 26 0 |
| 187. Garage attendant | 23 0 |
| 188. Greaser and/or oiler | 23 0 |
| 189. Greaser and/or oiler (who repairs belts) | 28 0 |
| 190. Jack hammer operator | 29 0 |
| 191. Labourer not elsewhere provided for | 3 0 |
| 192. Material chaser or stock follow up | 33 0 |
| 193. Rigger | 34 0 |
| 194. Slinger | 32 6 |
| 195. Stock or material handler | 18 6 |

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

J. V. WILLOX, Secretary.

Melbourne 24th June, 1953.





VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

DETERMINATION OF THE CORDAGE BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a maker of rope, twine, cordage, halters, coir mats or coir matting," has made the following Determination, namely:—

1. That on the 10th August, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

JUNIORS.

2. (a) The minimum rates of wages to be paid to junior employees shall be as follows:—

| Age. | Males. | | | Females. | | |
|-------------------------------|--------|----|----|----------|----|----|
| | £ | s. | d. | £ | s. | d. |
| Under 16 years of age | 4 | 5 | 6 | 4 | 5 | 6 |
| 16 years of age | 4 | 17 | 6 | 4 | 17 | 6 |
| 16½ years of age | 5 | 7 | 6 | 5 | 7 | 6 |
| 17 years of age | 5 | 19 | 6 | 5 | 19 | 6 |
| 17½ years of age | 6 | 9 | 6 | 6 | 9 | 6 |
| 18 years of age | 7 | 1 | 6 | 6 | 19 | 0 |
| 18½ years of age | 7 | 18 | 6 | 7 | 11 | 6 |
| 19 years of age | 8 | 11 | 0 | 7 | 18 | 6 |
| 19½ years of age | 9 | 15 | 0 | 8 | 6 | 0 |
| 20 years of age | 10 | 7 | 6 | 8 | 11 | 0 |
| 20½ years of age | 11 | 12 | 0 | 8 | 18 | 0 |

Provided that after a junior employee had had two years' experience in the industry he or she shall be paid, in addition to the above rates, the margins prescribed for adults in clause 30 of this Determination.

Provided also that a junior female after four years' experience in the industry shall be paid the rates prescribed for an adult female in the classification in which she is employed.

PROPORTION OF JUNIOR EMPLOYEES.

The proportion of junior employees, male and female, to adult male and female employees shall not exceed one junior to one employee receiving full adult male or female rates in the factory.

OTHER EMPLOYEES.

(b)

| | Wages per Week. | | | | | |
|---|-----------------|----|----|----------|----|----|
| | Males. | | | Females. | | |
| | £ | s. | d. | £ | s. | d. |
| Bagging binder twine | 12 | 15 | 0 | 9 | 13 | 0 |
| Baling binder twine | 12 | 16 | 0 | 9 | 14 | 0 |
| Baling lashing | 12 | 16 | 0 | 9 | 14 | 0 |
| Belt repairing | 12 | 18 | 0 | .. | .. | .. |
| Dye house and flax boiling operatives | 12 | 15 | 0 | 9 | 13 | 0 |
| Employees pinning hackles gills and card staves | 12 | 15 | 0 | 9 | 13 | 0 |
| Feeder of first spreader | 12 | 18 | 0 | 9 | 16 | 0 |
| Feeder of softeners or batchers | 12 | 17 | 0 | 9 | 15 | 0 |
| Feeder of tow breaker card (see sub-clause (c) hereof) | 12 | 15 | 0 | 9 | 13 | 0 |
| Feeding breaker card with clock | 12 | 16 | 0 | 9 | 14 | 0 |
| Feeding spreaders (soft fibre) | 12 | 16 | 0 | 9 | 14 | 0 |
| Foreman in charge of spinning and preparing departments | 13 | 14 | 0 | 10 | 12 | 0 |
| Hand hackling flax | 12 | 15 | 0 | .. | .. | .. |
| Hand reeler | 12 | 15 | 0 | 9 | 13 | 0 |

OTHER EMPLOYEES—continued.

| | Wages per Week. | |
|---|-----------------|----------|
| | Males. | Females. |
| | £ s. d. | £ s. d. |
| Lashing yarn in store | 12 12 0 | .. .. . |
| Layer of lines or cords in walk | 13 1 0 | 9 19 0 |
| Liquid batch making or mixing | 12 18 0 | .. .. . |
| Liquid hand batching | 12 17 0 | .. .. . |
| Lumping, loading or unloading raw materials and manufactured goods in store or factory in excess of 45 lb. | 12 15 0 | .. .. . |
| Lumping hemp, flax or binder twine on wharf | 12 18 0 | .. .. . |
| Maker of blasting mats | 12 18 0 | .. .. . |
| Maker of camouflage nets | 12 15 0 | 9 13 0 |
| Maker of fishing lines | 12 17 0 | 9 15 0 |
| Maker of pig nets | 12 17 0 | 9 15 0 |
| Maker of rope fenders from rope 2 inches and over | 12 18 0 | .. .. . |
| Making up liquors containing alkali or acid | 12 17 0 | .. .. . |
| Mat finisher | 12 17 0 | 9 15 0 |
| Matting weavers | 12 17 0 | 9 15 0 |
| Oiling and greasing bearings | 12 18 0 | .. .. . |
| Opening Manilla hemp | 12 15 0 | 9 13 0 |
| Packer working press (hand or power), pressing 45 lb. weight or under | 13 0 0 | 9 18 0 |
| Packer working press (hand or power), pressing over 45 lb. | 13 0 0 | .. .. . |
| Packing and balling shop twine | 12 17 0 | 9 15 0 |
| Pin setter, setting pins 30 per inch and finer | 12 17 0 | 9 15 0 |
| Pin setter, other | 12 15 0 | 9 13 0 |
| Power coiler or finisher of rope over 1 inch (not spooling) | 12 17 0 | .. .. . |
| Power coiler or finisher of rope 1 inch and under (not spooling) | 12 17 0 | 9 15 0 |
| Heavy type 12-strand machine, power coiler or finisher | 13 0 0 | .. .. . |
| Ring frame operative | 12 16 0 | 9 14 0 |
| Rope house machinist making over 4 inches | 13 3 0 | .. .. . |
| Rope house machinist 2 inches up to and including 4 inches | 13 0 0 | .. .. . |
| Rope house machinist up to 2 inches and over 1 inch | 12 17 0 | 9 15 0 |
| Rope layer, first, on heavy type 12-strand machine | 13 14 0 | .. .. . |
| Rope layer on heavy type 9-strand machine | 13 9 0 | .. .. . |
| Rope layer, other, in walk with travellers | 13 5 0 | .. .. . |
| Rope splicer on driving ropes and springs 2 inches and over | 13 4 0 | .. .. . |
| Roping bales or coils in excess of 45 lb. | 12 12 0 | .. .. . |
| Scutcher | 12 15 0 | 9 13 0 |
| Spinning | 13 1 0 | 9 19 0 |
| Storeman | 12 17 0 | 9 15 0 |
| Storeman in charge | 13 7 0 | .. .. . |
| Storeworker, other than storemen | 12 12 0 | 9 10 0 |
| Traveller driver on heavy type 12-strand machine | 12 18 0 | .. .. . |
| Traveller driver other (except on light travellers for cords and lines not exceeding 1½ inches circumference) | 12 15 0 | .. .. . |
| Twister or layer of yarn in walk | 12 17 0 | 9 15 0 |
| Weighing shop twine | 12 15 0 | 9 13 0 |
| Wet spinning | 13 2 0 | 10 0 0 |
| Winder and warper in tarring department, winding, oiling and tarring yarn | 12 18 0 | .. .. . |
| All other machine operators or employees feeding or taking from machines | 12 15 0 | 9 13 0 |
| All others | 12 19 0 | 9 7 0 |

(c) Employees engaged on the breaker cards and finishing cards, and operating flax scutcher tow shall be paid 1s. per day in addition to the above-mentioned rates.

LIMITATION OF FEMALE WORK.

3. Females may perform any work except the following:—

- Belt repairing.
- Card pit cleaning.
- Feeding jute bale opener.
- Filling and emptying yarn boiling kiers with hanks of yarn.
- Hand hackling flax.
- Jute bale opening.
- Liquid batch making and mixing.
- Liquid hand batching.
- Lumping raw material and manufactured goods in bales in excess of 45 lb.
- Making blasting mats.
- Making up liquors containing alkali or acid.
- Oiling and greasing bearings.
- Operating dusters—waste reclamation department.
- Other rope walk hands, 1 inch and over, excluding bobbin bank attendants.
- Packer working press (hand or power) pressing over 45 lb. weight.
- Polishing machine operators, excluding doffers.
- Power coiling of rope and the like 1 inch and over, not spooling.
- Rope house machinists 2 inches and up.
- Rope maker in rope walk.
- Rope runners in rope walk.
- Roping bales in excess of 45 lb.
- Splicing of transmission ropes, fenders and springs from rope 2 inches and over.
- Storemen in charge.
- Traveller hand in rope walk.
- Truck driving excluding tow motors.
- Winding coir.
- Winding tarring and oiling rope and yarn in tarring department.

CONTRACT OF EMPLOYMENT.

4. (a) Except as provided in clause 5 of this Determination, employment shall be by the week. Any employee not specifically engaged as a casual hand shall be deemed to be employed by the week.

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

CASUAL EMPLOYMENT.

5. Casual employees may be employed by the hour provided they are paid 12½ per centum more than the equivalent of the weekly rates prescribed for work of the class performed by them.

MIXED FUNCTIONS.

6. When an employee works for any part of a day on work for which a higher rate is prescribed by this Determination than that prescribed for the work which he or she usually performs he or she shall be paid for the whole day at such higher rate.

PART-TIME EMPLOYMENT.

7. Females may be employed as part-time employees in any branch of the rope and cordage industry covered by this Determination upon and subject to the following terms and conditions:—

(a) They shall be employed for not less than twenty hours in any week.

(b) They shall not be employed both on time work and piecework or both on time work and task work in any week.

(c) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.

(d) The payment or deduction of payment in lieu of notice of termination of employment shall be two-fifths of the pay of the preceding week of the employee concerned.

(e) The provisions of this Determination as regards annual leave sick leave and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave sick leave and in respect of holidays only at the wages rate actually being received by them at such time.

(f) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

HOURS OF DAY WORK.

8. The hours for day work shall be 40 per week. Ordinary time shall be worked between the hours of 7.30 a.m. and 6 p.m. Monday to Friday both inclusive with one break for a meal between noon and 1 p.m. or as may be arranged between the employer and his employees and on Saturday between 7.30 a.m. and noon: Provided however that in any case where shift work is being worked and a shift commences not later than 4 p.m. then the ordinary time for day work may be between the hours of 6.30 a.m. and 4 p.m. on Monday to Friday both inclusive and 6.30 a.m. and noon on Saturday.

NIGHT SHIFT HOURS AND CONDITIONS.

9. (a) The hours of work on night shift shall be 40 per week. Employees on night shift shall be paid 20s. in addition to the wages prescribed for their ordinary hours of employment.

(b) A night shift shall be deemed to be any shift where the majority of the hours of the shift are worked outside the ordinary hours of day work.

(c) A junior employee under the age of 18 years shall not be required to work on night shift.

(d) A female employee shall not, except as provided for in sub-clause (e) hereof, be employed on night shift.

(e) By mutual agreement between an employer and his employees a short shift may be worked at the rates prescribed for the type of shift worked any shift premium to be paid on a *pro rata* basis and the ordinary rates for such a shift, which must be for not less than twenty hours per week, shall be on a *pro rata* basis.

OVERTIME AND SUNDAY RATES AND CONDITIONS.

10. The provisions of sub-clauses (a), and (b) of this clause shall be subject to the proviso appearing at the end of this clause.

(a) Subject to clause 8 of this Determination hours of work shall be fixed by each employer for day work. For work performed outside the fixed hours, overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.

(b) For work done outside the recognized hours of duty in any establishment on night shift, overtime shall be paid after 40 hours have been worked at the rate of time and a half for the first four hours and double time thereafter.

(c) For all time of duty on Sunday, all employees shall be paid at the rate of double time for time actually worked with a minimum of four hours.

(d) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 3s., or if work extends into a second meal hour 6s. for the two meals, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.

(e) If an employee pursuant to notice has provided a meal or meals and is not required to work overtime, he shall be paid for each meal so provided at the rate provided in sub-clause (d) hereof.

(f) For work done during meal hours and thereafter until a meal hour break is allowed employees shall be paid at the rate of time and a half. An employee shall not work for more than five consecutive hours without a break for a meal. By mutual agreement the meal break may be altered to a time other than the usual meal hour.

Provided that the five hours limitation above referred to shall not be applicable to maintenance employees, employees on a production balancing shift and emergency cases due to power rationing and other special circumstances.

(g) An employee called upon to oil, repair and/or clean machinery during his or her ordinary meal hours shall be granted equivalent time off immediately preceding such ordinary meal hour, otherwise the said employee shall be paid at the rate of time and a half until such meal hour is granted.

(h) Provided that the provisions of sub-clauses (a), and (b) hereof prescribing payment at the rate of time and a half or double time (as the case may be) shall not apply until an employee has performed his or her 40 hours for the week and overtime work shall be deemed not to have commenced (for the purposes of rendering an employee entitled to the payment of a rate of time and a half or double time) unless such employee performs or has performed in the pay period in which such work occurs at least 40 hours of work at ordinary rates of payment. Absence during ordinary time during a week on account of personal sickness shall be deemed to be working time (whether payment be made therefor under clause 14 of this

Determination or not) for the purpose of the foregoing proviso; unless, upon being required by the employer within seven days of his or her returning to work to make a statutory declaration that such absence was occasioned by personal sickness which rendered him or her unable to perform his or her work, the employee fails or refuses to do so.

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

REST PERIOD.

11. A rest period of ten minutes shall be given to all female employees between the hours of 9.30 a.m. and 11.30 a.m. Employees shall assist in avoiding stoppage of machinery by taking their rest periods as directed from time to time.

HOLIDAYS.

12. (a) All employees shall be entitled to the holidays hereinafter mentioned or any day observed in lieu thereof without deduction of pay:—

New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day.

(b) In Melbourne, Melbourne Cup Day shall be observed as a holiday in lieu of Queen's Birthday.

(c) Employees working on any of these days shall be paid double ordinary rates for time actually worked with a minimum of four hours.

(d) Where 75 per centum of employees in any factory in a ballot conducted under the auspices of the Union express a desire not to work on a holiday other than those prescribed by sub-clause (a) hereof or on some special day the employer may close his factory and employees shall not be entitled to payment for such holiday.

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

ANNUAL LEAVE.

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

SICK LEAVE.

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

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

(ii) He shall, within 48 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall provide satisfactory evidence to the employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

(b) Leave shall be cumulative for a period of three years; where an employee has not taken sick leave in accordance with sub-clause (a) hereof, he shall be entitled to accumulate such sick leave for a period up to, but not exceeding, that allowed for three years' service.

(c) Rights accrued under sub-clause (b) hereof prior to the date of commencement of this Determination shall be preserved.

(d) No employee shall be entitled to sick leave under this clause until he has been in the service of the employer for at least three months.

TOOLS OF TRADE.

15. (a) The employer shall provide all tools of trade excepting knives.

(b) Employees in the dye house coming in contact with alkali and/or acid shall be supplied with overalls free of charge and such overalls shall remain the property of the employer.

ROPE SPLICEES.

16. All splicers shall be paid expenses when working away from home. All time shall start from the time that rope splicers leave the factory.

HEAVY WEIGHTS.

17. (a) An employee shall not be required to pull, drag or push more than 8 cwt. on a level surface, except in trucks and the floor or surface shall be kept in good order and repair.

(b) A female employee shall not be required to lift or carry a greater weight than 45 lb. provided that a female employee under the age of 18 years shall not be required to lift or carry a greater weight than 25 lb.

FEMALE WORKERS' COMFORT.

18. (a) Where practicable, seats shall be provided for all female employees who are on duty.

(b) A rest room with proper seating accommodation and a couch shall be provided for female employees who may be temporarily indisposed during working hours.

DINING ROOM ACCOMMODATION.

19. Proper dining room accommodation with sufficient supply of boiling water at meal hours shall be provided by the employer for the use of employees.

WASHING AND SANITARY CONVENIENCES.

20. Employers shall provide proper and sufficient washing and sanitary conveniences for all employees in places convenient to their work.

LOCKERS.

21. An employer shall provide a suitable locker or suitable hanging facilities for the clothes of each employee in a workshop.

FIRST AID OUTFIT.

22. (a) In each factory the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first aid outfit provided that such outfit shall at all times be under the direct control of the employer.

(b) A satisfactory first aid outfit shall be available on all shifts.

TIME AND WAGES BOOK.

23. (a) Each employer shall keep a record or time book at his factory or any office convenient thereto, in which shall be entered the name of each employee working for him, his occupation, the time of starting and finishing work each day, and the amount of overtime worked and the wages and overtime paid to each employee.

(b) Such record or time book shall, on demand, be produced by the employer for inspection to an official of the Union, duly authorized in writing by the president or secretary of the local branch or sub-branch of the Union at the place where the records or time books are kept between the hours of 10 a.m. and noon on any one day between the 1st to the 27th inclusive of each calendar month except on pay day or the day before.

No authority to inspect shall be given by the Union unless the president and secretary have good reason to suspect that a breach of this Determination has been committed by the employer whose time sheets are to be inspected.

(c) Provided that an employer may at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time worked by each employee, in which case the employee shall at the end of each week acknowledge the wages and overtime received on some card or check used in connexion with such clock.

PAYMENT OF WAGES.

24. (a) All wages due shall be paid not later than Friday in each week.

(b) An employer shall not be allowed to keep more than two days' pay in hand. Such pay shall be forfeited by any employee who leaves his employment except by his employer's consent without giving notice as prescribed in clause 4 of this Determination.

(c) If an employee leaves or is dismissed he shall be paid his wages on leaving or being dismissed, provided that necessary money is available at the factory office. Provided further that if an employee leaves on a week's notice or has worked out his notice on termination by the employer all moneys due to him shall be available at the office on completion of his employment.

(d) All wages shall be paid during ordinary working hours.

UNION DELEGATE.

25. The secretary or branch secretary of the Union or any official thereunto authorized by the Union shall not be prevented by any employer from visiting and conversing with employees at meal time or before or after the hours of work in a place mutually agreed upon by the employer or his works manager and the Union secretary or other authorized official.

UNION BUSINESS.

26. Members of the Union may leave their work to attend to the business of the Union after at least one day's notice has been given to the employer but without being paid while absent.

CONTRACTORS.

27. (a) No employer shall permit any work of a class to which this Determination is applicable to be carried on by any contractor with such employer or by any other person on behalf of such employer except in accordance with the terms and conditions of this Determination so far as the employees of such contractor or other person are concerned as if such contractor or other person were himself covered by this Determination.

(b) No employer shall enter into any contract for the carrying on of any work of a class to which this Determination is applicable unless the contract contains a clause binding the contractor to pay the rates and observe the conditions prescribed by this Determination to and towards the employees of such contractor in respect of the work contracted for.

INCENTIVE PAYMENT.

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

(b) Particulars of the basis of incentive payments shall be supplied to the Secretary of the local branch of the Union if he so requests.

(c) Adjustments and/or alterations of the bases of incentive payments shall be subject to mutual agreement between the employer and the incentive workers concerned.

COMPOSITION OF WAGE RATES.

29. (a) *Adult Males.*—The wages rates for adult males, set out in clause 2, are based upon the following basic wage:—

Basic Wage.

| Place. | Basic Wage. | Industry Loading (Constant). | Additional Amount. | Total Minimum Wage. | Index Number Set Assigned. |
|----------------------------|-------------|------------------------------|--------------------|---------------------|----------------------------|
| | £ s. d. | s. d. | s. d. | £ s. d. | |
| Throughout the State | 11 15 0 | 6 0 | 3 0 | 12 4 0 | Melbourne |

(b) *Adult Females.*—The minimum rates of wages to be paid to adult female employees shall be comprised of the total of an amount equal to 75 per centum of the basic wage payable to adult male employees (such amount to be calculated to the nearest 6d., half or less than half of 6d. to be disregarded) together with an amount of 3s. per week and a further amount (being an industry loading) of 6s. per week and in addition thereto, according to the class of work performed by such employees the amount of the margin assigned in clause 30 of this Determination to employees performing work of that class.

(c) *Juniors.*—The minimum weekly rates of wages for juniors shall be the under-mentioned percentages of the total minimum wage calculated to the nearest 6d. half or less than half of 6d. to be disregarded.

| Age. | Percentage of Total Minimum Wage. | |
|-----------------------------|-----------------------------------|----------|
| | Males. | Females. |
| Under 16 years of age | 35 | 35 |
| 16 years of age | 40 | 40 |
| 16½ years of age | 44 | 44 |
| 17 years of age | 49 | 49 |
| 17½ years of age | 53 | 53 |
| 18 years of age | 58 | 57 |
| 18½ years of age | 65 | 62 |
| 19 years of age | 70 | 65 |
| 19½ years of age | 80 | 68 |
| 20 years of age | 85 | 70 |
| 20½ years of age | 95 | 73 |

MARGINS.

30. The minimum rates of wages to be paid to adult employees shall be comprised of the total minimum wage as indicated in clause 29, and in addition thereto, according to the class of work performed by such employees the amount of the margin assigned to employees performing work of that class.

| Classifications. | Margin per Week. | |
|---|------------------|----------|
| | Males. | Females. |
| | s. d. | s. d. |
| Bagging binder twine | 11 0 | 8 0 |
| Balling binder twine | 12 0 | 9 0 |
| Balling lashing | 12 0 | 9 0 |
| Belt repairing | 14 0 | .. |
| Dye house and flax boiling operatives | 11 0 | 8 0 |
| Employees pinning hackles gills and card staves | 11 0 | 8 0 |
| Feeder of first spreader | 14 0 | 11 0 |
| Feeder of softeners or batchers | 13 0 | 10 0 |
| Feeder of tow breaker card | 11 0 | 8 0 |
| Feeding breaker card with clock | 12 0 | 9 0 |
| Feeding spreaders (soft fibre) | 12 0 | 9 0 |
| Foreman in charge of spinning and preparing departments | 30 0 | 27 0 |
| Hand backling flax | 11 0 | .. |
| Hand reeler | 11 0 | 8 0 |
| Lashing yarn in store | 8 0 | .. |
| Layer of lines or cords in walk | 17 0 | 14 0 |
| Liquid batch making or mixing | 14 0 | .. |
| Liquid hand batching | 13 0 | .. |
| Lumping, loading or unloading raw materials and manufactured goods in store or factory in excess of 45 lb. | 11 0 | .. |
| Lumping hemp, flax or binder twine on wharf | 14 0 | .. |
| Maker of blasting mats | 14 0 | .. |
| Maker of camouflage nets | 11 0 | 8 0 |
| Maker of fishing lines | 13 0 | 10 0 |
| Maker of pig nets | 13 0 | 10 0 |
| Maker of rope fenders from rope 2 inches and over | 14 0 | .. |
| Making up liquors containing alkali or acid | 13 0 | .. |
| Mat finisher | 13 0 | 10 0 |
| Matting weavers | 13 0 | 10 0 |
| Oiling and greasing bearings | 14 0 | .. |
| Opening Manilla hemp | 11 0 | 8 0 |
| Packer working press (hand or power), pressing 45 lb. weight or under | 16 0 | 13 0 |
| Packer working press (hand or power), pressing over 45 lb. | 16 0 | .. |
| Packing and balling shop twine | 13 0 | 10 0 |
| Pin setter, setting pins 30 per inch and finer | 13 0 | 10 0 |
| Pin setter, other | 11 0 | 8 0 |
| Power coiler or finisher of rope over 1 inch (not spooling) | 13 0 | .. |
| Power coiler or finisher of rope 1 inch and under (not spooling) | 13 0 | 10 0 |
| Heavy type 12-strand machine, power coiler or finisher | 16 0 | .. |
| Ring frame operative | 12 0 | 9 0 |
| Rope house machinist making over 4 inches | 19 0 | .. |
| Rope house machinist 2 inches up to and including 4 inches | 16 0 | .. |
| Rope house machinist up to 2 inches and over 1 inch | 13 0 | 10 0 |
| Rope layer, first, on heavy type 12-strand machine | 30 0 | .. |
| Rope layer on heavy type 9-strand machine | 25 0 | .. |
| Rope layer, other, in walk with travellers | 21 0 | .. |
| Rope splicer on driving ropes and springs 2 inches and over | 20 0 | .. |
| Roping bales or coils in excess of 45 lb. | 8 0 | .. |
| Scratcher | 11 0 | 8 0 |
| Spinning | 17 0 | 14 0 |
| Storeman | 13 0 | 10 0 |
| Storeman in charge | 23 0 | .. |
| Storeworker, other than storemen | 8 0 | 5 0 |
| Traveller driver on heavy type 12-strand machine | 14 0 | .. |
| Traveller driver other (except on light travellers for cords and lines not exceeding 1½ inches circumference) | 11 0 | .. |
| Twister or layer of yarn in walk | 13 0 | 10 0 |
| Weighing shop twine | 11 0 | 8 0 |
| Wet spinning | 18 0 | 15 0 |
| Winder and warper in tarring department, winding, oiling and tarring yarn | 14 0 | .. |
| All other machine operators or employees feeding or taking from machines | 11 0 | 8 0 |
| All others | 5 0 | 2 0 |

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

Melbourne, 17th September, 1953.



VICTORIA GOVERNMENT GAZETTE.

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No. 948]

THURSDAY, NOVEMBER 26.

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

Dated at Melbourne, this
24th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

BREAD CARTERS BOARD.

Clause 1 of Parts 1, 2, 3 and 4 of the Determination made on the 18th August, 1953 and in force as from the beginning of the first pay period to commence in September, 1953, shall be replaced by the following clauses:—

PART 1.

1.

| | Improvers.* | | Other Employees. | |
|---------------------------------|-----------------------------|--------------|------------------------------|--------------|
| | Wages per Week of 40 Hours. | | Wages per Week of 40 Hours. | |
| | Mildura District. | Elsewhere. | Mildura District. | Elsewhere. |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| 14 and under 21 years of age .. | 235 0 | 243 0 | Stable Workers 259 0 | 267 0 |
| | | | All Others 279 0 | 279 0 |

PROPORTION—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving not less than the minimum wage.

* The Board has determined that no person shall be taken on as an apprentice.

PART 2.

1.

| | Wages per Week of 40 Hours. | Other Employees. | |
|---------------------------------|-----------------------------|-----------------------------|--------------|
| | | Wages per Week of 40 Hours. | |
| | <i>s. d.</i> | | <i>s. d.</i> |
| 14 and under 21 years of age .. | 243 0 | Stable Workers | 267 0 |
| | | All Others | 279 0 |

PROPORTIONS—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving not less than the minimum wage.

* The Board has determined that no person shall be taken on as an apprentice.

PART 3.

1.

| * Improvers. | | Other Employees. | |
|--|-----------------------------|------------------------|-----------------------------|
| | Wages per Week of 40 Hours. | | Wages per Week of 40 Hours. |
| | <i>s. d.</i> | | |
| Under 16 years of age | 117 0 | | |
| 16 years and under 17 years of age | 143 3 | | |
| 17 years and under 18 years of age | 176 3 | | |
| 18 years and under 19 years of age | 203 6 | | |
| 19 years and under 20 years of age | 232 9 | | |
| 20 years and under 21 years of age | 248 9 | | |
| Proportion.—Wherever this section applies :— One Improver to every four or fraction of four workers receiving not less than the minimum wage. | | Stable workers | <i>s. d.</i> 251 6 |
| * The Board has determined that no apprentice shall be taken to this Section. | | All others | 261 6 |

PART 4.

1.

| * Improvers. | | Other Employees. | |
|--|-----------------------------|------------------------|-----------------------------|
| | Wages per Week of 40 Hours. | | Wages per Week of 40 Hours. |
| | <i>s. d.</i> | | |
| Under 16 years of age | 117 0 | | |
| 16 years and under 17 years of age | 143 3 | | |
| 17 years and under 18 years of age | 176 3 | | |
| 18 years and under 19 years of age | 203 6 | | |
| 19 years and under 20 years of age | 232 9 | | |
| 20 years and under 21 years of age | 248 9 | | |
| Proportion.—Wherever this section applies :— One Improver to every four or fraction of four workers receiving not less than the minimum wage. | | Stable workers | <i>s. d.</i> 251 6 |
| * The Board has determined that no apprentice shall be taken to this Section. | | All others | 261 6 |

Clauses, other than clause 1 of Parts 1, 2, 3, and 4 of the said Determination shall remain in force.



VICTORIA

GOVERNMENT GAZETTE.

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No. 949]

THURSDAY, NOVEMBER 26.

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

Dated at Melbourne, this
24th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

CARTERS AND DRIVERS BOARD.

Clauses 1 and 2 of Part II., 1 of Part III., 1 and 2 of Part IV., and 1 of Part V. of the Determination made on the 28th September, 1953, and in force as from the 14th October, 1953, shall be replaced by the following Clauses:—

PART II.

(This Part applies only to persons employed as Bulk Milk Carters.)

1. *Wage Per Week, 20 Years of Age and Over.*

| Classification. | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrambool; and within the Mildura and Gippsland Districts. | At Yallourn. | All Other Parts of Victoria. | Additional Amounts. | |
|---|--|--------------------|------------------------------|---------------------|-------|
| | | | | Per Week. | s. d. |
| (1) Employee driving motor vehicle having maker's capacity of—25 cwt. or less | £ s. d. 13 8 6 | £ s. d. 13 15 0 | £ s. d. 13 5 6 | | |
| Over 25 cwt. but not over 3 tons | 13 14 6 | 14 1 0 | 13 11 6 | | |
| Over 3 tons but under 6 tons | 13 19 0 | 14 5 6 | 13 16 0 | | |
| Further tonnage—for each complete ton over 5— an extra ls. Motor drawing trailer—2s. 6d., extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time. | | | | | |
| (2) Employee driving articulated vehicle having maker's capacity of 8 tons or less | 14 8 6 | 14 15 0 | 14 5 6 | | |
| For each complete ton over 8 an extra ls. | | | | | |
| (3) Motor driver's assistant | 12 11 0 | 12 17 6 | 12 8 0 | | |
| (4) Employee handling money as defined— For any amount handled up to £10 | | | | 2 | 0 |
| For any amount handled over £10 but not exceeding £100 | | | | 6 | 0 |
| For any amount handled over £100 but not exceeding £300 | | | | 10 | 0 |
| For any amount handled over £300 but not exceeding £500 | | | | 15 | 0 |
| For any amount handled over £500 | | | | 20 | 0 |
| (5) Leading hands in charge of not less than 3 and not more than 10 employees | | | | 9 | 0 |
| More than 10 and not more than 20 employees | | | | 18 | 0 |
| More than 20 employees | | | | 27 | 0 |

JUNIORS.

2. (a) The minimum rate to be paid to junior employees is as follows:—
 Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.
 19 years and under 20 years of age—75 per cent. of the total wages payable to an adult for the class of work performed.
- (b) No junior under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District and no junior under 18 shall be permitted to have sole charge of a motor vehicle.
- (c) Juniors shall not be employed by any employer in a greater proportion than one junior to every five drivers receiving adult wages.

PART III.

(This part applies only to persons employed as Wharf Dragger.)

RATES OF WAGE.

1. The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 6s. 9¹/₁₀d., with a minimum payment as for four hours.

PART IV.

(This Part applies only to persons employed by Retail Dairymen.)

1. (a)

ADULT EMPLOYEES.

| | Weekly Wage. (Including a Loading of 8s.) | | |
|---|---|--------------|------------------------------|
| | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts. | At Yallourn. | All Other Parts of Victoria. |
| | £ s. d. | £ s. d. | £ s. d. |
| (1) Employee driving— | | | |
| One horse | 13 0 6 | 13 7 0 | 12 17 6 |
| Two horses | 13 8 6 | 13 15 0 | 13 5 6 |
| (2) Employee driving— | | | |
| Motor bicycle with side car | 13 1 6 | 13 8 0 | 12 18 6 |
| (3) Employee driving other motor vehicle having maker's capacity of— | | | |
| 25 cwt. or less | 13 8 6 | 13 15 0 | 13 5 6 |
| Over 25 cwt. but not over 3 tons | 13 14 6 | 14 1 0 | 13 11 6 |
| Over 3 tons but under 6 tons | 13 19 0 | 14 5 6 | 13 16 0 |
| Further tonnage—for each complete ton over 5 an extra 1s. per week. | | | |
| Motor drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time. | | | |
| (4) Employee driving articulated vehicle having maker's capacity of 8 tons or less | 14 8 6 | 14 15 0 | 14 5 6 |
| For each complete ton over 8—an extra 1s. | | | |
| (5) Stableman | 12 15 0 | 13 1 6 | 12 12 0 |
| (6) Head stableman | 13 3 0 | 13 9 6 | 13 0 0 |
| (7) Horse driver's assistant, motor driver's assistant, yardman | 12 11 0 | 12 17 6 | 12 8 0 |

PART IV.—(continued).

(This Part applies only to persons employed by Retail Dairymen.)

| | Per Week. |
|--|-----------|
| | s. d. |
| <i>Further additional amounts for—</i> | |
| (8) Carter collector and/or relief driver | 10 0 |
| (9) Drivers of milk vehicles | 20 0 |
| The further additional amount specified in item No. (9) herein shall not be paid to any employee who absents himself from work on any one day in a week on which he is required to work, unless such employee has a reasonable excuse accepted as such by his employer for so absents himself from work. Provided that the foregoing shall not apply to absence from work upon the rostered day off of such employee or to any day for which he is paid pursuant to the provisions of clause 15 hereof. | |
| (10) Bulk milk carters and their assistants shall be paid 10 per cent. additional for all time worked during the ordinary hours on afternoon shift. For the purpose of this item "Afternoon shift" shall mean any shift on which the ordinary hours conclude after 6 p.m. | |

JUNIORS.

2. (a) The minimum rate to be paid to junior employees is as follows:—
 Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.
 19 years and under 20 years of age—75 per cent. of the total wage payable to an adult for the class of work performed.
 20 years of age and over—the same rate of wage payable to an adult for the class of work performed.
- (b) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse within the Metropolitan District, and no junior under eighteen shall be permitted to have sole charge of a motor vehicle.
- (c) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

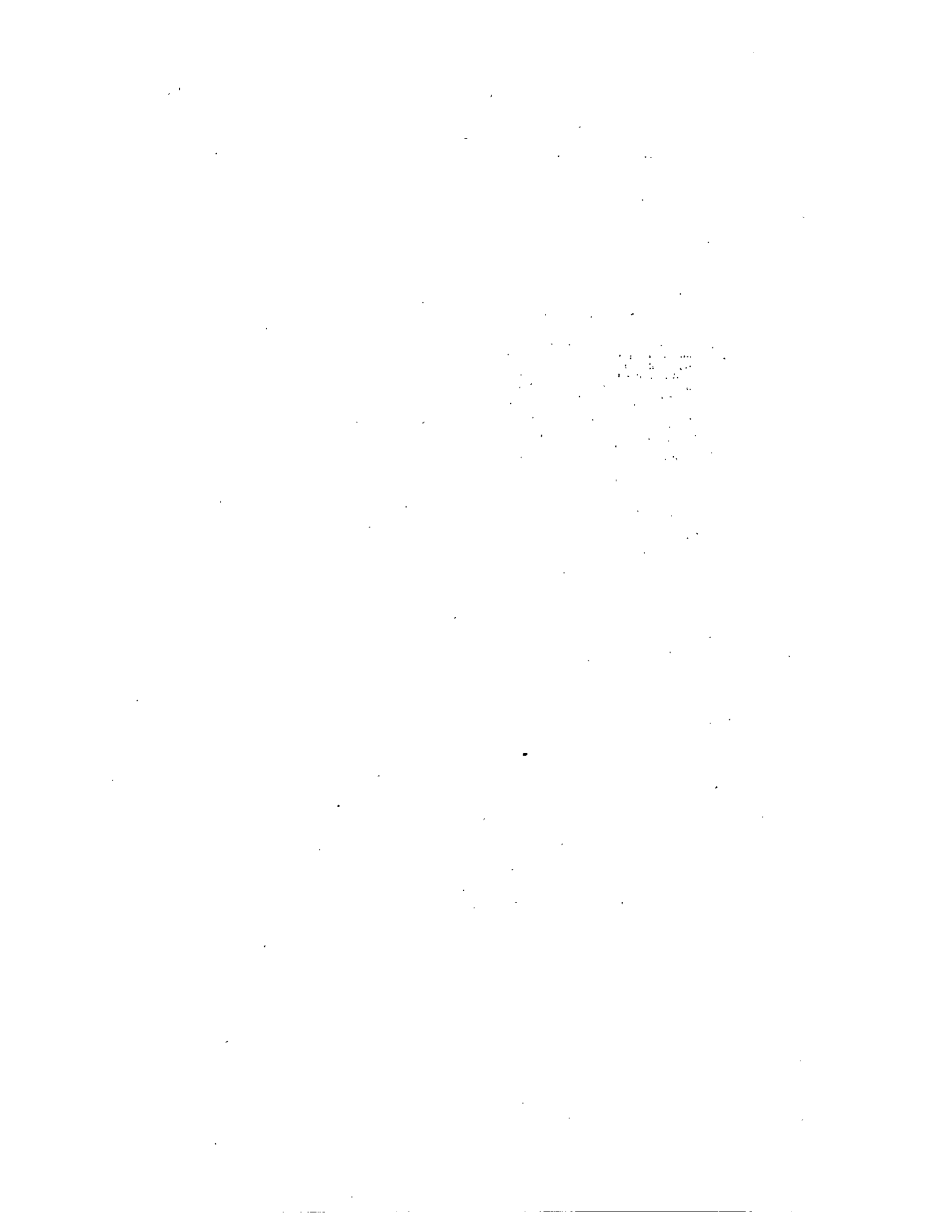
PART V.

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

I. WAGES PER WEEK.

| No. | Classification. | Basic Wage (Adjustable). | Margin. | Loading. | Total Wage Per Week. |
|-----|--|-----------------------------|-----------|-----------|----------------------|
| | | Per Week. | Per Week. | Per Week. | |
| | | £ s. d. | s. d. | s. d. | £ s. d. |
| 1 | Aerodrome attendants | 11 19 0 | 47 0 | 3 0 | 14 9 0 |
| 2 | Assistant aerodrome attendants | 11 19 0 | 37 0 | 3 0 | 13 19 0 |
| 3 | An employee appointed as a leading hand aerodrome attendant in charge of a shift— 2s. 6d. per shift extra for each shift or part thereof he works as a leading hand. | | | | |
| 4 | Employee driving a motor waggon with a combined weight of vehicle and maximum load of under 10 tons (including margins for salesman-drivers collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon the street) | 11 19 0 | 46 0 | 3 0 | 14 8 0 |
| 5 | Employee driving a motor waggon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons (including margins for salesman-drivers, collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon a street) | 11 19 0 | 49 0 | 3 0 | 14 11 0 |
| 6 | Further additional amount for each additional ton or part thereof in excess of 13 tons— 1s. per week | | | | |
| 7 | Motor (not being a tractor) drawing a trailer— 2s. 6d. extra per day. | | | | |
| 8 | Further additional amount for an employee driver of an articulated vehicle, 7s. 6d. | | | | |
| 9 | Employee driving oil tractor, tow motor, industrial truck, yard truck or utility vehicle | 11 19 0 | 35 0 | 3 0 | 13 17 0 |
| 10 | Washers and greasers | 11 19 0 | 25 0 | 3 0 | 13 7 0 |
| 11 | Assistant drivers | 11 19 0 | 26 0 | 3 0 | 13 8 0 |
| 12 | Further additional amount for a driver of a yard truck or tractor who is instructed by a superior officer to supervise the work of two or more employees, whether they are engaged under this Part or not, 9s. | | | | |

Clauses, other than clauses 1 and 2 of Part II., 1 of Part III., 1 and 2 of Part IV., and 1 of Part V., of the said Determination shall remain in force.





VICTORIA
GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

DETERMINATION OF THE PLATE GLASS BOARD.

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On the 18th December, 1939, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed fixing in position glass sheets or pieces, of surface area not exceeding 2½ square feet each, as substitute for tiles, and conferring such power exclusively on the Tilelayers Board.

In accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 5th November, 1924, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

(a) designing, bevelling, cutting, embossing, glazing, painting, silvering, or otherwise working all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(b) fixing in position all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(c) packing all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

including any labouring work in connexion with any such operations", has made the following Determination, namely:—

1. That, on the 8th October, 1953, the last previous Determination of this Board shall be revoked and be replaced by this Determination.

2.

WAGES.

| Adults, Journeymen, or Journeywomen. | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and in the Mhdura and Gippsland Districts. | Elsewhere in Victoria. |
|--|---|------------------------|
| | £ s. d. | £ s. d. |
| PART I.—ADULT MALES. | | |
| <i>Section "A"—Glass.</i> | | |
| Hand painter or designer on or for glass | 14 12 0 | 14 9 0 |
| Pencil hand-embosser | 14 5 0 | 14 2 0 |
| Tradesman, i.e., an employee who has completed an indenture of apprenticeship or an adult employee who has been trained for not less than 4 years as a Beveller, Silverer, Glass Bender, Sand Blaster, Spray Painter, Glazier, Glass Cutter, Scratch Polisher, and Glass Blocker | 14 5 0 | 14 2 0 |
| Tradesman's Assistant, i.e., an adult employee other than a tradesman, who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass | 13 5 0 | 13 2 0 |
| Rubber-out embosser | 13 5 0 | 13 2 0 |
| Cementer | 13 5 0 | 13 2 0 |
| Employee turning out lead from mill for leadlight glazier | 13 5 0 | 13 2 0 |
| Silk Screen maker | 13 5 0 | 13 2 0 |
| Silk Screen operator | 12 17 0 | 12 14 0 |
| Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass | 12 13 0 | 12 10 0 |

WAGES—continued.

| Adults, Journeymen, or Journeywomen. | Within 20 Miles of G.P.O., Melbourne; 10 Miles G.P.O. Geelong; at Warrambool, and in the Mildura and Gippsland Districts. | Elsewhere in Victoria. |
|---|---|------------------------|
| | £ s. d. | £ s. d. |
| PART I.—ADULT MALES—continued. | | |
| Section "B"—Safety Glass. | | |
| Cutter | 14 5 0 | 14 2 0 |
| Beveller | 14 5 0 | 14 2 0 |
| Employee in charge of laminating room | 14 5 0 | 14 2 0 |
| Edge grinders (including allowance for wet work) | 14 5 0 | 14 2 0 |
| Autoclave attendant | 13 15 0 | 13 12 0 |
| Furnace operator— | | |
| (a) First three months | 13 15 0 | 13 12 0 |
| (b) After three months' service | 14 5 0 | 14 2 0 |
| Furnace operator's assistant | 13 15 0 | 13 12 0 |
| Employees on cornering | 13 15 0 | 13 12 0 |
| Scratch polisher | 13 5 0 | 13 2 0 |
| Edge workers employed on automatic or semi-automatic machines | 13 5 0 | 13 2 0 |
| Edge sealer | 13 5 0 | 13 2 0 |
| Employee packing, unpacking, or issuing glass | 13 5 0 | 13 2 0 |
| Employee working automatic cutting machine | 13 5 0 | 13 2 0 |
| Employee breaking out after automatic cutting machine | 13 5 0 | 13 2 0 |
| PART II.—ADULT FEMALES. | | |
| Safety Glass. | | |
| Females engaged on scratch polishing machines | 9 8 0 | 9 6 0 |
| Females engaged on inspecting and testing | 9 4 0 | 9 2 0 |
| All other work | 9 0 0 | 8 18 0 |

Provided that all other adult 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. 9s. per week if in charge of not less than three and not more than ten employees including apprentices;
2. 18s. per week if in charge of not less than ten and not more than twenty employees including apprentices;
3. 27s. 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) 10s. per week to employees in the Glass Section required to work at a height of 50 feet or more above the nearest horizontal plane;
- (ii) 6d. 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.
- (iii) 4d. 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;
- (iv) 6d. 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;
- (v) 4d. 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;

- (vi) 25 per centum to employees working on replacement of surface of urinals and lavatories where structural glass is used.

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.

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. | | |
| Five-year Term— | | |
| 1st year's experience | 3 15 0 | 3 14 0 |
| 2nd year's experience | 5 1 0 | 5 0 0 |
| 3rd year's experience | 6 7 0 | 6 5 6 |
| 4th year's experience | 9 15 0 | 9 12 6 |
| 5th year's experience | 12 1 0 | 11 18 0 |
| Four-year Term— | | |
| 1st year's experience | 4 0 0 | 3 19 0 |
| 2nd year's experience | 6 7 0 | 6 5 6 |
| 3rd year's experience | 9 15 0 | 9 12 6 |
| 4th year's experience | 12 1 0 | 11 18 0 |
| <i>Improvers (Males).</i> | | |
| Under 16 years of age | 2 16 6 | 2 15 6 |
| 16 and under 17 | 3 9 0 | 3 8 0 |
| 17 and under 18 | 4 12 6 | 4 11 6 |
| 18 and under 19 | 6 3 6 | 6 2 0 |
| 19 and under 20 | 9 15 0 | 9 12 6 |
| 20 and under 21 | 12 0 0 | 11 17 0 |
| <i>Female Apprentices.</i> | | |
| 1st year's experience | 4 1 0 | 4 0 0 |
| 2nd year's experience | 5 16 0 | 5 14 6 |
| 3rd year's experience | 7 15 0 | 7 13 6 |
| 4th year's experience | 8 17 0 | 8 15 6 |
| <i>Female Improvers.</i> | | |
| 16 years and under | 2 18 0 | 2 17 6 |
| 17 years | 4 1 0 | 4 0 0 |
| 18 years | 5 16 0 | 5 14 6 |
| 19 years | 7 15 0 | 7 13 6 |
| 20 years | 8 17 0 | 8 15 6 |

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) Female.—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) In the case of the safety glass section, one male improver shall be allowed to each three adult male workers or fraction thereof employed.

(iii) Provided further that, in the case of the glass section in classification for which no apprentice is provided, one male improver shall be allowed to each four adult male workers or fraction thereof.

(iv) One female improver shall be allowed to each six adult female workers or fraction thereof.

(v) In the case of the safety glass section, three female improvers shall be allowed to each female receiving the adult female wage.

(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.

(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 :—

Glass.—Bevelling, silvering, embossing, glazing (including lead and copper glazing), painting and designing, cutting, bending, blocking, scratch polishing, and sand blasting.

Provided that, in all types of machining, instruction and practice shall be given in one of the following machines, viz., shaper, moulder, or router.

Term of Apprenticeship.

(b) (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.

General Conditions of Apprenticeship.

(c) (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, 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.

(d) (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 10 per cent. 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 10 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 10 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 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-minute break.

MEAL MONEY.

16. All employees required to work beyond the usual finishing time shall be allowed 4s. 6d. 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, spray paint operators, strippers of mirrors, and users of rouge and glacie 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 in 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 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) 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 fall 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 in the following sections of the industry and for the purposes mentioned:—

- (i) In the glass section for emergency replacements of glass;
- (ii) In all sections where employers are under contract to service ships in port;
- (iii) In retail shops for the purpose of servicing furniture;
- (iv) 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 piece-worker or a task worker, shall be credited by the employer with a sum equal to 4 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.

25. (a) Every factory, shop, or workshop 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 oz.; Iodine, tincture of, 2 oz.; Manual, First-aid, 1; Petrolatum, carbolyzed, 1 jar; Picric acid solution made according to the following recipe or prescription:— $1\frac{1}{2}$ teaspoonsful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water—1 pint; Pins, safety, 1 packet; sal volatile, 6 oz.; Scissors, 1 pair; Tourniquet, 1; Tweezers, 1 pair; 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.

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 canvas or leather gloves shall be provided by employers for employees working in the glass section when necessary.

(h) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting and sand blasting. 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. The employees on sand blasting shall be supplied with 1 pint of milk daily by the employer. Goggles shall be supplied to employees when grinding tools.

(i) 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.

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 OF 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 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 in 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.

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 BOARDS.

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.

PIECEWORK.

34. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 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:—In the case of males, not less than the base rate; and, in the case of females, not less than 75 per centum of the base rate.

CONTRACT WORK.

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

BASIC WAGE.

36. (a) The wages rates set out in clause 2 are based upon the following basic wage for adult males.

| Place. | Basic Wage | Index Number Set Assigned. |
|---|------------|----------------------------|
| | £ s. d. | |
| Within 20 miles of G.P.O., Melbourne— | 11 15 0 | Melbourne |
| Within 10 miles of G.P.O., Geelong—same as the basic wage and minimum wage for Melbourne | | |
| Warrnambool—same as the basic wage and minimum wage for Melbourne | | |
| Mildura and Gippsland districts—same as the 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. less than the basic wage and minimum wage for Melbourne | | |

(b) The minimum rate of wage to be paid to adult females shall be 75 per cent. of the basic wage for adult males.

MARGINS.

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

| Classification. | Margin. |
|--|---------|
| PART I.—ADULT MALES. | |
| Section "A"—Glass. | |
| Hand painter or designer on or for glass | 2 17 0 |
| Pencil hand-embosser | 2 10 0 |
| Tradesman, i.e., an employee who has completed an indenture of apprenticeship or an adult employee who has been trained for not less than four years as a Beveller, Silverer, Glass Bender, Sand Blaster, Spray Painter, Glazier, Glass Cutter, and Scratch Polisher and Glass Blocker | 2 10 0 |
| Tradesman's Assistant, i.e., an adult employee other than a tradesman who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass | 1 10 0 |
| Rubber out embosser | 1 10 0 |
| Cementer | 1 10 0 |
| Employee turning out lead from mill for leadlight glazier | 1 10 0 |
| Silk screen maker | 1 10 0 |
| Silk screen operator | 1 2 0 |
| Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass | 0 18 0 |
| Section "B"—Safety Glass. | |
| Cutter | 2 10 0 |
| Beveller | 2 10 0 |
| Employee in charge of laminating room | 2 10 0 |
| Edge grinders (including allowance for wet work) | 2 10 0 |
| Autoclave attendant | 2 0 0 |
| Furnace operator— | |
| (a) First three months | 2 0 0 |
| (b) After three months' service | 2 10 0 |
| Furnace operator's assistant | 2 0 0 |
| Employees on cornering | 2 0 0 |
| Scratch polisher | 1 10 0 |
| Edge workers employed on automatic or semi-automatic machines | 1 10 0 |
| Edge sealer | 1 10 0 |
| Employee packing, unpacking, or issuing glass | 1 10 0 |
| Employee working automatic cutting machine | 1 10 0 |
| Employee breaking out after automatic cutting machine | 1 10 0 |

| Classification. | Margin. |
|---|---------|
| PART II.—ADULT FEMALES. | |
| <i>Females.</i> | |
| Females engaged on scratch polishing machines | 0 12 0 |
| Females engaged on inspecting and testing | 0 8 0 |
| All other work | 0 4 0 |

38. 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. |
|--------------------------------------|---------------------------|--------------|
| <i>Male Apprentices.</i> | | |
| <i>s. d.</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>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 plus 2s. | 3 0 |
| <i>Female Apprentices.</i> | | |
| 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. RANGLES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 22nd September, 1953.

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No. 951]

THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE 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 has the power to determine the lowest prices or rates which may be paid to:—

- (1) any person employed in wholly or partly preparing or manufacturing any article of furniture or in repairing any new or second-hand article of furniture, usually made or partly prepared by cabinet-makers, chair and couch makers, upholsterers, wood carvers, french-polishers, and wood turners;
- (2) any person or persons or classes of persons employed in—
 - (a) fixing or repairing new or second-hand furniture or seating in buildings; or
 - (b) french, wax, or lacquer polishing new or second-hand furniture or fittings in or in connexion with buildings;
- (3) any person or persons, or classes of persons, employed in the trade of designing, making, painting, or decorating—
 - (a) furnishing accessories or novelties, wholly or partly made of wood, such as nut bowls, smokers' or ornamental stands, or fancy boxes;
 - (b) domestic woodware, such as bread boards or salt boxes;
 - (c) walking sticks;
- (4) any person employed in wholly or partly preparing or manufacturing furniture timbers cut to size, veneers, veneered panels, plywood or coreboard, but not including persons subject to the determination of any other Wages Board heretofore appointed;
- (5) any person or persons or classes of persons employed in the manufacturing processes of a maker of overmantels and of wood mantelpieces (other than wood mantelpieces to be painted, such as usually made in sawmills) or in repairing any such overmantels or wood mantelpieces;
- (6) any person or persons, or classes of persons, employed in the manufacturing of wire mattresses;
- (7) any person employed in the manufacture of mattresses or bedding;
- (8) females employed as upholstresses, whether as carpet hands, table hands, or drapery hands; and males employed in planning and laying floor coverings, or fixing draperies, blinds, or screens; and males or females employed in making blinds;

but not including persons subject to the jurisdiction of the Tentmakers Board;
- (9) any person or persons or classes of persons employed either inside or outside a factory or workroom in the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinet-makers,

has made the following Determination namely:—

1. That on the 8th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 951.—10349/53.—PRICE 6D.

WAGES.

| Classification. | Weekly Wages. | |
|--|--|------------------------|
| | Within 20 Miles of G.F.O., Melbourne, 10 Miles of G.F.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts. | Elsewhere in Victoria. |
| PART I.—ADULT MALES. | | |
| SECTION "A"—WOOD MACHINISTS AND GENERAL. | | |
| <i>Machinist—"A" Grade.</i> | | |
| | £ s. d. | £ s. d. |
| 1. Boul't's carver | 14 5 0 | 14 2 0 |
| 2. Shaper—who grinds cutters and/or sets up and operates or who works freehand | 14 5 0 | 14 2 0 |
| 3. Moulder—who grinds cutters, sets up and operates | 14 5 0 | 14 2 0 |
| 4. Wood turner—who grinds cutters, sets up and operates, or who works freehand | 14 5 0 | 14 2 0 |
| 5. Router—who grinds cutters and/or sets up and operates, or who works freehand | 14 5 6 | 14 2 0 |
| 6. Lindeman or similar jointer | 14 5 0 | 14 2 0 |
| <i>Machinist—"B" Grade.</i> | | |
| 7. Band and/or jig sawyer | 13 15 0 | 13 12 0 |
| 8. Circular sawyer—who sets up and operates | 13 15 0 | 13 12 0 |
| 9. Dovetailer—who sets up and operates | 13 15 0 | 13 12 0 |
| 10. Buzzer—who sets up and operates | 13 15 0 | 13 12 0 |
| 11. Planer—who sets up and operates | 13 15 0 | 13 12 0 |
| 12. Thicknesser—who sets up and operates | 13 15 0 | 13 12 0 |
| 13. Glue Jointer—who sets up and operates | 13 15 0 | 13 12 0 |
| 14. Tenoner—who sets up and operates | 13 15 0 | 13 12 0 |
| 15. Turner—copying or automatic lathe—who sets up and operates | 13 15 0 | 13 12 0 |
| 16. Morticer—who sets up and operates | 13 15 0 | 13 12 0 |
| 17. Sander—Tripledrum—who sets up and operates | 13 15 0 | 13 12 0 |
| 18. Belt sander on veneers | 13 15 0 | 13 12 0 |
| 19. Multiple Borer—three or more bits—who sets up and operates | 13 15 0 | 13 12 0 |
| 20. Moulder—who sets up and operates | 13 15 0 | 13 12 0 |
| PART I.—Adult Males.—continued. | | |
| <i>Machinist—"C" Grade.</i> | | |
| 21. Sander—others | 13 5 0 | 13 2 0 |
| 22. Borer—less than three bits | 13 5 0 | 13 2 0 |
| 23. All others—including employees of any of the above-named machines (except classes Nos. 1, 6, and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences | 13 5 0 | 13 2 0 |
| <i>General.</i> | | |
| 24. Timber bender | 13 5 0 | 13 2 0 |
| 25. Timber stacker | 12 10 0 | 12 7 0 |
| 26. Yardman | 12 10 0 | 12 7 0 |
| 27. Tailer out | 12 10 0 | 12 7 0 |
| 28. Employees not elsewhere classified | 11 18 0 | 11 15 0 |
| SECTION "B"—POLISHING, ETC. | | |
| 29. Polisher | 14 5 0 | 14 2 0 |
| 30. Spray hand— | | |
| (a) engaged on finishing coats of any type | 13 15 0 | 13 12 0 |
| (b) engaged on priming and/or undercoating, and/or sealing | 13 5 0 | 13 2 0 |
| 31. Employee cutting or papering down and/or filling and/or staining | 13 5 0 | 13 2 0 |
| SECTION "C"—GENERAL FURNITURE. | | |
| 32. Cabinet maker | 14 5 0 | 14 2 0 |
| 33. Wood carver | 14 5 0 | 14 2 0 |
| 34. Chair frame maker | 14 5 0 | 14 2 0 |
| 35. Upholsterer | 14 5 0 | 14 2 0 |
| 36. Assembler first class, i.e., an adult employee engaged in fitting together by nailing, screwing, gluing or fixing in any way machine-jointed or finished parts of furniture or cabinets and who in so doing completely assembles an article | 13 17 6 | 13 14 6 |
| 37. Assembler second class, i.e., an adult employee employed (a) assembling component parts of furniture or cabinets, refrigerators; (b) cramping furniture cabinets, or wooden parts of refrigerators; or (c) an employee upholstering parts of furniture which are later assembled | 13 10 0 | 13 7 0 |
| 38. Veneer cutter or matcher | 13 15 0 | 13 12 0 |
| 39. Stuff over chair or couch frame maker, i.e., an adult who makes frames on which the upholsterers cover all the woodwork except the legs and/or feet and of which the woodwork is prepared by machines | 13 5 0 | 13 2 0 |
| 39A. Employees filling loose cushions | 13 5 0 | 13 2 0 |
| 40. Veneer layer or gluer engaged in the preparing or making of veneered panels or plywood or coreboard or partly prepared timber or parts of furniture timber cut to size | 13 5 0 | 13 2 0 |
| 41. Employee packing furniture and/or mantelpieces | 13 2 0 | 12 19 0 |
| 42. Employee cleaning off, i.e., cleaning off glue after assembly | 12 5 0 | 12 2 0 |

WAGES—continued.

| Classification. | Weekly Wages. | |
|--|---|------------------------|
| | 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. |
| PART I.—Adult Males.—continued. | | |
| SECTION "D"—BEDDING, BEDSTEADS, AND WIRE MATTRESSES. | | |
| <i>(a) Bedding.</i> | | |
| 43. Employee engaged on making box spring mattresses and upholstered base supports | 14 5 0 | 14 2 0 |
| 44. Reversible inner spring mattresses and/or soft mattress maker and/or quilt maker including quilting and/or hand tufting | 13 15 0 | 13 12 0 |
| 45. Employee who sets up, adjusts and operates any of the following bedding machines: power tufting; roll edge; tape edge; buttoning; or pre-built border | 13 15 0 | 13 12 0 |
| 46. Employee who does not set up or adjust, but only operates any of the following bedding machines:—power tufting; roll edge; tape edge; buttoning; or pre-built border | 13 5 0 | 13 2 0 |
| 47. Employee operating filling machines for upholstery, soft bedding and pillows | 13 5 0 | 13 2 0 |
| 48. Employee packing bedding | 13 2 0 | 12 19 0 |
| <i>(b) Bedsteads and Wire Mattresses.</i> | | |
| 49. Wire weaver—who sets up, adjusts, and operates automatic machines | 14 5 0 | 14 2 0 |
| 50. Mattress spring and/or spring unit maker (hand) | 14 1 6 | 13 18 6 |
| 51. Other wire weavers | 13 15 0 | 13 12 0 |
| 52. Stretcher up | 13 5 0 | 13 2 0 |
| 53. Tacker up | 13 5 0 | 13 2 0 |
| 54. Splitter up | 13 5 0 | 13 2 0 |
| 55. Wire drawer | 13 3 0 | 13 0 0 |
| 56. Spring maker and assembler on automatic machines | 13 5 0 | 13 2 0 |
| <i>(c) Bedstead Assembly.</i> | | |
| 57. Employee framing and/or cramping combination bedsteads and/or settees and/or cots | 13 5 0 | 13 2 0 |
| 58. Employee setting up to check and packing combination bedsteads and/or settees and/or cots | 12 13 0 | 12 10 0 |
| SECTION "E"—CARPET PLANNING AND SOFT FURNISHINGS. | | |
| 59. Carpet planner | 14 5 0 | 14 2 0 |
| 60. Sewer or layer or gluer of carpets, linos, masonite or any other floor covering | 13 17 6 | 13 14 6 |
| 61. Employee cutting and/or fixing and/or sewing loose covers, curtains, drapes or blinds | 13 15 0 | 13 12 0 |
| 62. Employee mounting, making or hanging blinds | 13 15 0 | 13 12 0 |
| 63. Carpet room assistant | 12 13 0 | 12 10 0 |
| SECTION "F"—PICTURE FRAMES. | | |
| 64. Stainer who mixes and/or applies stain and/or finishes any kind of wood or compo | 13 15 0 | 13 12 0 |
| 65. Mount cutter | 13 5 0 | 13 2 0 |
| 66. Mounter | 13 5 0 | 13 2 0 |
| 67. Joiner | 13 5 0 | 13 2 0 |
| 68. Gilder or bronzer | 13 5 0 | 13 2 0 |
| SECTION "G"—REFRIGERATORS (Other than Ice). | | |
| 69. Cabinet maker | 14 5 0 | 14 2 0 |
| 70. Painter and/or enameller, spray or brush on coats other than priming | 14 5 0 | 14 2 0 |
| 71. Painter and/or enameller, spray or brush on prime coats | 13 5 0 | 13 2 0 |
| 72. Wet rubbing | 13 5 0 | 13 2 0 |
| 73. Packers of new refrigerators | 13 2 0 | 12 19 0 |
| SECTION "H"—ORNAMENTS OF WOOD. | | |
| 74. Wood Turners | 14 5 0 | 14 2 0 |
| 75. Polishers | 14 5 0 | 14 2 0 |
| 76. Wood machinists (see Section "A") | | |

WAGES—continued.

| Classification. | 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. |
| PART II.—ADULT FEMALES. | | |
| SECTION A—GENERAL FURNITURE. | | |
| 1. Upholstres | 9 16 0 | 9 14 0 |
| 2. Veneer matcher | 9 16 0 | 9 14 0 |
| 3. Female employed in designing, making, painting, or decorating— | | |
| (a) furnishing accessories or novelties | 9 16 0 | 9 14 0 |
| (b) domestic woodware | 9 16 0 | 9 14 0 |
| (c) walking sticks | 9 16 0 | 9 14 0 |
| SECTION B—BEDDING, ETC. | | |
| 4. Females sewing mattresses, pillows, quilts, cushions, &c. | 9 16 0 | 9 14 0 |
| SECTION C—CARPET PLANNING AND SOFT FURNISHINGS. | | |
| 5. Carpet sewer | 9 17 3 | 9 15 3 |
| 6. Table hand | 9 16 0 | 9 14 0 |
| 7. Draping hand or repairer of new goods | 9 16 0 | 9 14 0 |
| 8. Shade roller blind maker | 9 18 0 | 9 14 0 |
| 9. Cutter of loose covers | 9 16 0 | 9 14 0 |
| 10. Cutter of curtains, drapes or blinds | 9 16 0 | 9 14 0 |
| 11. Fancy roller blind maker | 9 16 0 | 9 14 0 |
| SECTION D—PICTURE FRAMES. | | |
| 12. Mounting and/or fitting | 9 3 6 | 9 1 6 |
| <p>Provided that all other adult females, employed on work for which a male margin of 40s. and over is prescribed in clause 41, 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.</p> | | |
| PART III.—SAVING. | | |
| <p>No employee shall have his or her rate reduced merely as a result of this Determination.</p> | | |

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 Allowances.

(e) Employees engaged as cabinet makers, chairmakers and 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 3 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. |
|----------------------------|---------|--|------------------------|
| | | £ s. d. | £ s. d. |
| <i>Male Apprentices.</i> | | | |
| Five-year Term— | | | |
| 1st year's experience | .. .. . | 3 15 0 | 3 14 0 |
| 2nd year's experience | .. .. . | 5 1 0 | 5 0 0 |
| 3rd year's experience | .. .. . | 6 7 0 | 6 5 6 |
| 4th year's experience | .. .. . | 9 15 0 | 9 12 6 |
| 5th year's experience | .. .. . | 12 1 0 | 11 18 0 |
| Four-year Term— | | | |
| 1st year's experience | .. .. . | 4 0 0 | 3 19 0 |
| 2nd year's experience | .. .. . | 6 7 0 | 6 5 6 |
| 3rd year's experience | .. .. . | 9 15 0 | 9 12 6 |
| 4th year's experience | .. .. . | 12 1 0 | 11 18 0 |
| <i>Male Improvers.</i> | | | |
| Under 16 years of age | .. .. . | 2 16 6 | 2 15 6 |
| 16 and under 17 | .. .. . | 3 9 0 | 3 8 0 |
| 17 and under 18 | .. .. . | 4 12 6 | 4 11 6 |
| 18 and under 19 | .. .. . | 6 3 6 | 6 2 0 |
| 19 and under 20 | .. .. . | 9 15 0 | 9 12 6 |
| 20 and under 21 | .. .. . | 12 0 0 | 11 17 0 |
| <i>Female Apprentices.</i> | | | |
| 1st year's experience | .. .. . | 4 1 0 | 4 0 0 |
| 2nd year's experience | .. .. . | 5 16 0 | 5 14 6 |
| 3rd year's experience | .. .. . | 7 15 0 | 7 12 6 |
| 4th year's experience | .. .. . | 8 17 0 | 8 15 6 |
| <i>Female Improvers.</i> | | | |
| 16 years and under | .. .. . | 2 18 0 | 2 17 6 |
| 17 years | .. .. . | 4 1 0 | 4 0 0 |
| 18 years | .. .. . | 5 16 0 | 5 14 6 |
| 19 years | .. .. . | 7 15 0 | 7 13 6 |
| 20 years | .. .. . | 8 17 0 | 8 15 6 |

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) Female.—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.

In the case of wire mattresses and bedding sections where no apprentices are employed, one male improver shall be allowed to each four adult male workers or fraction thereof.

Provided that in the picture frame section one male improver shall be allowed to each three adult male workers or fraction thereof.

(ii) One female improver shall be allowed to each six adult female workers or fraction thereof.

Provided that in the wire mattress and bedding sections where no female apprentices are employed, one female improver shall be allowed to each four 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 :—

Furniture.—Cabinet making, wood carving, wood turning, chair and couch making, polishing, upholstering, machining—instruction and practice in four of the following machines :—

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

Furnishings.—Carpet planning and floor coverings, soft furnishing.

Wire Mattresses.—Wire weaving, wire mattress making. Polishing, machining—instruction and practice in four of the following machines :—

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

Bedding.—Mattress 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) In such portions of the State of Victoria as come within the purview of the State Apprenticeship Commission, male juniors employed as cabinet makers, wood carvers, wood turners, chair and couch makers, polishers (furniture), upholsterers and machinists (furniture) 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.

(d) *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.

(e) *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, 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.

(f) *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 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 *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 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 purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—

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

(ii) because of the inability of the auxiliary power 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 eight 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.

(See Section 39 of the *Factories and Shops Act 1928* re prohibition of work outside certain prescribed hours.)

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 cent. 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 10 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 10 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 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 person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 5s. per day or part thereof in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work :—Benches, wood or iron clamps over 2 feet 6 inches, hand screws (in excess of 4), glue pots and glue brushes and varnish brushes.
- Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes and kit-box.

WASHING TIME FOR POLISHERS.

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 times 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 in travelling shall be borne by the employer.

REST PERIOD.

20. 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.

21. (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.

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 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.

23. (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.

24. (a) Any time work employee who is employed on any holiday provided for herein shall be paid at the rate of 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 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 Year 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 Retail shops for the purpose of servicing furniture;
- (iii) 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 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.

INSURANCE OF TOOLS.

26. Employers shall insure the tools of trade of each employee in the furniture section against loss by fire up to a maximum of £20.

FIRST-AID OUTFIT AND ATTENDANT.

27. (a) Every factory, shop, or workshop 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 carbolyzed 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 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.

28. (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, and sand blasting. 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. The employees on sand blasting shall be supplied with one pint of milk daily by the employer. 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—

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

(ii) Furniture polishing is done where the atmosphere becomes vitiated, the employer shall install a suction exhaust apparatus through which by means of 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.

29. (a) Employees 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, the time spent on second-hand work as set out in clause 36 extra rates, 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 hour 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.

30. A duly accredited representative of the Federated Furnishing Trade Society of Australia 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 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 meals.

(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 in 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.

31. 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.

32. 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.

33. (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.

34. 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.

35. (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 shop 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 person shall use allow or permit to be used as a sleeping place any part of a factory, shop or place.

SECONDHAND UPHOLSTERING, BEDDING, FLOOR COVERINGS AND/OR SOFT FURNISHINGS.

36. (a) Employees working on secondhand upholstery, bedding, floor coverings and/or soft furnishings shall be paid 25 per cent. in addition to the ordinary rate.

(b) Before any work is performed on secondhand bedding it shall be vacuum fumigated.

(c) Secondhand upholstery for the purpose of this clause shall mean—

- (i) all work done while stripping old materials and preparing the job for the use of new materials;
- (ii) patching;
- (iii) replacing flock fibre or stuffing taken from the job and replaced;
- (iv) replacing old covers on Dunlopillo or other sponge rubber—

but shall not mean—

- (i) the cutting and sewing of new materials where such work is done away from the job;
- (ii) the placing of new materials on the job where such job has been reduced to the frame or where springs and/or webbing are left; or
- (iii) the replacing of new covers on Dunlopillo or other sponge rubber; or
- (iv) the replacing of new upholstery on old material after such old material is wholly covered by new hessian or new material.

(d) All work on floor coverings and soft furnishings once they have been laid and fixed shall be classed as secondhand unless such floor coverings or soft furnishings have been thoroughly cleansed by subjection to a dry-cleaning process in the case of soft furnishings and to a shampooing process involving lifting in the case of floor coverings: Provided, however, that the secondhand rate shall at all times apply to sewers of secondhand floor coverings.

PIECEWORK.

37. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 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:—In the case of males, not less than the base rate; and in the case of females, not less than 75 per centum of the base rate.

CONTRACT WORK.

38. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 37) by contracting, sub-contracting, sub-letting or other similar systems.

BASIC WAGE.

39. (a) The wages rates set out in clause 2 are based upon the following basic wage for adult males.

| Place. | Basic Wage | Index Number Set Assigned. |
|--|------------|----------------------------|
| | £ s. d. | |
| Within 20 miles of G.P.O., Melbourne— | | |
| Males | 11 15 0 | Melbourne |
| Within 10 miles of G.P.O., Geelong, same as the basic wage and minimum wage for Melbourne | | |
| Warrnambool, same as the basic wage and minimum wage for Melbourne | | |
| Mildura and Gippsland districts, same as the 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. less than the basic wage and minimum wage for Melbourne | | |

(b) The minimum rate of wage to be paid to adult females shall be 75 per cent. of the basic wage for adult males as provided in clause 39.

(c) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

MARGINS.

40. In addition to the basic wage and the minimum wage for females prescribed in Clause 39, the following additional margins (including war loadings) shall be paid:—

| Classification. | Margin. |
|---|---------|
| PART I.—ADULT MALES. | |
| SECTION "A"—WOOD MACHINISTS AND GENERAL: | |
| <i>Machinist—"A" Grade.</i> | |
| 1. Boults carver | 2 10 0 |
| 2. Shaper—who grinds cutters and/or sets up and operates or who works freehand | 2 10 0 |
| 3. Moulder—who grinds cutters sets up and operates | 2 10 0 |
| 4. Wood Turner—who grinds cutters, sets up and operates, or who works freehand | 2 10 0 |
| 5. Router—who grinds cutters and/or sets up and operates, or who works freehand | 2 10 0 |
| 6. Lindeman or similar jointer | 2 10 0 |

| Classification. | Margin. |
|---|---------|
| PART I.—Adult Males— <i>continued.</i> | |
| <i>Machinist—"B" Grade.</i> | |
| 7. Band and/or jig sawyer | 2 0 0 |
| 8. Circular sawyer—who sets up and operates | 2 0 0 |
| 9. Dovetailer—who sets up and operates | 2 0 0 |
| 10. Buzzer—who sets up and operates | 2 0 0 |
| 11. Planer—who sets up and operates | 2 0 0 |
| 12. Thicknesser—who sets up and operates | 2 0 0 |
| 13. Glue jointer—who sets up and operates | 2 0 0 |
| 14. Tenoner—who sets up and operates | 2 0 0 |
| 15. Turner—copying or automatic lathe—who sets up and operates | 2 0 0 |
| 16. Morticer—who sets up and operates | 2 0 0 |
| 17. Sander—Tripledrum—who sets up and operates | 2 0 0 |
| 18. Belt Sander on Veneers | 2 0 0 |
| 19. Multiple Borer—3 or more bits—who sets up and operates | 2 0 0 |
| 20. Moulder—who sets up and operates | 2 0 0 |
| <i>Machinist—"C" Grade.</i> | |
| 21. Sander—others | 1 10 0 |
| 22. Borer—less than 3 bits | 1 10 0 |
| 23. All others—including employees of any of the abovenamed machines (except classes Nos. 1, 6 and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences | 1 10 0 |
| <i>General.</i> | |
| 24. Timber bender | 1 10 0 |
| 25. Timber stacker | 0 15 0 |
| 26. Yardman | 0 15 0 |
| 27. Tailer out | 0 15 0 |
| 28. Employees not elsewhere classified | 0 3 0 |
| SECTION "B"—POLISHING, &c. | |
| 29. Polisher | 2 10 0 |
| 30. 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 |
| 31. Employing cutting or papering down and/or filling and/or staining | 1 10 0 |
| SECTION "C"—GENERAL FURNITURE. | |
| 32. Cabinet maker | 2 10 0 |
| 33. Wood carver | 2 10 0 |
| 34. Chair frame maker | 2 10 0 |
| 35. Upholsterer | 2 10 0 |
| 36. Assembler first class, i.e., an adult employee engaged in fitting together by nailing, screwing, gluing or fixing in any way machine jointed or finished parts of furniture or cabinets and who in so doing completely assembles an article | 2 2 6 |
| 37. Assembler second class, i.e., an adult employee employed (a) assembling component parts of furniture or cabinets, refrigerators; (b) cramping furniture cabinets or wooden parts of refrigerators; or (c) an employee upholstering parts of furniture which are later assembled | 1 15 0 |
| 38. Veneer cutter or matcher | 2 0 0 |
| 39. Stuff over chair or couch frame maker, i.e., an adult person who makes frames on which the upholsterers cover all the woodwork except the legs and/or feet and of which the woodwork is prepared by machines | 1 10 0 |
| 39A. Employer engaged on filling loose cushions | 1 10 0 |
| 40. Veneer layer or gluer engaged in the preparing or making of veneered panels or plywood or coreboard or partly prepared timber or parts of furniture timber cut to size | 1 10 0 |
| 41. Employee packing furniture and/or mantelpieces | 1 7 0 |
| 42. Employee cleaning off, i.e., cleaning off glue after assembly | 0 10 0 |
| SECTION "D"—BEDDING, BEDSTEADS AND WIRE MATTRESSES. | |
| <i>(a) Bedding.</i> | |
| 43. Employee engaged on making box spring mattresses and upholstered base supports | 2 10 0 |
| 44. Reversible inner spring mattresses and/or soft mattress maker and/or quilt maker including quilting and/or hand tufting | 2 0 0 |
| 45. Employee who sets up, adjusts and operates any of the following bedding machines: power tufting; roll edge; tape edge; buttoning; or pre-built border | 2 0 0 |
| 46. Employee who does not set up or adjust, but only operates any of the following bedding machines: power tufting; roll edge; tape edge; buttoning; or pre-built border | 1 10 0 |
| 47. Employee operating filling machines for upholstery, soft bedding and pillows | 1 10 0 |
| 48. Employee packing bedding | 1 7 0 |
| <i>(b) Bedsteads and Wire Mattresses.</i> | |
| 49. Wire weaver—who sets up, adjusts and operates automatic machine | 2 10 0 |
| 50. Mattress spring and/or spring unit maker (hand) | 2 6 6 |
| 51. Other wire weavers | 2 0 0 |
| 52. Stretcher up | 1 10 0 |
| 53. Tacker up | 1 10 0 |
| 54. Splitter up | 1 10 0 |
| 55. Wire drawer | 1 8 0 |
| 56. Spring maker and assembler on automatic machines | 1 10 0 |
| <i>(c) Bedstead Assembly.</i> | |
| 57. Employee framing and/or cramping combination bedsteads and/or settees and/or cots | 1 10 0 |
| 58. Employee setting up to check and packing combination bedsteads and/or settees and/or cots | 0 18 0 |

| Classification. | Margin. |
|---|---------|
| PART I.—Adult Males—continued. | |
| SECTION "E"—CARPET PLANNING AND SOFT FURNISHINGS. | |
| 59. Carpet planner | 2 10 0 |
| 60. Sewer or layer or gluer of carpets, linos, masonite or any other floor covering | 2 2 6 |
| 61. Employee cutting and/or fixing and/or sewing loose covers, curtains, drapes or blinds | 2 0 0 |
| 62. Employee mounting, making or hanging blinds | 2 0 0 |
| 63. Carpet room assistant | 0 18 0 |
| SECTION "F"—PICTURE FRAMES. | |
| 64. Stainer who mixes and/or applies stain and/or finishes any kind of wood or compo | 2 0 0 |
| 65. Mount cutter | 1 10 0 |
| 66. Moulder | 1 10 0 |
| 67. Joiner | 1 10 0 |
| 68. Gilder or bronzer | 1 10 0 |
| SECTION "G"—REFRIGERATORS (Other than ice). | |
| 69. Cabinet maker | 2 10 0 |
| 70. Painter and/or enameller, spray or brush on coats other than priming | 2 10 0 |
| 71. Painter and/or enameller, spray or brush on prime coats | 1 10 0 |
| 72. Wet rubbing | 1 10 0 |
| 73. Packers of new refrigerators | 1 7 0 |
| SECTION "H"—ORNAMENTS OF WOOD. | |
| 74. Wood Turners | 2 10 0 |
| 75. Polishers | 2 10 0 |
| 76. Wood machinists (See Section "A") | |
| PART II.—ADULT FEMALES. | |
| SECTION "A"—GENERAL FURNITURE. | |
| 1. Upholstress | 1 0 0 |
| 2. Veneer matcher | 1 0 0 |
| 3. Female employed in designing, making, painting or decorating— | |
| (a) furnishing accessories or novelties | 1 0 0 |
| (b) domestic woodware | 1 0 0 |
| (c) walking sticks | 1 0 0 |
| SECTION "B"—BEDDING, &C. | |
| 4. Female sewing mattresses, pillows, quilts, cushions, &c. | 1 0 0 |
| SECTION "C"—CARPET PLANNING AND SOFT FURNISHINGS. | |
| 5. Carpet sewer | 1 1 3 |
| 6. Table hand | 1 0 0 |
| 7. Draping hand or repairer of new goods | 1 0 0 |
| 8. Shade roller blind maker | 1 0 0 |
| 9. Cutter of loose covers | 1 0 0 |
| 10. Cutter of curtains, drapes or blinds | 1 0 0 |
| 11. Fancy roller blind maker | 1 0 0 |
| SECTION "D"—PICTURE FRAMES. | |
| 12. Mounting and/or fitting | 0 7 6 |

41. The wages of apprentices and improvers shall be the undermentioned percentages of the basic wage, and, in addition thereto, the loading specified. Calculated to the nearest sixpence, threepence, or less than threepence to be disregarded.

| Male Apprentices. | Percentage of Basic Wage. | War Loading. |
|-------------------------------|---------------------------|--------------|
| | | <i>s. d.</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. | .. |

| | Percentage of Basic Wage. | War Loading. |
|--------------------------------------|------------------------------|--------------|
| <i>Male Improvers.</i> | | |
| | | <i>s. d.</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 plus 2s. | 3 0 |
| <i>Female Apprentices.</i> | | |
| 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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 23rd September, 1953.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

DETERMINATION OF THE INDUSTRIAL GASES BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of manufacturing or preparing carbon dioxide or other industrial gases for trade or sale in gas, liquid or solid form has made the following Determination, namely:—

1. That on the 10th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK.

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

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

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

Leading Hands.

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

SPECIAL RATES.

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

Cold Places.

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

Confined Spaces.

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

Dirty Work.

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

Hot Places.

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

Slag Wool.

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

Wet Places.

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

Special Rates not Cumulative.

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

Rates not Subject to Penalty Additions.

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

HOURS OF WORK.*Day Workers.*

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

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

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

Five-days Week.

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

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

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

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

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

SHIFT WORK.*Definitions.*

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

“Afternoon shift” means any shift finishing after 6 p.m., and at or before midnight.

“Continuous work” means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption, except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.

“Night shift” means any shift finishing subsequent to midnight, and at or before 8 a.m.

“Rostered shift” means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

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

The ordinary hours of such shift workers shall not exceed—

- (i) 8 in any 1 day; or
- (ii) 48 in any 1 week; or
- (iii) 88 in 14 consecutive days; or
- (iv) 160 in 28 consecutive days.

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

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

Hours—Other than Continuous Work.

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

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

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

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

Rosters.

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

Variation by Agreement.

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

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

Afternoon or Night Shift Allowances.

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

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

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

An employee who—

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

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

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

Overtime.

(g) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

- (i) if employed on continuous work be paid at the rate of double time; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter except in each case when the time is worked—
- (iii) by arrangement between the employees themselves;
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 11 (b) hereof.

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

Compulsory Overtime.

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

Sundays and Holidays.

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

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

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

Junior Employees.

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

MIXED FUNCTIONS.

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

OVERTIME.

7. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work: Provided that in the case of a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour, whichever is the higher.

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

Rest Period after Overtime.

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

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

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

Call Back.

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

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

Saturday Work—Five-days Week.

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

Standing By.

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

Meal Hours—General.

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

Meal Hours—Maintenance Employees.

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

Crib Time.

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

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

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

Tea Money.

(i) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 4s., and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

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

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

Transport of Employees.

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

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

8. (a) Employees shall be entitled to the following public holidays, without loss of pay, as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute or any of the said days respectively. "In connection with the visit to Australia of Her Majesty, Queen Elizabeth II where a Public Holiday or Public Half-Holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such Public Holiday or Public Half-Holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of Holidays herein prescribed".

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

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

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

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

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

EXTRA RATES NOT CUMULATIVE.

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

PAYMENT OF WAGES.

10. (a) Wages shall be paid weekly or fortnightly.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work, shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.

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

CONTRACT OF EMPLOYMENT.*Weekly Employment*

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

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

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

Casual Employment.

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

LATE COMERS.

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

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

EMERGENCY PROVISIONS.

11A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

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

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

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

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

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

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

- (1) for day work or day shift work—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
- (3) for afternoon and night shifts—ordinary rates plus 10 per cent.

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

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

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

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

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

SICK LEAVE.

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

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer (or in the event of dispute, the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

SINGLE DAY ABSENCES.

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

CUMULATIVE SICK LEAVE.

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

ATTENDANCE AT HOSPITAL, ETC.

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

ANNUAL HOLIDAY.

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

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

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

Drinking Water.

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

First Aid Outfit.

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

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

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

Lockers.

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

Washing and Sanitary Conveniences.

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

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

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

Gas Masks.

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

Gloves.

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

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

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

Ventilation.

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

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

(ii) the atmosphere may otherwise become vitiated;

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

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

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

Shop Stewards.

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

RIGHT OF ENTRY OF UNION OFFICIALS.

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

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

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

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

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

(v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Wages Board.

Provided that, where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break, the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer or, failing agreement, at such times and under such conditions as the Wages Board may decide.

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

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

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

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

(iv) That he conducts himself properly.

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

(Name of organization.)

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

Specimen signature of holder.
Strictly not transferable.

(SEAL)

General Secretary.
Date.

TIME AND WAGES BOOK.

17. (a) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(c) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(d) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

NOTICE BOARD.

18. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

Any notice posted on such board not so signed or countersigned may be removed by an accredited union representative or by the employer.

DEFINITIONS.

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

(i) in the case of a ship, inside complete tanks, chain lockers, and peaks; in bilges, under engine beds, under engine room and stokehold floors, or under or inside boilers;

(ii) in the case of a locomotive, inside the barrels of boilers, fire boxes, water spaces of tenders, side tanks, bunker tanks, saddle tanks, or smoke boxes;

(iii) in other cases, inside boilers, steam drums, mud drums, fire boxes of vertical or road vehicle boilers, furnaces, flues, combustion chambers, receivers, buoys, tanks, superheaters, or economizers.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

BASIC WAGE.

20. (a) The wages rates set out in clause 2 (b) are based upon the following basic wage.

| Place. | Basic Wage- | Index Number Set Assigned. |
|------------------------------|-------------|----------------------------|
| | £ s. d. | |
| Throughout the State | 11 15 0 | Melbourne |

(b) The wages of juniors shall be the percentages of the basic wage and in addition thereto the loadings specified in clause 2 of this Determination.

MARGINAL RATES.

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

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

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

J. V. WILLOX, Secretary.

Melbourne, 25th September, 1953.



VICTORIA GOVERNMENT GAZETTE.

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No. 953]

THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

DETERMINATION OF THE GLASSWORKERS 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 owest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of (a) glass-blowers; (b) glass-moulders; (c) a maker of all kinds of glass utensils (except cut-glass utensils), including glass bottles, glass jars, glass jugs, glass globes, tumblers, salt cellars, and vials, has made the following Determination, viz.:

1. That on the 10th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

FLINT GLASS SECTION.

| Apprentices. | Per-centage of Basic Wage. | Wages per Week. | Improvers. | | | |
|--------------------------|----------------------------|-----------------|--|-----------------|---------------------------|------------------------|
| | | | Improvers Other than Flint Improver Blowers. | | | Flint Improver Blower. |
| | | | Per-centage of Basic Wage. | Wages per Week. | Wages per Day of 8 Hours. | |
| | | <i>s. d.</i> | | <i>s. d.</i> | | <i>s. d.</i> |
| 1st year's experience .. | 52 | 122 3 | 1st year's experience .. | 48 | 112 9 | 49 7½ |
| 2nd year's experience .. | 59 | 138 9 | 2nd year's experience .. | 64 | 150 6 | |
| 3rd year's experience .. | 68 | 159 9 | 3rd year's experience .. | 74 | 174 0 | |
| 4th year's experience .. | 76 | 178 6 | 4th year's experience and | 86 | 202 0 | |
| 5th year's experience .. | 82 | 192 9 | until reaching the age | | | |
| and thereafter the | | | of 21 years | | | |
| minimum adult wage | | | | | | |
| or piecework price | | | | | | |

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

JUVENILE WORKERS (as defined in Clause 21).

| Males. | Percentage of Basic Wage. | Wages per Week. | Females. | Percentage of Female Basic Wage. | Wages per Week. |
|---|---------------------------|-----------------|---|----------------------------------|-----------------|
| | | <i>s. d.</i> | | | <i>s. d.</i> |
| Under 16 years of age .. | 28 | 65 9 | Under 15 years of age .. | 34 | 59 9 |
| 16 years, but under 17 years of age | 32 | 75 3 | 15 years, but under 16 years of age | 36 | 63 3 |
| 17 years, but under 18 years of age | 41 | 96 3 | 16 years, but under 17 years of age | 47 | 82 9 |
| 18 years, but under 19 years of age | 57 | 134 0 | 17 years, but under 18 years of age | 52 | 91 6 |
| 19 years, but under 20 years of age | 67 | 157 6 | 18 years, but under 19 years of age | 56 | 98 6 |
| 20 years, but under 21 years of age | 76 | 178 6 | 19 years, but under 20 years of age | 66 | 116 3 |
| and thereafter the minimum adult wage or piecework price. | | | 20 years, but under 21 years of age | 75 | 132 0 |
| | | | and thereafter the minimum wage payable to adult females. | | |

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.

NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on:

3. WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

| | | Per Week. |
|--|--|-----------|
| | | £ s. d. |
| <i>Males.</i> | | |
| Furnacemen | | 13 12 6 |
| Lehr attendants | | 12 13 0 |
| Stickers-up to melter press shop (3 stickers-up) | | 13 1 6 |
| When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift | | |
| Operators on dip and blow and Y machines | | 12 13 0 |
| Crackers-off on Dip and Blow and Y machines | | 12 13 0 |
| Melters on side Lever press glazers and battery jar press | | 12 15 6 |
| Ball blowers 1st year | | 12 13 0 |
| Ball blowers 2nd year | | 13 0 6 |
| Ball blowers 3rd year | | 13 8 0 |
| Taker-out on side lever press | | 12 15 6 |
| Assistants to journeymen | | 12 8 0 |
| <i>Auxiliary to Glass Manufacture.</i> | | |
| Batch mixers | | 13 0 0 |
| Batch mixers' Assistants | | 12 14 0 |
| Handlers of raw materials (as defined) | | 12 13 0 |
| Packers performing any part of the operation of packing ware in straw and headed-up packages | | 13 4 0 |
| Packers doing other packing (as defined) | | 12 12 0 |
| Packers doing nested cartons (as defined) | | 12 12 0 |
| Packers doing partitioned cartons (as defined) | | 12 17 0 |
| Headers-up packed case | | 12 12 0 |
| Warehouse Assemblers | | 12 12 0 |
| Warehousemen | | 12 13 6 |
| Loaders in delivery section | | 13 1 0 |
| Stackers in delivery section | | 12 17 0 |
| Sorters | | 12 19 0 |
| Mould paster | | 12 17 0 |
| <i>Glass Finishing and Decorating Section.</i> | | |
| Grinders and polishers on flat and upright wheels | | 12 12 0 |
| Cutters-off | | 12 12 0 |
| Operators on glazing machines | | 12 12 0 |
| Operators on searing-off machines | | 12 14 0 |
| Operators on sandblast booth | | 13 3 0 |
| Acid dippers | | 12 16 0 |
| Glisters colour handlers | | 12 16 0 |
| Sprayer | | 13 1 0 |
| Other adult labour except where hereafter specified | | 12 8 0 |
| <i>Females:</i> | | |
| Adult females | | 8 16 0 |

Adult Glassworkers.

When adult glass workers are employed on time rates, they shall, subject to the provisions hereunder mentioned, receive the following minimum rates, namely:—

| Journemen. | | Per Day. |
|--|--|----------|
| | | s. d. |
| Blowers— | | |
| 12" and under | | 59 1½ |
| Over 12" and up to 18" | | 62 0½ |
| Over 18" | | 67 0½ |
| Press workers— | | |
| Press workers on general ware up to 2 lb. | | 56 10½ |
| Press workers on general ware 2 lb. to 5 lb. | | 57 10½ |
| Press workers on general ware over 5 lb. | | 60 10½ |
| Dip mould workers— | | |
| Blowers | | 56 4½ |
| Gatherers | | 56 4½ |

Allowance for Skilled Glassworkers.

In addition to the rates prescribed herein, skilled glassworkers shall receive the following:—

When employed on regular day shift, an additional 10 per cent. of such earnings.

When employed on alternating day and afternoon shift, an additional 5 per cent. of such earnings.

When employed on rotating day, afternoon and night shift, an additional 3½ per cent. of such earnings.

SHIFT WORK.

4. (a) All employees (other than skilled glassworkers) shall receive the following shift allowance in addition to their ordinary rates:—

| | |
|--|---------------|
| When employed on alternating day and afternoon shift | 6s. per week. |
| When employed on rotating day, afternoon and night shift | 8s. per week. |
| When employed on continuous shifts | 8s. per week. |

When such shift worker works more than one week on day shift, he shall not receive any shift allowance payment after the first such week.

(b) For all ordinary work performed between the hours of 7 a.m. on Saturday and 7 a.m. on Sunday, shift workers shall be paid at the rate of time and a quarter; such rate shall be substituted for and not cumulative upon any extra rates otherwise prescribed.

CONSTITUTION OF SHOPS.

5. (a) Flint blow and plain opal shops shall consist of:—

- (1) Ball blower, and/or gatherer, blower, and all necessary assistants; or
- (2) Ball blower, gatherer, blower, and all necessary assistants; or
- (3) Ball blower, two blowers, and all necessary assistants;

and shall be constituted in any of the foregoing ways at the discretion of the employer.

(b) Opal-cased shops shall consist of:—

- (1) One blower shop—Flint ball blower, opal ball coverer, and one blower to gather and blow his own ware; or
- (2) Two blower shop—Flint ball blower, opal ball coverer, and two blowers to gather and blow their own ware.

(c) Cylinder shop may be constituted in any one of the following ways:—

- (1) One junior ball blower, one cylinder blower, and all necessary assistants; or
- (2) One junior ball blower, one senior ball blower, one cylinder blower, and all necessary assistants; or
- (3) One junior ball blower, two cylinder blowers, and all necessary assistants.

HOURS.

6. (a) The ordinary hours of sorters, packers, batchmixers, and their assistants, labourers, and all other employees (other than furnacemen, glassworkers, and their assistants) shall not exceed 40 per week to be worked in five and a half days per week, the daily hours to be not more than 8 hours on Monday to Friday inclusive, to be worked between 7 a.m. and 5 p.m. with an interval of 45 minutes for a meal, and not more than 4 hours on Saturday, to be worked between 7 a.m. and 12 noon.

(b) The ordinary hours of furnacemen shall be 40 per week, or, when shifts are worked, not more than 160 spread over a period of four weeks, and not more than eight hours to be worked in any one shift, shifts to rotate between furnacemen. All time worked in excess of these hours shall be deemed to be overtime, except so far as such excess is due to an arrangement between the furnacemen themselves, or is necessary for effecting periodical rotation of shifts.

(c) The hours of three-shift-workers shall not exceed a total of 125 spread over a period of three weeks nor more than 45 in any one week.

(d) The ordinary hours of glassworkers and their assistants (other than shift-workers) shall be 40 per week.

(e) The ordinary hours of two-shift glassworkers shall be worked as follows:—

Morning Shift.—Mondays to Fridays inclusive . . . 7 a.m. to 3.30 p.m. with an interval of half an hour for a meal.
Saturdays 7 a.m. to 11 a.m.
Afternoon Shift.—Mondays to Fridays inclusive—3.30 p.m. to 11.30 p.m. with an interval of half an hour for a meal.

BASIS OF PAYMENT OF SKILLED GLASSWORKERS.

7. Piecework shall be the basis of payment for skilled glassworkers, but in cases where employees earn less than the time rate per day through their own fault, such as producing bad work or not producing sufficient work to enable them to earn the time rate while conditions in the factory are satisfactory, they shall only receive the amount they earn on the piecework rate; but if through any fault of the employer the employees are prevented from earning the time rate, plus 6 per cent. on the piecework rate of eight hours, they shall be paid at the time rate, plus 6 per cent.

BASIS FOR FIXING OF PIECEWORK PRICES.

8. (a) The Board determines that any employer may fix and pay piecework prices for any article to adult skilled glassworkers of average capacity employed in the flint section of the industry, provided such prices enable the said adult skilled glassworkers to earn at least the minimum daily rate prescribed for their respective classifications with the addition of 12½ per cent.

(b) A schedule of such piecework prices shall be posted in the factory in such a position as to be accessible to and easily read by persons employed therein. If any group or groups of employees in the factory are dissatisfied with the piecework prices so exhibited and the employer and a representative of the Union fail to reach agreement they shall have the right of appeal to the Wages Board with a view to having the matter investigated.

MIXED FUNCTIONS.

9. Where employment involves functions of a mixed character, and an employee is employed for sixteen hours in any one week on work for which a higher rate of pay is prescribed by this Determination than the rate prescribed for the work which he usually does, the minimum rate to be paid to such employee shall be calculated for the week as if he performed such only of the functions as are represented by the highest rate, but, if employed for less than sixteen hours on such higher class of work, he shall be paid the rates prescribed by this Determination for the work he actually does from time to time. This clause shall not apply to skilled glassworkers.

ENGAGEMENT AND TERMINATION OF EMPLOYMENT.

10. (a) All employment shall be by the week.

(b) An employee desirous of terminating his service with an employer shall terminate such service only on a Saturday of each week, and shall give his employer notice of such intention on or before 5 p.m. on the Monday prior to the date of termination of such service. In the event of an employee failing to comply with the conditions contained in this clause, two days pay shall be deducted from his pay by the employer.

(c) An employer desirous of terminating the services of an employee shall terminate his services only on a Saturday, and he shall give such employee notice of his intention to terminate such service not later than 5 p.m. on the Monday prior to the date of the termination of such service. In the event of the employer failing to comply with the conditions contained in this clause, two days' pay shall be paid to the employee by the employer.

Provided that in the event of a tank going out of commission for repairs at any time, the employees actually engaged on such tank, and thereby thrown out of work, shall receive one clear week's notice from the employer of his intention to dispense with their services; during the currency of which notice they may be required to do other work on the premises or, at the option of the employer they may be paid one week's wages in lieu of such notice.

Provided further that nothing in this clause shall be applicable to cases of termination of services of employees for misconduct or incompetence justifying their instant dismissal.

SICK PAY.

11. (a) Any person who does not attend for duty shall not be paid for the actual time lost; provided, nevertheless, that if he produces or forwards within 24 hours of the commencement of his non-attendance, evidence satisfactory to the employer that such non-attendance was reasonable because of his own ill-health due to any cause other than his own misconduct, he shall receive the benefit of the next succeeding sub-clause hereof.

(b) In the case of any such person who has been employed by any one employer for a period of not less than one calendar month, if his non-attendance is in manner aforesaid shown to be reasonable because of his own ill-health, such person shall receive payment in wages in respect of six, but not more than six days in all of such non-attendance in each year of his employment by such employer.

(c) For the purpose of sub-clause (b) an employee whose employment ceases because of a furnace going out of commission, and who resumes his employment within three days of the said furnace restarting, shall be deemed to have been constantly employed in the interval between such cessation and restarting.

OVERTIME.

12. (a) All time worked in excess of 40 hours per week (except in the case of pieceworkers) shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(b) For all overtime worked on Sundays or holidays by furnacemen or furnacemen's assistants, they shall receive an additional payment at the rate of half time over and above that provided for in sub-clause (a) hereof.

(c) Overtime shall not be paid where men work in excess of eight hours per day in effecting their change of shifts.

SUNDAY AND HOLIDAY RATES.

13. (a) For all time worked on Sundays and specified holidays payment shall be made at double rates, except in the cases of furnacemen and furnacemen's assistants.

(b) All ordinary time worked by furnacemen and furnacemen's assistants on Sundays and specified holidays, shall be paid for at the rate of time and a half.

HOLIDAYS.

14. (a) All employees other than furnacemen and furnacemen's assistants shall receive the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and Melbourne Cup Day. In connection with the visit to Australia of Her Majesty, Queen Elizabeth II., where a Public Holiday or Public Half-Holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such Public Holiday or Public Half-Holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of Holidays herein prescribed.

(b) Where by reason of any of the said named holidays falling on a Sunday, or by reason of any other cause any other day is observed as a public holiday in lieu of any of the said named holidays in sub-clause (a) hereof, then this clause shall read as if such other day were included herein, instead of the said named holiday, but not so as to increase beyond eleven the number of holidays such employees shall receive by reason of this sub-clause.

(c) In the case of shift work a holiday or holidays (as the case may be) shall not begin until the end of the last shift commenced on the day immediately preceding the holiday or holidays, and shall not end until the beginning of the first shift commenced on the day immediately succeeding the holiday or holidays.

(d) No employee shall receive pay for any holiday not worked if he fails otherwise than for reasonable cause to work during his usual working hours on the day or shift immediately preceding, and also on the day or shift immediately following such holiday.

(e) Where any person who has been employed by an employer for a period of three months or more immediately preceding the termination of the said person's services within the seven days immediately preceding any of the holidays named in sub-clause (a) hereof, for any cause not being his own default or misconduct sufficient to justify the termination of the said person's services such an employee shall receive payment for the aforesaid holiday as if his employment had continued so as to include such holiday.

ANNUAL HOLIDAY.

15. (a) The annual holiday for an employee on weekly hiring, or a casual employee, shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendments which may be made thereto from time to time.

(b) In addition to the above, continuous shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a continuous shift worker, he shall be entitled to have the period of two weeks' annual leave prescribed by the said Act increased by one half day for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a continuous shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a continuous shift worker.

TEA MONEY.

16. Any employee required to work more than one hour's overtime after the completion of a shift shall, in addition to overtime payment, be paid 1s. 6d. tea money in the case of adults and 1s. in the case of juveniles; unless notified the previous day that they would be required to work such overtime. If, having been notified accordingly, their services are not required they shall still be entitled to the payment of such tea money.

MOULDS AND GEAR.

17. Suitable moulds and all gear other than artisans' tools required by the employees to perform their work shall be supplied by the employer.

REPACKING GAS CHAMBERS.

18. Employees shall repack chambers while furnaces are under fire at any time when called on to perform this work, and they shall be paid 6s. 7 1/11d. per hour for all time engaged on such work. If the work is performed on any specified holiday, they shall be paid the above rates in addition to their ordinary pay. Overtime and mixed-function clauses do not apply.

PAY DAY.

19. All wages shall be paid on Friday night, but the employer may pay individuals on Saturday.

REST PERIOD.

20. All glassworkers and their assistants shall receive ten minutes rest period during the first and second half of each shift without deduction of pay.

COLD WATER.

21. An adequate supply of cold water shall be maintained at each furnace for the use of the employees.

CHANGE ROOM AND LOCKERS.

22. (a) Change rooms—the employer shall provide suitable accommodation for employees to change and keep a change of clothing on the premises, and shall provide hot shower baths for employees.

(b) Suitable and sufficient lockers shall be provided for each shop to enable the employees to lock up their clothes and gear.

DEFINITION.

23. "Juvenile workers" are persons under 21 years of age (other than apprentices or improvers) employed "cleaning," "packing," "wrapping," or as "Carriers In" or "Mould Boys," or "Melting and Cutting," or in other work of a like nature.

"Handlers of raw materials," shall mean employees handling lime, felspar and other bagged or heavy raw materials other than soda ash.

"Packers doing other packing" shall mean employees packing ware into containers without nested straw.

"Packers on partitioned cartons" shall mean employees using cartons in which the article is placed in the container and nested with some form of cushioning material.

"Packers on nested cartons" shall mean employees using cartons in which each article is placed in an individual container.

MELTED AND COLD LEHR WORK.

24. All properly made work that is melted in the lehr or broken through the lehr being cold shall be paid for in full by the employer.

BAD METAL.

25. Employees shall report to the employee in charge of the shop all bad metal, and, if the employee in charge allows the employees to continue working the metal all good ware made shall be paid for in full by the employer.

SORTING WARE.

26. (a) All ware other than opal ware that does not require "cutting off" shall be sorted at the lehr, or kiln and all work passed by the sorter shall be paid for by the employer at full rates.

(b) All ware requiring to be "cut off" other than dip blown ware shall be sorted at the "cutting off" bench, and all good ware broken in "cutting off" shall be paid for by the employer.

(c) All dip blown ware shall be sorted after glazing and all good ware broken in "cutting off", grinding or glazing shall be paid for by the employer.

(d) Blowers shall be paid for "uncut" work stored after reasonable time has been allowed for "cutting off".

GLASS BOTTLE SECTION.

1.

UN-APPRENTICED MALE JUNIORS.

| | Percentage of Basic Wage. | Wages per Week. | |
|---|---------------------------|-----------------|----|
| | | s. | d. |
| 15 years of age | 35 | 82 | 3 |
| 16 years of age | 43 | 101 | 0 |
| 17 years of age | 55½ | 130 | 6 |
| 18 years of age | 70 | 164 | 6 |
| 19 years of age | 77 | 181 | 0 |
| 20 years of age | 93 | 218 | 6 |
| and thereafter the minimum wage or piecework price. | | | |

Note.—No junior of less than 18 years of age shall be permitted to truck more than one crate of bottles at one time.

2.

ADULTS (OTHER THAN SKILLED GLASSWORKERS).

| | Wages per Week. | |
|--|-----------------|-------|
| | £ | s. d. |
| Furnacemen | 10 | 17 0 |
| Salt cake burners | 10 | 17 0 |
| Lehrmen | 10 | 11 6 |
| Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground | 10 | 11 6 |
| Salt cake burners' assistants | 10 | 11 6 |
| Packers packing in bags or straw | 10 | 10 6 |
| Sorters | 10 | 10 6 |
| Lister truck hands and assistants | 10 | 9 6 |
| All others | 10 | 8 0 |

NOTES.

(1) Furnacemen or furnacemen's assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.

(2) Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.

(3) Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.

(4) Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

3. Watchers, moppers-out, and attendants on automatic feeders and machines, shall be paid the following bonuses in addition to the minimum wage:—

Single Feeders—Operators—

- Up to 2-oz. weight (excepting 1-oz. essence and 1-oz. vials), 2d. per gross over 50 gross drawn per shift.
- Over 2-oz. to 4½-oz. weight, 2d. per gross over 40 gross drawn per shift.
- Over 4½-oz. to 8½-oz. weight, 2d. per gross over 30 gross drawn per shift.
- Over 8½-oz. to 12-oz. weight, 2d. per gross over 24 gross drawn per shift.
- Over 12-oz. to 16-oz. weight, 2d. per gross over 18 gross drawn per shift.
- Over 16-oz. to 28-oz. weight, 2d. per gross over 14 gross drawn per shift.
- Over 28-oz. to 32-oz. weight, 2d. per gross over 12 gross drawn per shift.
- 4-lb. and 5-lb. lolly jars (including aridors), 3d. per gross.
- 1-oz. essence and 1-oz. vials, 2d. per gross over 70 gross drawn per shift.

Agee Mason, Agee specials, Fowlers, and similar wide-mouth jars to pay the foregoing bonus, but numbers to be reduced by 2 gross on the above weights.

Moppers-out—

Operator mops out.

Attendants—

Where two attendants are on a single machine, one-quarter on and one-quarter off, they shall divide two-thirds of the operator's bonus.

Note.—"Attendants" mean "Taker-in" and when required, "Taker-out" and "Transferor."

Double Feeders—Operators—

- Up to 8½-oz. weight but including 10-oz. tomato sauce, 1½d. per gross over 20 gross drawn-off each machine per shift.
- Over 8½-oz. up to 16-oz. weight, 1½d. per gross over 16 gross drawn-off each machine per shift.
- Over 16-oz. up to 28-oz. weight, 1½d. per gross over 12 gross drawn-off each machine per shift.
- But quart beers, lagers, wines, and whiskies, 1½d. per gross over 20 gross drawn-off each machine per shift.

Three Feeders—Operators—

Quart beers, lagers, wines and whiskies, 1½d. per gross over 22 gross drawn-off each machine per shift.

Mopper-out—

Same as operator.

Attendants—

To divide equally three-quarters of operator's bonus.

Note.—"Attendants" mean "Taker-in" and when required, "Taker-out" and "Transferor."

The above bonuses shall remain in force for a period of twelve months at least and thereafter until an alteration is agreed upon by the employers and the employees.

There shall be three attendants employed to every two jobs on machines worked under automatic feeders.

RATES FOR STOPPER-PRESSERS.

4. Stopper-pressers shall be paid not less than the minimum wage, but when working piecework, the following rates are to be paid:—

- Pint sauce and flask stoppers, 4d. per gross per machine.
- Quart sauce and flask stoppers, 5d. per gross per machine.
- Winchester stoppers, up to 20 oz., 9d. per gross per machine.
- Winchester stoppers, over 20 oz., 1s. 6d. per gross per machine.

TIME LOST DURING SHIFT.

5. When skilled pieceworkers cease work during the currency of a shift of their own account and without the authority of their employers, the employers shall not be liable for any time lost by the attendants on such skilled workers who become idle through the action of such skilled workers.

OVERTIME.

6. (a) For all time worked in excess of the prescribed number of hours to be worked or outside the prescribed range or spread of hours to be worked, payment shall be made in respect of each day at the rate of time and a half for the first two hours, and of double time for the succeeding hours.

Work done in such excess or outside time is to be deemed to be overtime work within this clause.

For all overtime work required, the employer shall endeavour to obtain the additional labour so required. In the event of such labour not being available, all employees shall work such overtime as they are called upon to perform, provided that in respect of any such work whether done by the additional labour (referred to herein) or otherwise, if such employees consider that the working of such overtime was not reasonably necessary for the carrying on of the business, they may refer the question to the Secretary for Labour who shall decide the matter, and in the event of the Secretary for Labour deciding that the working of the overtime was not so necessary, the employees who worked it shall be paid therefor double the amount that would otherwise be payable.

(b) Furnacemen and furnacemen's assistants shall be paid for all time worked in excess of the prescribed daily hours at the rate of time and a half for the first two hours, and double time for any succeeding hours.

(c) For all overtime worked on Sundays or holidays by furnacemen and furnacemen's assistants they shall receive an additional payment at the rate of half-time over and above that provided for in sub-clause (b) hereof.

(d) Overtime shall not be paid where men work in excess of eight hours per day in effecting their change of shifts.

(e) For work performed during meal times, employees shall receive an extra rate of half-time whilst so employed.

(f) All adults, except shift-workers, shall receive a meal allowance of 1s. 6d. when working overtime of one hour or longer.

SUNDAYS AND HOLIDAYS.

7. (a) For all time worked on Sundays and specified holidays, payment shall be made at double rates, except so far as furnacemen and furnacemen's assistants are concerned.

(b) For all ordinary time worked by furnacemen and furnacemen's assistants on Sundays or specified holidays, they shall be paid at the rate of time and a half.

(c) When the employer requires any work to be done on a Sunday by employees whose ordinary working week does not comprise Sunday, if such employees consider that the doing of such work on the Sunday was not reasonably necessary for the carrying on of the business, they may refer the question to the Secretary for Labour, who shall decide the matter, and in the event of the Secretary for Labour deciding that the doing of the work on the Sunday was not so necessary, the employees who did it shall be paid therefor double the amount that would otherwise be payable.

PAYMENT DURING REPAIRS TO FURNACE.

8. In the event of a furnace going out for repairs, and of the furnacemen being employed at the repairing of same, they shall be paid their ordinary rates of pay for the first three weeks they are employed repairing, after which they may be employed as labourers and paid ordinary labourer's wages.

ANNUAL LEAVE.

9. Furnacemen and furnacemen's assistants shall be allowed seven days' annual leave on full pay. When a furnacemen or furnacemen's assistant has been employed for six months or more, he shall be entitled to proportionate holidays.

PROVISION OF FURNACEMEN'S ASSISTANTS.

10. Where necessary, furnacemen's assistants shall be provided for all furnacemen on gas furnaces, excluding automatic gas producers and direct fire furnaces.

REPACKING GAS CHAMBERS.

11. Employees shall repack chambers while furnaces are under fire at any time when called on to perform this work, and they shall be paid 6s. per hour for all time engaged on such work. If the work is performed on any specified holiday, they shall be paid the above rates in addition to their ordinary pay. Overtime and mixed-function clauses do not apply.

EMPLOYEES ENGAGED IN POT SETTING.

12. Employees engaged in pot setting shall be paid 1s. per hour in addition to their ordinary rates of pay whenever this class of work is performed, and shall perform same in any part of the week when called upon to do so.

MIXED FUNCTIONS.

13. Where employment involves functions of a mixed character, and an employee is employed for sixteen hours in any one week on work for which a higher rate of pay is prescribed by this Determination than the rate prescribed for the work which he usually does, the minimum rate to be paid to such employee shall be calculated for the week as if he performed such only of the functions as are represented by the highest rate, but if employed for less than sixteen hours on such higher class of work he shall be paid the rates prescribed by this Determination for the work he actually does from time to time. This clause shall not apply to skilled glassworkers.

WAGES OF CARTERS INSIDE WORKS.

14. When employees are engaged in driving single-horse vehicles inside the works, they shall receive the wages fixed by this Determination or the wages fixed by the Determination of the Carters and Drivers Board for carters and drivers generally for similar work, whichever is the higher.

ENGAGEMENT AND TERMINATION OF EMPLOYMENT.

15. (a) Employees shall be engaged by the week and paid weekly, a week's notice to be given by employer or employee to terminate employment, or in lieu of such notice a week's wages to be paid except by mutual consent of both parties. Notice to be given not later than Monday at noon, the week to terminate at end of Friday's shift. In the event of a furnace going out for repairs at any time, skilled workers who are thereby thrown out of employment shall be entitled to receive one clear week's notice dispensing with their services; during the currency of such notice they may be required to do other work available on the premises, for which they shall be paid a wage not less than the basic wage. This clause shall apply to skilled glassworkers only.

(b) An employee desirous of terminating his service with the employer shall terminate such service only on Saturday of each week, and shall give his employer notice of his intention to terminate such service on or before 5 p.m. on the Monday prior to the date of termination of such service, or in lieu thereof, one week's pay shall be deducted from his pay by the employer. Any employer desirous of terminating the service of the employee, shall terminate his service only on Saturday, and he shall give the employee notice of his intention to terminate such service on or before 5 p.m. on the Monday prior to the termination of such service, or in lieu thereof, one week's pay shall be paid to the employee by the employer. Provided that in the event of a tank going out for repairs at any time, the machine hands thereby thrown out of work, shall receive one clear week's notice dispensing with their services as machine hands during the currency of which notice they may be required to do other work on the premises, or at the option of the employer, they may be paid one week's wages in lieu of such notice. Provided further that nothing in this clause shall apply to cases of termination of services of employees for misconduct or incompetence justifying their instant dismissal. This clause shall not apply to skilled glassworkers.

LOSS OF TIME THROUGH SICKNESS.

16. (a) Any weekly employee not attending for duty shall lose his pay for the actual time lost. Provided, nevertheless, that if he produces or forwards within 24 hours of the commencement of the non-attendance evidence satisfactory to the employer or to the Secretary for Labour that his non-attendance was reasonable because of his own ill-health, due to any cause other than his own misconduct, he shall be entitled to the benefit of the next succeeding sub-clause hereof.

(b) In the case of any such employee who has been employed in a particular business not less than one calendar month, if his non-attendance is in manner aforesaid shown to be reasonable because of ill-health, he shall be entitled to payment of wages in respect of six, but not more than six, days in all of such non-attendance in each year of his employment in such business.

17. For the purpose of clause 16 (b) of this Determination, an employee, whose employment ceases because of a furnace going out of commission, and he resumes his employment within three days of the furnace restarting, shall be deemed to have been constantly employed in the interval between such cessation and restarting.

This clause shall not apply to skilled glassworkers.

HOLIDAYS.

18. (a) All employees other than furnacemen and furnacemen's assistants shall be allowed the following holidays without any deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day.

(b) Where by reason of any of the said-named holidays falling on a Sunday, or by reason of any other cause, any other day is observed as a general holiday in lieu of any of the said-named holidays, then this clause shall be read as if such other day were included herein instead of the said-named holiday, but not so as to increase beyond eleven the number of holidays to be allowed by reason of this clause.

(c) In the case of shift work a holiday or holidays (as the case may be) shall not begin until the end of the last shift commenced on the day immediately preceding the holiday or holidays, and shall not end until the beginning of the first shift commenced on the day immediately succeeding the holiday or holidays.

(d) No employees shall be entitled to be paid for any holiday not worked if he fails otherwise than for reasonable cause to work during his usual working hours on the day or shift immediately preceding and on the day or shift immediately following such holiday.

(e) Where any person who has been employed by an employer for a period of three months or more immediately preceding the termination of the said person's services within the seven days immediately preceding any of the holidays named in sub-clause (a) hereof for any cause not being his own default or misconduct sufficient to justify the termination of the said person's services, such employee shall receive payment for the aforesaid holiday as if his employment had continued so as to include such holiday.

TIME-BOOK.

19. Employers shall provide a time-book in each glass works. Such time-book shall be entered up in ink and shall contain a correct account of the hours worked and the wages received by each employee. Employees shall make all such records whether by time clock or otherwise as shall be reasonably necessary to enable employers to keep such correct records. The time occupied by employees in filling in any time-books or cards or in making any record shall be treated as time of duty, except that occupied in checking in or out at the beginning or end of duty, which checking shall be done in the employee's own time.

INSPECTION OF TIME-BOOK.

20. (a) The Secretary, Assistant Secretary or Organizer of the Australian Glass Workers Union, duly authorized in writing under the seal of the said Union, shall have access to the record of times recorded by the employees and the wages paid for a period of two months prior to date of inspection, provided that such inspection shall be made during the office hours of the factory and not more than once in any fortnight. Authority shall be produced to the employer on demand.

(b) On each works reasonable facilities shall be afforded members and officers of the Union for the necessary work in connexion with the above, and the Union shall be permitted to post notices on a notice-board in the works in a reasonable manner.

SHELTER SHEDS FOR FURNACEMEN AND OTHERS.

21. Shelter sheds shall be provided over gas-tank producers for shelter of furnacemen, and all other employees shall be protected from the weather during the course of their duties as far as practicable.

FACILITIES FOR KEEPING CHANGE OF CLOTHING.

22. Employers shall supply suitable places for furnacemen, furnacemen's assistants and continuous night-workers to keep a change of clothing on the works, and shall provide adequate hot shower baths for the use of employees.

PAYMENT OF WAGES.

23. Wages shall be paid on Friday night, but the employer may pay individuals on Saturday.

RESPONSIBILITY FOR WARE AFTER IT HAS BEEN STORED.

24. Workmen cannot be held responsible for ware after it has been stored.

COMPULSORY APPRENTICESHIP AND LIMITATION OF APPRENTICES.

25. Of the apprentices put down to the trade, 75 per cent. shall be apprenticed hand-blowing and 25 per cent. to the machines.

INTOXICATING LIQUORS.

26. No intoxicating liquors shall be allowed on the premises without permission.

HOURS.

27. A. (a) The maximum number of hours that shall constitute a week's work for the employees specified in clauses 1 and 2 shall be 44, to be worked in either 5 days or 6 days at the option of the employer.

(b) The hours for stopper pressers shall be the same as the hours for glassworkers.

(c) Transferers, takers-out, takers-in, mould-shutters, and snappers-up shall commence work 15 minutes earlier than the glass-workers in order to prepare the shops for work.

(d) The hours of watchers and all labour employed around the Hartford-Fairmont feeders and any other glass-producing machines shall be worked in shifts as follows:—

(1) Morning shift from 7 a.m. to 3 p.m. Monday to Friday inclusive, and from 7 a.m. to 12 noon on Saturday (45 hours per week).

(2) Afternoon shift from 3 p.m. to 11 p.m. Monday to Friday inclusive (40 hours per week).

(3) Night shift from 11 p.m. to 7 a.m. Monday to Friday inclusive (40 hours per week).

Provided that persons employed around the Hartford-Fairmont feeders or any other glass-producing machines may be required to start work at 6 a.m., but not before 6 a.m., on Mondays and the day following a holiday to get feeders and machines in going order so that other employees may start work and the production commence at the ordinary starting time subject to the condition that all time worked by such persons between 6 a.m. and 7 a.m. shall be paid for at the overtime rate of time and a half.

(e) If artificial light adequate for the work be furnished, sorters and truckers attendant upon sorters may be employed in shifts throughout the day and night from 8 a.m. on Mondays to noon on Saturdays.

If the adequacy of such artificial light be questioned, work shall not be discontinued, but the matter shall be referred to the Secretary for Labour.

(f) The ordinary hours of work (exclusive of meal times) on such shifts shall be, but shall not exceed, 44 per week on any shift.

(g) The workers on any such shift not wholly worked between 8 a.m. and 6 p.m. shall be entitled to receive extra payment at the rate of 5 per cent.

(h) Sorters may be employed on other work during the working hours of their shift, but shall be paid not less than they would be entitled to if engaged on sorting throughout the shift.

(i) Such shifts shall rotate each week.

B. (u) The ordinary hours of duty of furnacemen and furnacemen's assistants shall not exceed an average of 44 hours per week to be worked in shifts not exceeding eight hours each, including crib time reckoned as part of working time, such shifts to be distributed as the employer chooses but so as to make an aggregate shift-time on duty not exceeding 176 hours in each period of four weeks. All time worked in excess of eight hours on any day shall be deemed overtime except so far as the excess is owing to arrangements between the employees themselves, or is necessary for effecting periodical rotation of shifts. Shifts shall rotate among furnacemen and furnacemen's assistants.

(b) Where fillers-on are used, they shall work the same hours and receive the same wages and conditions as furnacemen, but must qualify so as to be able to take charge of producers in cases of emergency.

C. Notwithstanding anything in this Determination, batchmixers, and/or glasscrushers, and/or salt cake furnacemen and attendants, and/or sand-washing machine attendants, and/or bottle-washing machine attendants and loaders for delivery purposes may, if an employer so choose, be worked in shifts as follows:—

- (1) Morning Shift—from 7 a.m. to 3 p.m. Monday to Friday inclusive, and from 7 a.m. to noon on Saturday (45 hours per week).
- (2) Afternoon Shift—from 3 p.m. to 11 p.m. Monday to Friday inclusive (40 hours per week).
- (3) Night Shift—from 11 p.m. to 7 a.m. Monday to Friday inclusive (40 hours per week).
- (4) Such shifts shall rotate each week.
- (5) The workers on the afternoon shift and night shift shall receive extra payment at the rate of 5 per cent.

D. The ordinary hours of work for skilled glassworkers and their assistants shall be as follows:—

- (1) Morning Shift—from 7.30 a.m. to 5.15 p.m. with an interval for a meal.
- (2) Night Shift—from 7.40 p.m. to 5 a.m. with an interval for a meal.

Provided that employers may at times when the prospects or demands of business justify, put on a third shift to complete 24 hours' work per day for a period of not less than six months, in which case the hours will be:—

- (1) First Shift—from 7 a.m. to 3 p.m. Monday to Friday inclusive.
- (2) Second Shift—from 3 p.m. to 11 p.m. Monday to Friday inclusive.
- (3) Third Shift—from 11 p.m. to 7 a.m. Monday to Friday inclusive.

SKILLED GLASSWORKERS—BOTTLE SECTION—PIECEWORK.

INSPECTION OF BOTTLES.

28. All bottles put out shall be inspected by a factory committee, if necessary, on behalf of the men, who shall decide with the manager of the works as to what rate such bottles shall be paid, or whether broken down. The bottles to be sorted within 24 hours after coming through the lehr, excepting when prevented by holiday or exceptional circumstances.

BAD METAL.

29. (a) When in the opinion of workmen metal is bad, they shall report same to the man in charge, and is allowed to be worked, they shall be paid for at full rates.
- (b) All bottles melted or not properly annealed to be paid for at full rates.

FLOWN MARBLES.

30. Workmen to be paid for all over one dozen per day.

SINGLE-HANDED WORK.

31. Workmen shall work single-handed when their hole is short, when practicable; but in such case, suitable moulds shall be provided, and the following rates paid:—

- (a) *Block and Plate System*.—When a finisher, blower, or gatherer is off one dozen to count two dozen.
- (b) *Stem System*.—When a finisher, blower, or boy is off one dozen to count two dozen.

JOURNEYMEN PREVENTED FROM EARNING FULL DAY'S WAGE.

32. (a) When a journeyman is taken away from a full hole, he shall be paid up to the average of his own hole for the previous week, or what he earns in the hole in which he works. He shall have the option, but must declare.
- (b) When any journeyman is put on day-work, he shall be paid not less than Twenty shillings (20s.) per day.
- (c) When a journeyman is shifted on account of his hole being short he shall be paid what he earns in the hole where he blows or finishes.
- (d) Where a journeyman ready and willing to work for a whole shift is prevented by (a) excessive heat of metal, (b) oily fumes, or (c) improper moulds from earning at piecework 20s. for the shift he shall be entitled to payment of at least 20s. in respect of the shift's work.

SUITABLE PIPES.

33. (a) *BLOCK AND PLATE SYSTEM*.—Each hole shall be supplied with six suitable pipes.
- (b) *STEM SYSTEM*.—Hole shall be supplied with three pipes of different sizes for each blower.

HOLIDAYS.

34. The holidays to be observed shall be the same as those provided in the Determination relating to the unskilled section of the industry.

CONSTITUTION OF HOLES.

35. (a) *BLOCK AND PLATE SYSTEM*.—Hole means finisher, two gatherers and blowers, or gatherer and blower, snapper-up, and taker-in.
- (b) *STEM SYSTEM*.—Hole means finisher, two gatherers and blowers, or gatherer and blower, mould shutter, snapper-up, and taker-in.

MOULDS, PUNTIES, AND TOOLS.

36. (a) Suitable moulds shall be brought to each hole and put on stands, with handles fixed on stem moulds and suitable tools and punties provided for same; every care of moulds and other tools of trade to be taken by the men who shall use their power to prevent loss and ill-usage of same.
- (b) When two or more moulds are working in a hole at different prices, the highest rate is to be paid.

WEIGHTS OF BOTTLES.

37. (a) Block and plate workmen shall be given the weights with the following allowances:—
Up to 10-oz. fluid contents—1-oz. weight to be allowed each way.
Over 10-oz. fluid contents up to and including reputed quarts—1½-oz. weight each way.
- (b) *STEM WORK*.—Up to and including 4-oz. weight—¼-oz. weight each way.
Over 4-oz. weight and up to and including 8-oz. weight—½-oz. weight each way.
Over 8-oz. weight and up to and including 12-oz. weight—¾-oz. weight each way.
Over 12-oz. weight and up to and including 20-oz. weight—1¼-oz. weight each way.

Note.—When stem bottles are blown on block and plate, workmen only allowed stem weight allowances.

SKIMMING METAL.

38. Workmen shall skim the metal when required to do so by the man in charge and shall be paid 2s. 6d. per hour.

LOST TIME.

39. In the event of men being temporarily prevented from carrying on their usual work through no fault of their own, the management, after the expiration of half an hour shall inform the men concerned whether or not they will be able to resume that day. Should the men be notified that they will resume, they shall be paid at the rate of 2s. 6d. per hour for all time lost.

If a piecework journeyman reports for duty at the commencement of a shift, and his usual work is not available for him through circumstances for which he is not responsible and of which he was not notified the previous day, he shall be allowed three hours' pay at the rate of 2s. 6d. per hour for the time lost.

ALLOWANCE PAYABLE TO SKILLED GLASSWORKERS.

40. (a) The piecework rates for skilled glassworkers provided in the Schedule to this Determination shall remain in force for the period of this Determination. In addition to the men's earnings on piecework list, all skilled glassworkers shall be paid a daily allowance at the rate of 11s. per week for every day worked or every specified holiday as from the date of this Determination.

(b) The said allowance shall remain in force for a period of twelve months, at the expiration of which either party may ask for a revision of same.

FIXATION OF PRICES FOR NEW BOTTLES OR BOTTLES NOT INCLUDED IN SCHEDULE OF PRICES.

41. Any employer may fix and pay piecework prices for bottles not already provided for in the schedule of piecework prices set out in this Determination, and shall base such piecework prices on the earnings of an average worker working under like conditions to those for which the piecework prices are fixed. Every such employer shall, if required so to do, forward a statement to the Secretary for Labour of such piecework prices.

MACHINE CONDITIONS.

- 42. (a) All shops shall be considered started when filling moulds.
- (b) Employers shall furnish all necessary facilities. Auxiliary help shall be considered part of the facilities. Regular boys must not be taken from one machine and placed on another without notifying men on machines.
- (c) Employers shall supply sufficient wind and jets to enable machines and machinists to work at their greatest efficiency. Upon all new air lines, cut-off slides to be fitted at the most convenient place.
- (d) Employers shall supply all necessary tools. Puntios must be made of wooden handles with clay heads. Clay heads to be made in various sizes, suitable for all jobs; the workman to have the privilege of making his own puntio heads or using his own tools of trade.
- (e) There shall be competent sorters to sort all work. Rejected work to be set aside for inspection on request of the men affected.
- (f) Competent fitters shall be supplied to repair all machines.
- (g) At no time shall the workmen be compelled to work on a furnace when the metal is unreasonably low; the factory committee to determine with the man in charge whether or not such furnace is in proper working order.
- (h) Employers shall supply gloves free of cost to workmen, provided the old ones are handed in in return, failing which the workmen shall pay cost price for gloves supplied.
- (i) Employers shall supply at least one complete locker for each hole.
- (j) Workmen shall not be paid for split and crizzled rings unless the number exceeds two dozen per day. If the number exceeds that amount they shall be paid for one-half.
- (k) Workmen shall be paid at the rate of not less than twenty shillings (20s.) for any day upon which their earnings working on piecework do not equal that amount.

SHORT HOLES.

43. When men are ordered to leave their holes on account of their holes being short, they shall do so. This shall not apply to boys being off.

PAYMENT FOR CRIZZLED BOTTLES.

44. All hand-blown crizzled bottles shall be paid for at full rates when men are allowed to work moulds by man in charge after having reported same.

NOTIFICATION OF INTENTION TO START LATE OR CEASE EARLY.

- 45. (a) In the event of employees being unable to present themselves for work at starting time, they shall notify the foreman in ample time, if possible, to permit timely arrangement being made to prevent loss of time in the shop.
- (b) No employee shall cease work before the proper time without first notifying the foreman of the cause.
- (c) In the event of any shop desiring to retain the services of the pull-off in a block and plate hole, they may make arrangements with the officials of the Australian Glassworkers Union to interview the management of the firm to have a pull-off placed in the hole, in which event the price to be paid the men must not exceed 6d. less than the price list per gross per hole, but in no case shall the price be less than the price fixed for stem work.

BASIC WAGE.

46. (a) The wages rates set out in clause 2 of the Glass Bottle Section and for adult males in clause 3 of the Flint Glass Section are based upon the following basic wage.

Basic Wage.

| Place. | Basic Wage (Adjustable). | Index Number Set Assigned. |
|------------------------------|--------------------------|----------------------------|
| Throughout the State | £ s. d. 11 15 0 | Melbourne |

(b) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

(c) The wages of apprentices, improvers, and un-apprenticed male juniors shall be the appropriate percentages as set out, such wages shall be calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

SCHEDULE OF PIECEWORK RATES.

| BLOCK AND PLATE WORK. | | | | Wine and Spirit Bottles—Pale Metal—continued. | |
|---|---------|------------|-----|---|------------|
| Aerated Water Bottles. | | Per gross. | | | Per gross. |
| | | s. d. | | | s. d. |
| 22-oz., 24-oz., and 26-oz. Codd's | .. .. . | 8 | 1½ | Reputed pint, dump shape whisky (Sanderson's) | 5 9 |
| 18-oz. Codd's | .. .. . | 7 | 10½ | Reputed pint, brandy | 5 3 |
| 14-oz. Codd's | .. .. . | 7 | 7½ | Reputed pint, schnapps | 6 0 |
| 12-oz. Codd's | .. .. . | 7 | 4½ | Reputed pint, hock | 5 6 |
| 10-oz. Codd's | .. .. . | 7 | 1½ | Reputed pint, Walker's square whisky | 5 6 |
| 5-oz. and 6-oz. Codd's | .. .. . | 6 | 4½ | 10-oz. gin | 5 0 |
| 10-oz. Lamonts | .. .. . | 7 | 1½ | 20-oz. J.D.K.Z. gin | 6 1½ |
| 5-oz. and 6-oz. Lamonts | .. .. . | 6 | 4½ | 32-oz. J.D.K.Z. gin | 8 1½ |
| 24-oz. to 26-oz. screw mouths | .. .. . | 7 | 9 | 40-oz. J.D.K.Z. gin | 9 3 |
| 10-oz. and 12-oz. screw mouths | .. .. . | 6 | 0 | 52-oz. J.D.K.Z. gin | 12 6 |
| 5-oz. and 6-oz. screw mouths | .. .. . | 5 | 1½ | 24-oz. Boll's gin | 7 1½ |
| 40-oz. lithia, spa, or soda | .. .. . | 8 | 1½ | 20-oz. hop bitters | 6 1½ |
| 20-oz. lithia, spa, or soda | .. .. . | 7 | 0 | 13-oz. Cooper and Nathan's whisky | 5 6 |
| 14-oz. lithia, spa, or soda | .. .. . | 6 | 0 | 20-oz. panel sarsaparilla | 7 6 |
| 12-oz. lithia, spa, or soda | .. .. . | 5 | 7½ | 1st. All reputed quarts in black metal to be paid 7s. 9d. per gross. | |
| 10-oz. lithia, spa, or soda | .. .. . | 5 | 7½ | 2nd. Reputed pints in black metal, 6s. per gross. | |
| Wolstenholme ginger beer | .. .. . | 5 | 3 | 3rd. Reputed pints when made on stem, 3d. per gross less than the list. | |
| Lane's and other beer shapes | .. .. . | 7 | 1½ | | |
| Squash and Punch Bottles. | | Per gross. | | Rock Jars. | Per gross. |
| | | s. d. | | | s. d. |
| Alexander and Patterson's lemon squash and all 26-oz. squash, punch, and cordials | .. .. . | 7 | 1½ | 8-lb. wide mouths | 42 3 |
| 26-oz. Elliotts' cordials | .. .. . | 8 | 6 | 6-lb. wide mouths | 35 3 |
| Dyson's 20-oz. cordial | .. .. . | 6 | 1½ | 4-lb. wide mouths | 25 3 |
| Schwepes' 20-oz. | .. .. . | 6 | 1½ | 4-lb. narrow mouths | 13 1½ |
| Schwepes' 13½-oz. brandy | .. .. . | 5 | 6 | | |
| Brookes' 12-oz. lemon squash | .. .. . | 5 | 0 | Winchesters. | Per gross. |
| Dixon's 10-oz. O.T. | .. .. . | 5 | 0 | | s. d. |
| Sauce and Pickle Bottles. | | Per gross. | | 20-oz. Winchesters | 6 6 |
| | | s. d. | | 25-oz. Winchesters | 7 0 |
| Square pickle pint | .. .. . | 5 | 6 | 32-oz. Winchesters | 7 7½ |
| Concave pickle pint | .. .. . | 5 | 6 | 40-oz. Winchesters | 8 1½ |
| Round pickle pint | .. .. . | 5 | 3 | 50-oz. Winchesters | 10 1½ |
| Konig's military pickle | .. .. . | 8 | 7½ | 60-oz. Winchesters | 11 1½ |
| Mitchell's hexagon 16-oz. pickle | .. .. . | 6 | 7½ | 66-oz. Winchesters | 12 1½ |
| Military pickle, stoppered | .. .. . | 6 | 7½ | 80-oz. Winchesters | 19 7½ |
| Garfield pickle, stoppered | .. .. . | 6 | 7½ | 90-oz. Winchesters | 20 1½ |
| Madras pickle | .. .. . | 5 | 0 | 100-oz. Winchesters | 21 4½ |
| 10-oz. round pickle | .. .. . | 4 | 6 | 120-oz. Winchesters | 25 4½ |
| 10-oz. square pickle | .. .. . | 4 | 9 | 160-oz. round O.T. | 42 3 |
| 10-oz. military pickle | .. .. . | 5 | 0 | 180-oz. round F.G. and Co. and gallon rounds | 42 3 |
| 10-oz. hexagon pickle | .. .. . | 4 | 9 | | |
| 26-oz. tomato sauce | .. .. . | 6 | 9 | Wide-Mouth Jars. | Per gross. |
| 20-oz. tomato sauce | .. .. . | 6 | 1½ | | s. d. |
| 26-oz. chutney | .. .. . | 6 | 9 | 3-lb. salt jar (P.S.) | 7 1½ |
| 20-oz. chutney | .. .. . | 6 | 1½ | 2-lb. salt jar (P.S.) | 6 7½ |
| 26-oz. Lackersteen's chutney | .. .. . | 6 | 9 | 2-lb. fluted jar | 6 7½ |
| 12-oz. chutney | .. .. . | 5 | 3 | 2-lb. finished jar | 5 10½ |
| French chutney | .. .. . | 5 | 3 | 2-lb. tie-over lip jar | 6 1½ |
| Indian condiment | .. .. . | 5 | 0 | 1½-lb. fluted jar | 5 4½ |
| Pint tomato sauce | .. .. . | 5 | 0 | 1½-lb. finished jar | 5 4½ |
| 20-oz. Worcestershire sauce | .. .. . | 6 | 4½ | 1-lb. finished jar | 4 9 |
| | | | | 1-lb. tie-over lip jar | 5 6 |
| Wine and Spirit Bottles—Pale Metal. | | Per gross. | | Miscellaneous Bottles | Per gross. |
| | | s. d. | | | s. d. |
| Reputed quarts (Burke's) | .. .. . | 7 | 1½ | Milk quarts | 8 7½ |
| Reputed quarts (Sutherland's) | .. .. . | 6 | 7½ | Milk pints | 7 1½ |
| Reputed pints, round or oval | .. .. . | 5 | 3 | Milk, ½-pints | 5 6 |
| Imperial oval quarts | .. .. . | 8 | 1½ | New South Wales milk quart | 8 7½ |
| Imperial oval pints | .. .. . | 5 | 9 | New South Wales milk pint | 7 1½ |
| Imperial round quarts | .. .. . | 8 | 1½ | Caulfield milk | 6 7½ |
| Walker's square whisky | .. .. . | 7 | 1½ | 1½-pint milk | 7 10½ |
| Haig and Haig whisky | .. .. . | 7 | 7½ | Microbe killer | 7 3 |
| Watson's No. 10 whisky (and similar shapes) | .. .. . | 7 | 1½ | Strathman's drops | 7 1½ |
| Reputed quart schnapps | .. .. . | 7 | 1½ | Carbolacene | 5 0 |
| Reputed quart, Ainslie's whisky | .. .. . | 8 | 6 | Carbolacene (new shape) C.C. finish | 5 3 |
| Reputed quart, brandy | .. .. . | 7 | 1½ | Parry's reputed quart vinegar | 7 1½ |
| Reputed quart, hock | .. .. . | 7 | 1½ | Long reputed quart vinegar | 7 1½ |
| Reputed quart, barrel | .. .. . | 8 | 1½ | 20-oz. vinegar | 6 7½ |
| Half-gallon, barrel | .. .. . | 15 | 3 | Brunswick Black finished | 5 6 |
| Reputed quart, sarsaparilla | .. .. . | 7 | 1½ | Battery jar, No. 1 | 4 0 |
| Reputed quart, Creme-de-Menthe | .. .. . | 8 | 7½ | Battery jar, No. 2 | 6 1½ |
| Reputed quart, Dom whisky | .. .. . | 8 | 6 | Battery jar, leclanche cells | 5 7½ |
| Reputed quart, Watch whisky | .. .. . | 8 | 6 | Long reputed quart olive oil | 7 1½ |
| Reputed quart, McLatchie and Frog's whisky | .. .. . | 8 | 6 | 20-oz. Tremain's olive oil | 6 9 |
| Reputed quart, Brown's dump whisky | .. .. . | 8 | 6 | 16-oz. carlsbad salt | 6 4½ |
| Reputed quart, Fesq and Easson's whisky | .. .. . | 8 | 6 | 20-oz. pepsin | 6 0 |
| Reputed quart, hip flask | .. .. . | 8 | 6 | 16-oz. Tremain's carlsbad salt | 6 9 |
| Reputed quart, Munroe's whisky | .. .. . | 8 | 0 | 32-oz. kresolvo | 8 7½ |
| Reputed quart, King's liqueur | .. .. . | 8 | 0 | 40-oz. lotol | 2 1½ |
| Reputed quart, Lounde's dump whisky | .. .. . | 7 | 1½ | C'nical quarts | 7 1½ |
| Reputed quart, Woods's dump whisky | .. .. . | 8 | 0 | 18-oz. oval essence | 6 7½ |
| Reputed quart, Resch dump whisky | .. .. . | 8 | 0 | 22-oz. ammonia | 8 6 |
| Reputed quart, White and Makie's dump whisky | .. .. . | 8 | 0 | 24-oz. Kodak | 9 3 |
| Reputed quart, Radstock bitters | .. .. . | 8 | 0 | 32-oz. Kodak | 10 3 |
| Reputed pint, dump shape whisky | .. .. . | 5 | 6 | 24-oz. Parke & Davis (W. M.) | 9 6 |

SCHEDULE OF PIECEWORK RATES—continued.

Miscellaneous Bottles—continued.

| | Per gross. |
|---------------------------------------|------------|
| | s. d. |
| 18-oz. Denham's round and oval S.W.M. | 6 7½ |
| 13½-oz. vase-shape bath salts | 6 6 |
| 8-oz. Denham cream | 4 9 |
| 16-oz. varnish | 5 0 |
| 16-oz. Stearn's diamond shape | 7 9 |
| 19-oz. essence Lawrence | 7 6 |
| 14-oz. Eau-de-cologne | 5 3 |

STEM WORK.

Dispensing Bottles.

| | Per gross. | When made. Block and Plate. |
|---|------------|-----------------------------|
| | s. d. | Per gross. s. d. |
| Up to 2-oz. contents inclusive | 3 0 | |
| 3-oz. contents | 3 3 | |
| 4-oz. contents | 3 6 | |
| 5-oz. contents | 3 7½ | |
| 6-oz. to 8-oz. contents | 4 0 | |
| 8-oz. Medical Oval, 12-oz. weight | 4 9 | |
| 8-oz. Stearn's diamond shape | 4 3 | |
| 10-oz. contents | 4 9 | 5 6 |
| 12-oz. contents | 5 0 | 5 6 |
| 14-oz. contents | 5 6 | 5 9 |
| 16-oz. contents | 5 9 | 6 6 |
| 18-oz. contents | 5 7½ | 7 6 |
| 20-oz. contents | 7 6 | 8 6 |
| 24-oz. contents | 9 3 | 9 6 |
| 32-oz. contents | 10 3 | 10 6 |
| 4-oz. Chelts. (to hold 3½ oz.) | 3 7½ | |
| 2-dram serum | 3 3 | |
| 4-dram serum | 3 3 | |
| 1-oz. French squares (1½-oz. to 2-oz. weight) | 3 3 | |

Note.—Mexican flats, French rounds and squares, Manhattans, Philadelphia, and Baltimore ovals, poisons, Chelts, F. G. and Co. tinctures, peroxides, Faulding's rounds, Winchesters up to 18-oz., and all pills to come under this list.

Panelled Bottles.

| | Per gross. | When made. Block and Plate. |
|---|------------|-----------------------------|
| | s. d. | Per gross. s. d. |
| Up to 1-oz. contents not exceeding 2½-oz. weight | 3 0 | |
| Over 1-oz. contents up to 2-oz. contents not exceeding 5½-oz. weight | 3 0 | |
| Over 2-oz. contents up to 3-oz. contents not exceeding 6½ oz. weight | 3 3 | |
| Over 3-oz. contents up to 4-oz. contents not exceeding 6½-oz. weight | 3 6 | |
| Over 4-oz. contents up to 5-oz. contents not exceeding 8-oz. weight | 3 7½ | |
| Over 5-oz. contents up to 6-oz. contents not exceeding 8½-oz. weight | 4 0 | |
| Over 6-oz. contents up to 8-oz. contents not exceeding 10½-oz. weight | 4 9 | |
| Over 8-oz. contents up to 10-oz. contents not exceeding 12-oz. contents | 5 6 | 6 0 |
| Over 10-oz. contents up to 12-oz. contents not exceeding 14-oz. weight | 6 6 | 7 3 |
| Over 12-oz. contents up to 14-oz. contents not exceeding 16-oz. weight | 7 0 | 7 9 |
| Over 14-oz. contents up to 16-oz. contents not exceeding 18-oz. weight | 7 6 | 8 6 |
| Over 16-oz. contents up to 20-oz. contents not exceeding 22-oz. weight | 9 0 | 9 9 |
| 1-oz. Bonnington (3½-oz. weight) | 3 3 | |
| Balte, 4-oz., 3 panel | 3 9 | |
| Taylor and Coll's, 3-oz., 3 panel | 3 7½ | |
| Marshall's, 6-oz., 4 panel olive oil | 4 9 | |
| Wright's, 3½-oz., 4 panel | 4 3 | |
| Taylor and Coll's, 4-oz. | 4 0 | |
| Chestease, 2½-oz. | 3 6 | |
| Hypol | 5 6 | 5 9 |
| Docker's hat | 3 9 | |
| Kugleman's, 32-oz.; panel | 12 0 | 12 3 |
| 3½-oz. Wright's rheumatic cure, 8½-oz. to 9½-oz. weight | 4 6 | |

Note.—1st. All panelled bottles to come under this list unless otherwise specified.
2nd. The weights specified are top weights.
3rd. When made heavier than ordinary weights the next highest rate to be paid.

Pioneer Bottles.

| | Per gross. |
|-----------------------|------------|
| | s. d. |
| Up to 2-oz., Harper's | 3 0 |
| 5-oz., Harper's | 3 6 |
| 10-oz., Harper's | 4 9 |

Ink Bottles.

| | Per gross. | When made. Block and Plate. |
|------------------------------|------------|-----------------------------|
| | s. d. | Per gross. s. d. |
| Up to 2-oz., finished | 3 6 | |
| Over 2-oz. to 4-oz. finished | 3 9 | |
| 5-oz. to 8-oz. | 4 0 | |
| 5-oz. Last Drop ink | 4 10½ | |
| 10-oz., finished | 4 3 | 4 6 |
| 12-oz. | 4 6 | 4 9 |
| 16-oz., finished | 5 0 | 5 3 |
| 20-oz., finished | 5 9 | 6 0 |
| 24-oz., finished | 6 9 | 7 0 |
| 32-oz., finished | 7 9 | 8 6 |
| 32-oz. clag | 7 9 | 8 6 |

1st. All other finished inks to come under this list.
2nd. All lipped inks 3d. per gross extra.

Olive Salad and Castor Oils.

| | Per gross. | When made. Block and Plate. |
|--------------------------------------|------------|-----------------------------|
| | s. d. | Per gross. s. d. |
| Up to 2½-oz. castor oil | 3 6 | |
| Over 2½-oz. to 6-oz. castor oil | 3 10½ | |
| Over 6-oz. to 10-oz. castor oil | 4 9 | 5 0 |
| 2-oz. olive oil, A. B. Rundle | 3 6 | |
| 3-oz. olive oil, A. B. Rundle | 3 9 | |
| 5-oz. olive oil | 4 0 | |
| 10-oz. olive oil | 4 9 | 5 0 |
| 5-oz. fluted olive oil | 3 10½ | |
| 10-oz. fluted olive oil | 5 0 | 5 3 |
| 5-oz. Couch and Caulder's olive oil | 4 6 | |
| 10-oz. Couch and Caulder's olive oil | 5 0 | 5 3 |
| Lewis and Whitty's ½-oz. olive oil | 3 9 | |
| Lewis and Whitty's 7-oz. olive oil | 4 0 | 4 3 |
| Up to 2½-oz. Tremain's olive oil | 3 6 | |
| Over 2½-oz. up to 4-oz. olive oil | 4 0 | |
| 5-oz. olive oil | 4 3 | |
| 8-oz. olive oil | 4 6 | |
| 10-oz. olive oil | 4 9 | 5 0 |
| 13-oz. olive oil | — | 5 3 |

Patent lip, 3d. per gross extra.

Inks, Cements, Gums, and Gloys Burst-off.

| | Per gross. |
|---------------------|------------|
| | s. d. |
| 1-oz. B.O. | 2 0 |
| 1½-oz. B.O. | 2 1½ |
| 2-oz. B.O. | 2 3 |
| Over 2-oz. to 4-oz. | 2 6 |

Gloy Shape.

| | Per gross. |
|----------------------|------------|
| | s. d. |
| 2½-oz. round gum | 3 9 |
| 5-oz. gloy finished | 4 0 |
| 10-oz. gloy finished | 4 6 |
| 5-oz. golden gum | 4 6 |
| 10-oz. round paste | 4 3 |

Flasks.

| | Per gross. | When made. Block and Plate. |
|---|------------|-----------------------------|
| | s. d. | Per gross. s. d. |
| 2½-oz. flasks | 3 9 | |
| 3-oz. Weller and Bostock's | 4 0 | |
| 2½-oz. Haig and Haig's flasks | 4 0 | |
| 5-oz. to 6½-oz. flasks | 4 3 | |
| 8-oz. flasks | 5 0 | |
| 10-oz. to 13½-oz. flasks | 5 3 | 5 6 |
| 5-oz. and 6-oz. Walker's square | 4 6 | 4 9 |
| 5-oz. and 6-oz. Walker's squat | 4 3 | 4 6 |
| 13-oz. Haig and Haig's | 5 9 | 6 0 |
| 2½-oz. Ainslie's | 4 0 | |
| 5-oz. Ainslie's | 4 9 | |
| 10-oz. Ainslie's | 5 9 | 6 0 |
| 2½-oz. Orme Kegwin miniature whisky | 3 9 | |
| 2½-oz. and 3-oz. Toohy's min., hex. shape | 4 3 | |

(Watch shape flasks 6d. per gross above the ordinary flask price.)

SCHEDULE OF PIECEWORK RATES—continued.

| Lavender and Brilliantine Bottles. | | | Miscellaneous—continued. | | |
|---|------------|--|--------------------------|--|------------------|
| | Per gross. | | | Per gross. | When made. |
| | s. d. | | | s. d. | Block and Plate. |
| | | | | | Per gross. |
| | | | | | s. d. |
| 1-oz. Faulding's or Queen Lavender | 3 0 | | | 5-oz. Creme-de-Menthe | 4 6 |
| 2-oz. Faulding's or Queen Lavender | 3 0 | | | 2½-oz. King's liqueur | 3 6 |
| 2½-oz. Faulding's or Queen Lavender | 3 3 | | | 4-oz. Brooke's squash | 3 9 |
| 3-oz. Faulding's or Queen Lavender | 3 3 | | | 4-oz. gloss or negroline | 3 6 |
| 1-oz., Pearce or Lubine | 3 0 | | | 4-oz. lacquer | 3 9 |
| 2-oz., Pearce or Lubine | 3 0 | | | 4-oz. curry | 3 6 |
| 2½-oz. B. B. | 3 3 | | | 4-oz. whisky square | 4 0 |
| 4-oz. Australian | 3 6 | | | 4-oz. whisky round | 3 6 |
| 4½-oz. Australian | 4 0 | | | 4-oz. Stearn's (1001) | 4 0 |
| 5-oz. Rodger Freres | 4 0 | | | 5-oz. schnapps or tapered gin | 4 3 |
| 4½-oz. Turnley's | 4 3 | | | 4-oz. square gin | 4 0 |
| 4½-oz. dump brilliantine | 4 3 | | | 6-oz. fish sauce | 4 0 |
| 4-oz. Simpson's, 6-oz. to 6½-oz. weight | 4 3 | | | Eucalyptus oil, Bosisto's shape not over 3½-oz. weight | 3 0 |
| 5-oz. Warton's | 4 6 | | | 2-oz. eucalyptus oil, Bosisto's shape not over 3½-oz. weight (heavy) | 3 6 |
| 6-oz. Apos | 4 6 | | | 5-oz. caper sauce | 3 9 |
| 6-oz. Rimmell's stoppered | 4 9 | | | Chateau Tanunda miniature brandy | 3 0 |
| 8-oz. Florida Water | 4 3 | | | Power's miniature brandy | 3 3 |
| 1-oz. brilliantine | 3 3 | | | Possums miniature brandy | 3 3 |
| 2-oz. brilliantine | 3 3 | | | 6½-oz. Watson's or similar shape whisky | 4 6 |
| 3-oz. brilliantine | 3 6 | | | 6½-oz. port wine | 4 6 |
| 3½-oz. brilliantine | 3 9 | | | 4-oz. effer. fruit salts | 3 9 |
| 4-oz. brilliantine | 3 9 | | | 8-oz. effer. fruit salts | 4 6 |
| 3-oz. Downer's shape | 3 10½ | | | 4-oz. saline cream | 3 6 |
| 1½-oz. Downer's shape | 3 3 | | | 8-oz. saline cream | 4 3 |
| | | | | 4-oz. bay rum | 3 6 |
| | | | | 6-oz. bay rum | 4 0 |
| | | | | 8-oz. bay rum | 4 3 |
| | | | | 6-oz. blacking | 3 9 |
| | | | | 6-oz. oyster | 3 9 |
| | | | | 5-oz. and 6-oz. lithias, spa or soda | 4 9 |
| | | | | 5-oz. Worcestershire sauce | 4 0 |
| | | | | 10-oz. Worcestershire sauce | 4 6 |
| | | | | 6-oz. chutney | 4 0 |
| | | | | Half-pint chutney | 4 9 |
| | | | | 6-oz. glycerine stoppered | 5 3 |
| | | | | 6-oz. one panel curry | 3 9 |
| | | | | 6-oz. graded milk | 3 9 |
| | | | | 6-oz. bell-shape milks | 4 3 |
| | | | | 5-oz. certified cream | 4 3 |
| | | | | 10-oz. certified cream | 4 9 |
| | | | | 6-oz. fountain soda, decanter shape | 5 3 |
| | | | | 10-oz. fountain soda, decanter shape | 7 0 |
| | | | | 6-oz. curry | 3 9 |
| | | | | 8-oz. bath sale (W.M.) F.H.F. | 5 0 |
| | | | | 6-oz. serscol | 4 0 |
| | | | | 6-oz. citrate magnesia | 3 9 |
| | | | | 12-oz. citrate magnesia | 4 9 |
| | | | | 14-oz. citrate magnesia | 5 0 |
| | | | | 13-oz. maize products | 4 9 |
| | | | | 6-oz. carlsbad salts | 3 9 |
| | | | | 12-oz. carlsbad salts | 4 9 |
| | | | | 4-oz. coffee or rum | 3 9 |
| | | | | 8-oz. coffee or rum | 4 6 |
| | | | | 8-oz. benzine | 4 3 |
| | | | | 7-oz. soda sulphur | 4 3 |
| | | | | 7-oz. olive | 4 6 |
| | | | | 4-oz. kresolve or lysol | 3 9 |
| | | | | 8-oz. kresolve or lysol | 4 6 |
| | | | | 17-oz. kresolve or lysol | 5 9 |
| | | | | 4-oz. Eau-de-cologne, Yardley's shape | 4 0 |
| | | | | 6½-oz. Eau-de-cologne, concave shape | 4 9 |
| | | | | 13-oz. Eau-de-cologne, concave shape | 5 9 |
| | | | | 9-oz. Eau-de-cologne, concave shape | 4 9 |
| | | | | 7-oz. Konig pickle | 4 0 |
| | | | | 7-oz. Johnston's pickle | 4 0 |
| | | | | 8-oz. Moller C.L.O. | 4 3 |
| | | | | 16-oz. Moller C.L.O. | 4 9 |
| | | | | 10-oz. magnesia | 4 6 |
| | | | | 20-oz. magnesia | 5 9 |
| | | | | 16-oz. armonia | 5 9 |
| | | | | 12-oz. maltine | 4 9 |
| | | | | 16-oz. malt | 5 3 |
| | | | | 10-oz. Rowe's embrocation | 5 0 |
| | | | | 4-oz. Parisian essence | 3 6 |
| | | | | 3½-oz. fancy hair oil | 3 9 |
| | | | | Fowler's Parisian essence, L.R. | 3 6 |
| | | | | Fowler's Parisian essence, H.R. | 3 9 |
| | | | | Hall's balsam | 3 6 |
| | | | | Baby claret | 3 9 |
| | | | | Pain conquerer | 3 9 |
| | | | | Miniature schnapps | 3 6 |
| | | | | Satinettes | 4 6 |
| | | | | Mitchell's long olive | 5 0 |
| | | | | ½-lb. drops, W.M.P.L. | 4 9 |
| | | | | 1-lb. drops, W.M.P.L. | 5 9 |
| | | | | Crethead's mixture | 5 0 |
| | | | | Gmet essence | 4 6 |

Phenyle Bottles.

| | Per gross. | When made. |
|----------------|------------|------------------|
| | s. d. | Block and Plate. |
| | | Per gross. |
| | | s. d. |
| 5-oz. phenyle | 4 0 | 4 6 |
| 10-oz. phenyle | 4 3 | 6 1½ |
| 16-oz. phenyle | 5 10½ | 6 1½ |
| 20-oz. phenyle | 6 9 | 7 0 |

Coloured List.

| | Per gross. | When made. |
|---------------------------------|------------|------------------|
| | s. d. | Block and Plate. |
| | | Per gross. |
| | | s. d. |
| 1-oz. manilla | 3 0 | |
| 1-oz. smelling salts | 3 3 | |
| 2-oz. smelling salts | 3 3 | |
| 1-oz. bonox, beefine, or cupex | 3 6 | |
| 2-oz. bonox, beefine, or cupex | 3 6 | |
| 4-oz. bonox, beefine, or cupex | 4 0 | |
| 8-oz. bonox, beefine, or cupex | 4 3 | |
| 16-oz. bonox, beefine, or cupex | 5 9 | |
| 1-oz. coconut oil or vaseline | 3 6 | |
| 2-oz. coconut oil or vaseline | 3 6 | |
| 3-oz. coconut oil or vaseline | 3 6 | |
| 4-oz. coconut oil or vaseline | 3 9 | |
| 2-oz. nasal balm | 3 3 | |
| 2½-oz. miniature brandy | 3 3 | |
| 2½-oz. miniature whisky | 3 3 | |
| 2½-oz. Eau-de-cologne (C.S.) | 3 3 | |
| 1-oz. Eau-de-cologne (L.T.) | 4 0 | |
| 2½-oz. Eau-de-cologne (L.T.) | 4 3 | |
| 4-oz. Eau-de-cologne (L.T.) | 4 6 | |
| 4-oz. herb bitters | 3 6 | |
| 8-oz. herb bitters | 4 3 | |
| 6-oz. and 6-oz. pioneer | 3 9 | |
| 4-oz. Warner's safe cure | 3 9 | |
| 8-oz. Warner's safe cure | 4 0 | 4 3 |
| 16-oz. Warner's safe cure | 6 0 | 6 3 |
| 8-oz. Clement's tonic | 4 0 | 4 6 |
| 16-oz. Clement's tonic | 5 9 | 6 0 |
| 8-oz. peptonoid | 5 3 | 5 6 |
| 14-oz. hexagon P.O.P. | 5 3 | 5 6 |
| Cuming Smith's formalin | 5 0 | 5 6 |
| 5-oz. magnesia, R.T. and Co. | 4 0 | 4 6 |
| 16-oz. Stearn's | 5 9 | 6 0 |
| 20-oz. bath salts | 6 0 | 6 3 |
| 16-oz. Stearn's tonic wine | 5 9 | 5 9 |
| Half-pint claret | 4 0 | 4 6 |

Miscellaneous.

| | Per gross. |
|---|------------|
| | s. d. |
| 1-oz. light essence | 3 0 |
| 2-oz. light essence | 3 0 |
| 1-oz. sauce finished | 3 0 |
| 1-oz. Lundberg | 3 0 |
| 2-oz. Lundberg | 3 0 |
| 2-oz. Lichtener's heavy round | 3 6 |
| 3-oz. and 4-oz. Lichtener's heavy round | 4 0 |
| Up to 3-oz. rat poison | 3 6 |
| 2½-oz. Bollington | 3 6 |
| 2½-oz. Dixon's O.T. | 3 6 |
| 1½-oz. Creme-de-Menthe | 3 6 |
| 2½-oz. Creme-de-Menthe | 3 9 |

SCHEDULE OF PIECEWORK RATES—continued.

| Miscellaneous—continued. | | Wide and Semi-Wide Mouth Ware—continued. | | | |
|---|--------------------|--|--|--------------------|--|
| Per gross. | | Per gross per man. | | Per gross per man. | |
| <i>s. d.</i> | | Two man Machine. | | One man Machine. | |
| 18-oz. essence | 5 9 | Fowler's No. 27, 2½ lb. | | | |
| Health feeders (one neck) | 5 3 | Fowler's No. 31, 31 oz. | | | |
| 1-oz. oval soent | 3 0 | Fowler's No. 36, 42 oz. | | | |
| 1½-oz. oval soent | 3 3 | Fowler's No. 40, 3 lb. | | | |
| 4-oz. Blogg perfume | 4 3 | Battery jar | | | |
| 4-oz. fire extinguishers | 3 9 | | | | |
| 6-oz. Saunders' polish | 4 6 | | | | |
| 2-oz. Astings osol | 3 3 | | | | |
| 2-oz. vermol | 3 6 | | | | |
| 10-oz. Mitchell's square olive oil | 5 0 | | | | |
| 4-oz. tapered bath salts, 8-oz. weight | 4 0 | | | | |
| 2-oz. tap. lavender | 3 3 | | | | |
| 4-oz. tap. lavender | 3 9 | | | | |
| 6-oz. tap. lavender | 4 3 | | | | |
| 2-oz. international laboratories, flat | 3 3 | | | | |
| 2½-oz. O.T. squash | 3 9 | | | | |
| 1½-oz. Dearborne perfume | 3 6 | | | | |
| 3½-oz. Dearborne perfume | 4 0 | | | | |
| Up to 2-oz. Eau-de-cologne, two flat sides | 3 0 | | | | |
| Over 2-oz. to 4-oz. Eau-de-cologne, two flat sides | 3 6 | | | | |
| 5-oz. Winchesters | 3 9 | | | | |
| 4-oz. and 5-oz. Zarona lotion | 4 0 | | | | |
| 8-oz. oval magnesia, 9-oz. weight | 4 6 | | | | |
| 3½-oz. benzoin, Blogg | 4 3 | | | | |
| 3½-oz. benzoin, Blogg | 4 3 | | | | |
| 3½-oz. blacking | 3 6 | | | | |
| 4-oz. wombat | 3 9 | | | | |
| 5-oz. peroxide | 3 7½ | | | | |
| 9-oz. peroxide | 4 9 | | | | |
| 17-oz. peroxide | 6 7½ | | | | |
| 6-oz. anchovy sauce | 4 0 | | | | |
| MACHINE LIST. | | | | | |
| <i>Wide and Semi-Wide Mouth Ware.</i> | | | | | |
| | Per gross per man. | Per gross per man. | | | |
| | Two man Machine. | One man Machine. | | | |
| | <i>s. d.</i> | <i>s. d.</i> | | | |
| Up to 6-oz. weight (R. and S.) | 1 1 | 0 10 | | | |
| Over 6-oz. up to 14-oz. weight (R. and S.) | 1 2 | 1 0 | | | |
| 1-lb. jar not exceeding 14-oz. in weight (R. and S.) | 1 2 | 1 0 | | | |
| 1½-lb. jar not exceeding 16-oz. in weight (R. and S.) | 1 3 | 1 1½ | | | |
| 1½-lb. Gowing's jam jar | 1 5 | 1 3 | | | |
| 2-lb. jar not exceeding 20-oz. in weight (R. and S.) | 1 5 | 1 3 | | | |
| 1-lb. pie fruit | 1 4 | 1 3 | | | |
| 1½-lb. pie fruit | 1 6 | 1 4 | | | |
| 2-lb. pie fruit | 2 0 | 1 9 | | | |
| Mason pints | 1 2 | 0 11 | | | |
| Mason quarts | 1 3 | 1 1 | | | |
| Mason ½ gallons | 2 2 | 1 10 | | | |
| Signal Spotswood and Zetland quarts | 1 7 | 1 4 | | | |
| Signal Spotswood and Zetland ½ gallons | 2 9 | 1 10 | | | |
| 16-oz. and 18-oz. round pickle | 1 5 | 1 3½ | | | |
| 15-oz. concave pickle | 1 5 | 1 3½ | | | |
| 18-oz. Lancashire pickle | 1 6 | 1 5 | | | |
| Square pickles | 1 5½ | 1 4 | | | |
| 8-oz. kepplers | 1 0 | 1 4 | | | |
| 16-oz. kepplers | 1 11 | 1 8 | | | |
| 12-oz. condiment or chutney | 1 5 | 1 3 | | | |
| Pint chutney | 1 5 | 1 3 | | | |
| 10-oz. gloy | 1 4 | 1 2 | | | |
| 16-oz. Mellin's food | 1 5 | 1 3½ | | | |
| 4-lb. rock jars | — | 4 0 | | | |
| 6-lb. rock jars | — | 6 0 | | | |
| 8-lb. rock jars | — | 8 0 | | | |
| 1-lb. prune jar | 1 2 | 1 0 | | | |
| Fowler's No. 20 1½ lb. | — | 1 7 | | | |
| <i>Narrow Mouth Ware.</i> | | | | | |
| | Per gross per man. | Per gross per man. | | | |
| | Two man Machine. | One man Machine. | | | |
| | <i>s. d.</i> | <i>s. d.</i> | | | |
| 10-oz. oval magnesia | 1 4½ | 1 3 | | | |
| 9-oz. coffee essence | 1 6 | 1 4 | | | |
| 6-oz. Worcestershire sauce | 1 3 | 1 2 | | | |
| 10-oz. Worcestershire sauce | 1 4 | 1 3 | | | |
| 20-oz. Worcestershire sauce | 2 0 | 1 7 | | | |
| Pint round sauce C.S. not exceeding 15 oz. in weight | 1 3½ | 1 3 | | | |
| 20-oz. tomato sauce | 1 9 | 1 5 | | | |
| 26-oz. tomato sauce | 2 0 | 1 7 | | | |
| Up to ¼-pint screw sauce | 1 2 | 1 1 | | | |
| 6-oz. lithia, spa or soda, not exceeding 12 oz. in weight | 1 4 | 1 1 | | | |
| 10-oz. lithia, spa or soda | 1 5½ | 1 3 | | | |
| 12-oz. lithia, spa or soda | 1 7 | 1 4 | | | |
| Brooke's lemon squash | 2 0 | 1 7 | | | |
| 24-oz. Marchant's Crown Seal | 2 0 | 1 7 | | | |
| Imperial oval quarts | 2 0 | 1 9 | | | |
| Imperial oval pints | 1 9 | 1 5 | | | |
| Half-pint milk | — | 1 3 | | | |
| Pint milk | — | 1 6 | | | |
| Quart milks (40 oz.) | — | 3 0 | | | |
| Quart beer, brandy, and whisky | 2 0 | 2 0 | | | |
| Pint beer, brandy, and whisky | 1 9 | 1 9 | | | |
| Quart hook and long vinegar | 2 0 | 1 8 | | | |
| Pint hook and long vinegar | 1 9 | 1 6 | | | |
| Pint schnapps | 1 9 | 1 5 | | | |
| Quart schnapps | 2 0 | 1 8 | | | |
| Johnny Walker's quarts | 2 0 | 1 7 | | | |
| Johnny Walker's pints | 1 9 | 1 5 | | | |
| Ainslie's quart whisky | 2 3 | 1 9 | | | |
| Ainslie's pint whisky | 1 10 | 1 5 | | | |
| 20-oz. Crown cork | 1 9 | 1 6 | | | |
| Greathhead's mixture | 1 7 | 1 5 | | | |
| 10-oz. phenyles | 1 7 | 1 4 | | | |
| 5-oz. phenyles | 1 4½ | 1 2½ | | | |
| 10-oz. sarto dump | 1 4½ | 1 3 | | | |
| 10-oz. ginger beer, stone shape | 1 7½ | 1 4 | | | |
| Square quart sarsaparilla | 2 0 | 1 8 | | | |
| Schwepes', 20 oz. | 1 9 | 1 6 | | | |
| Schwepes', 13½-oz. raspberry | 1 7 | 1 4 | | | |
| 5-oz. coffee essence | 1 3½ | 1 2½ | | | |
| 5-oz. olive, salads, and castor oils | 1 4½ | 1 3 | | | |
| Up to 1-oz. dispensing panels and rounds | 1 0 | 0 10 | | | |
| Over 1-oz. and up to 2-oz. panels and rounds | 1 1 | 0 11 | | | |
| Over 2-oz. and up to 4-oz. panels and rounds | 1 2 | 1 0 | | | |
| 6-oz. and 8-oz. panels and rounds | 1 4 | 1 3 | | | |
| 10-oz. and 12-oz. panels and rounds | 1 6½ | 1 5 | | | |
| 16-oz. panels and rounds | 1 9 | 1 7 | | | |
| 20-oz. panels and rounds | 1 11 | 1 8 | | | |
| Eucal. oils | 1 1 | 0 11 | | | |
| Scott's 6-oz. emulsion | — | 1 3 | | | |
| Scott's 16-oz. emulsion | — | 1 7 | | | |
| Lane's 7-oz. emulsion | — | 1 3 | | | |
| Lane's 14-oz. emulsion | — | 1 7 | | | |
| 6-oz. flasks | — | 1 3 | | | |
| 10-oz. to 13½-oz. flasks | — | 1 6 | | | |
| 80-oz. Winchester | — | 3 6 | | | |
| 100-oz. Winchester | — | 4 6 | | | |

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

Melbourne, 25th September, 1953.

ADULT EMPLOYEES.

Wages per Week of 40 Hours.

| | | Males. | | |
|--|----------------------------|----------------|--------------------------------|-------------|
| | | Ordinary Wage. | War Loading. (Not Adjustable.) | Total Wage. |
| | | s. d. | s. d. | s. d. |
| Pasteurizer | } Machine operator | 279 0 | 5 0 | 284 0 |
| Mixer | | | | |
| Cooling, or | | | | |
| Freezer | | | | |
| Assistant to any of the above-mentioned operators | | 272 0 | 5 0 | 277 0 |
| Dixie | } Machine operator | 273 6 | 5 0 | 278 6 |
| Cup, or | | | | |
| Chocolate bar | | | | |
| Persons cutting and wrapping dry ice | | | | |
| Mould cutter, by machine | | 273 6 | 5 0 | 278 6 |
| Mould cutter, by hand | | 277 0 | 5 0 | 282 0 |
| Can washer, floor hand, or person handling crushed ice | | 272 0 | 5 0 | 277 0 |
| All others | | 269 0 | 5 0 | 274 0 |
| <i>Females.</i> | | | | |
| All adults | | 201 6 | 3 0 | 204 6 |

SHIFT WORKERS.

3. Shift workers shall receive the wages prescribed in clause 2 for ordinary workers according to the class of work done plus an additional 5s. per shift.

EMPLOYEES IN FREEZING CHAMBER.

4. (a) Notwithstanding the rates provided in clauses 2 and 3 any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate prescribed for Chamber hands by the Determination of the Frozen Goods Board. If employed under such conditions for less than an aggregate of one hour on any day he shall receive the rate prescribed by the Determination of the Frozen Goods Board whilst so employed.

(b) An employee required to work in a temperature less than 4° F., shall receive 3d. per hour or part of an hour in addition to the rate provided in sub-clause (a) hereof.

(c) The total time worked by any employee in a chamber mentioned in sub-clause (a) hereof shall not exceed an aggregate of four hours in any shift, and an employee shall not be employed in such a chamber for a continuous period of not more than two hours without being allowed a rest period of fifteen minutes outside such chamber.

(d) An employer shall provide free of charge for the use of each employee required to work in temperatures below 4° F., a blanket suit, helmet and protective gloves with woollen inner gloves.

DEFINITIONS.

5. (a) A juvenile worker is any person under 21 years of age (other than an apprentice or improver) employed stirring melted chocolate; picking out defective goods; stacking or counting articles not over 4 oz. in weight; moving goods for packing; counting, wrapping or sealing up to six dozen containers; filling ice cream cups or similar vessels; chocolate dipping; or wrapping any article intended for consumption; Provided that mould filling shall not be performed by females.

(b) An ordinary worker is an employee who usually commences and completes his day's work between the hours of 7 a.m. and 5 p.m. on Monday to Friday inclusive.

(c) A shift worker is any employee other than an ordinary worker.

HOURS OF EMPLOYMENT.

6. The ordinary hours for a week's work shall be 40 per week, to be worked in five days of eight hours each Monday to Friday inclusive.

OVERTIME.

7. Time and a half, based on the total wage shown for each class of employee in clause 2, shall be paid for all work done—

(i) By shift workers—On Saturdays and in excess of eight hours on the days Monday to Friday inclusive; Provided that all work done on Saturday before 7 a.m. and after 12 noon shall be paid for at double time.

(ii) By ordinary workers—

(a) Outside the times fixed for beginning and ending work.

(b) Within the times fixed for commencing and ending work in excess of eight hours on Monday to Friday.

(c) On Saturday: Provided that all work done on Saturday before 7 a.m. and after 12 noon shall be paid for at double time.

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

SPECIAL RATES.

8. (a) Double time (with a minimum of four hours' work or payment for same) shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(b) Any employee who works part of a holiday or a Sunday shall be paid the ordinary rate for the remainder of the day.

(c) In connexion with the visit to Australia of Her Majesty Queen Elizabeth II, where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area, is concerned be deemed to be included in the list of holidays herein prescribed.

Provided that an employee who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

TIME WAGES.

9. Any person ready, available, and willing to work, employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of thirty-three per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

MEAL BREAK.

10. (a) *Shift Workers*:—Shift workers shall be allowed 45 minutes for each meal, such meal time to be not less than 3½ hours or more than 5 hours from the time of beginning work.

(b) *Ordinary Workers*:—A lunch period of at least 45 minutes shall be fixed in each factory for each employee, other than shift workers, between the hours of noon and 1.30 p.m.

MEAL ALLOWANCE.

11. Any employee required to work overtime for one and a quarter hours or more on any day shall be paid 4s. meal money unless a meal is provided by the employer.

PROVISION OF CLOTHING.

12. Overalls shall be provided and maintained by the employer, and employees when engaged in de-frosting shall be provided with rubber capes and rubber boots.

CONTINUITY OF WORK.

13. The work of each day shall be continuous with the customary break of not more than one hour for a meal.

TIME BOOK AND WAGE RECORD.

14. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer. In addition to such time record every employee shall be required by the employer to sign each week a wage book or other record showing the total amount received as wages for such week.

UNION INSPECTION.

15. An accredited representative of the Federated Cold Storage and Meat Preserving Employees' Union of Australia shall have access to the records of times recorded by employees and wages paid, provided that such inspection is made between the hours of 8 a.m. and 4.30 p.m. on a working day.

SPECIAL CONDITIONS.

16. (i) Regarding work in the chambers—

(a) No person under the age of nineteen years shall be required to work in a chamber.

(b) Chamber hands shall be supplied with suitable gloves by the employer.

(ii) Protective footwear and clothing shall be provided by the employer for can washers, mould washers and mould pullers.

PROHIBITION OF NIGHT WORK FOR FEMALES.

17. No female employee shall be employed between the hours of 9 p.m. on one day and 6 a.m. on the following day.

ANNUAL HOLIDAYS.

18. The annual holidays for employees covered by this Determination shall be in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act 1946* (No. 5111).

SICK LEAVE.

19. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

(i) During the first year—3½ hours' ordinary pay for each complete month of service.

(ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above, is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year.

For the purposes of this sub-clause service prior to the 6th June, 1950, shall be disregarded provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 6th June, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

MINIMUM HOURS OF WORK.

20. An employee who has commenced work on any day and is available ready and willing to continue working on that day, shall be entitled to payment for at least four hours at ordinary rates.

TERMINATION OF EMPLOYMENT.

21. (a) Notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of an employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct (in which case wages shall be paid up to the time of dismissal only), or to deduct payment for any day the employee cannot usefully be employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to in sub-clause (a) hereof the employer may pay 40 hours' wages and vice versa, the employee leaving his or her employment without giving prior notice as prescribed shall forfeit 40 hours' wages which may be deducted from any wages due.

REST PERIOD.

22. An interval of ten minutes each morning and afternoon at a time mutually arranged shall be given as a rest period to all employees and shall be counted as time worked.

BASIC WAGE.

23. (a) The wages rates set out in clause 2 are based upon the following basic wage.

| Place. | Basic Wage. | Index Number Set Assigned. |
|---|-------------|----------------------------|
| | £ s. d. | |
| Within the area to which this Determination applies | 11 15 0 | Melbourne |

(b) The wages rate for adult females is based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

(c) The wages of "Apprentices or Improvers" and Juvenile Workers" shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 29th September, 1953.



VICTORIA GOVERNMENT GAZETTE.

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No. 955]

THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

DETERMINATION OF THE ICE BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 7th September, 1926, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a maker of ice for trade or sale," has made the following Determination, namely:—

1. That on the 14th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination:—

2.

| Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers. | | | | Other Employees. | | | | |
|---|----------------------------|------------------|-------------------------------------|------------------|------------------|-------------------------------------|--------------|-------|
| Wages per Week. | | | | Wages per Week. | | | | |
| | Per-centage of Basic Wage. | Adjustable Wage. | Emergency Loading (Non-adjustable). | Total Wage. | Adjustable Wage. | Emergency Loading (Non-adjustable). | Total Wage. | |
| | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | |
| 16 years of age .. | 63 | 148 0 | 1 6 | 149 6 | | | | |
| 17 years of age .. | 68 | 160 0 | 1 9 | 161 9 | | | | |
| 18 years of age .. | 81 | 190 6 | 2 0 | 192 6 | | | | |
| 19 years of age .. | 93 | 218 6 | 2 3 | 220 9 | | | | |
| | | | | | All Employees .. | 302 6 | 4 0 | 306 6 |

PROPORTION (in any factory or place).

One juvenile worker to every three or fraction of three workers employed and receiving not less than 306s. 6d. per week.

PROHIBITION OF EMPLOYMENT.

3. The Board has determined that no person shall be employed as an apprentice or an improver.

HOURS OF WORK.

4. The number of hours to constitute an ordinary week's work shall be 40 to be worked within the times of beginning and ending work prescribed by clause 5 as follows:—

(a) Shift Workers—40 hours on any five days from Monday to Saturday inclusive.

(b) All other persons—40 hours in five days of 8 hours each from Monday to Friday inclusive.

TIMES OF BEGINNING AND-ENDING WORK.

5. (a) Shift Workers :—

| | Time of Beginning. | Time of Ending. |
|--|--------------------|-----------------|
| Day Shift— Monday to Saturday inclusive | 7 a.m. | 3 p.m. |
| Afternoon Shift— Monday to Saturday inclusive | 3 p.m. | 11 p.m. |
| Night Shift— Sunday to Monday | 11 p.m. | 7 a.m. |
| Monday to Tuesday | 11 p.m. | 7 a.m. |
| Tuesday to Wednesday | 11 p.m. | 7 a.m. |
| Wednesday to Thursday | 11 p.m. | 7 a.m. |
| Thursday to Friday | 11 p.m. | 7 a.m. |
| Friday to Saturday | 11 p.m. | 7 a.m. |

(b) All Other Persons :—

| | During the Period 16th April to 15th October. | | During the Period 16th October to 15th April. | |
|----------------------------|---|-----------------|---|-----------------|
| | Time of Beginning. | Time of Ending. | Time of Beginning. | Time of Ending. |
| Monday to Friday inclusive | 7 a.m. | 5 p.m. | 6 a.m. | 5 p.m. |

OVERTIME.

6. Time and a half shall be payable for all time worked by shift workers outside the hours prescribed in clause 5, and by all other persons in excess of 8 hours per day.

SHIFT WORK.

7. Shift workers on rotating shift or shift workers on afternoon or night shift shall be paid an additional amount of 14s. per week when a full week is worked or a pro-rata amount where less than a full week is worked.

Such additional amount shall not be taken into account when computing overtime.

WEEKLY DAY OFF.

8. The employer shall prepare a roster providing for a regular day off each week between Monday and Saturday for shift workers.

MINIMUM HOURS ON DAY OFF.

9. Employees called upon to work on their day off shall receive a minimum of four hours' work and payment at the rate of time and a half.

SPECIAL RATES.

10. (a) Double Time shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

Any employee required to work on a holiday or a Sunday shall receive a minimum of four hours' work or shall be paid for such four hours at double time, and ordinary pay for the remainder of the day.

(b) In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed.

Provided that an employee who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

TIME RATE.

11. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 20 hours be paid at the ordinary wages rate, with an addition of thirty-three and one-third per centum, and for each hour worked beyond the hours aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

PAYMENT OF WAGES.

12. Payment of wages shall be made weekly during working hours.

SMOKO INTERVAL.

13. Any person who is employed continuously in an artificially cooled ice storage chamber for two hours or more shall be allowed fifteen minutes' interval for smoko between meals without deduction of pay.

TERMINATION OF EMPLOYMENT.

14. Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for four weeks or more.

ANNUAL HOLIDAY.

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

(b) In addition to the above, rotating shift workers shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a rotating shift worker, he shall be entitled to have the period of two weeks' annual leave prescribed by the said Act increased by one half day for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a rotating shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a rotating shift worker.

SICK LEAVE.

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

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

For the purpose of this sub-clause service prior to the 11th June, 1943, shall be disregarded.

RUBBER BOOTS AND CANVAS GLOVES TO BE PROVIDED.

17. (a) The employer shall each year supply the employee with one pair of rubber boots which shall remain the property of the employer, provided that under circumstances of exceptional wear or inferiority in the quality of the boots the employer shall provide replacements.

(b) Canvas gloves which shall remain the property of the employer shall be supplied to the employee when necessary.

TIME BOOK AND WAGE RECORD.

18. Every employee shall indelibly record daily his correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer. In addition to such time record every employee shall be required to sign each week a wage book or other record showing the total amount received as wages for such week.

UNION INSPECTION.

19. The secretary, assistant secretary, or organizer of the Federated Cold Storage and Meat Preserving Employees' Union of Australia, duly authorized in writing either generally or specially under the seal of the said Union, shall have access to the records of times recorded by employees and wages paid, provided that such inspection is made between the hours of 9 a.m. and 4.30 p.m. on a working day. Such authority shall be produced to the employer on demand.

BASIC WAGE.

20. (a) The wages rates set out in clause 2 are based upon the following basic wage:—

| Place. | Basic Wage. | Index Number Set Assigned. |
|------------------------------|--------------------|----------------------------|
| Throughout the State | £ s. d. 11 15 0 | Melbourne |

(b) The wages of Juveniles shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 29th September, 1953.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities related to the business.

2. It is essential to ensure that all financial data is properly documented and organized for easy access and review.

3. Regular audits and reconciliations should be performed to identify any discrepancies or errors in the records.

4. The use of reliable accounting software can help streamline the record-keeping process and reduce the risk of human error.

5. It is also important to establish clear policies and procedures for handling financial information and ensuring its confidentiality.

6. Finally, maintaining accurate records is crucial for compliance with tax laws and regulations, as well as for providing transparency to stakeholders.

7. By following these guidelines, businesses can ensure that their financial records are accurate, complete, and reliable.

8. This document serves as a guide for businesses to follow in order to maintain proper financial record-keeping practices.

9. It is the responsibility of the business owner or manager to ensure that these guidelines are followed consistently.

10. The information provided in this document is intended to be a general guide and should not be considered as professional advice.

11. For more detailed information and assistance, please consult with a qualified accountant or financial advisor.

12. We hope that this document will be helpful in ensuring that your business's financial records are accurate and up-to-date.

13. Thank you for your attention and cooperation in maintaining proper financial record-keeping practices.

14. If you have any questions or need further assistance, please do not hesitate to contact us.

15. We are committed to providing you with the highest quality of service and support.

16. Your satisfaction is our top priority, and we strive to exceed your expectations in every aspect of our service.

17. We look forward to continuing our partnership with you and helping you achieve your business goals.

18. Thank you again for your trust and support. We are grateful for the opportunity to work with you.



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THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

DETERMINATION OF THE MEAT PRESERVERS BOARD.

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

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

- (a) Employed in the process, trade, or business of—
- (1) preserving meat;
 - (2) preparing food products from animal fat or from edible oils;
 - (3) putting up preserved meat or food products prepared from animal fat or from edible oils;
- (b) Employed as a storeman, packer, or sorter in connexion with the trade or business of—
- (1) preserving meat;
 - (2) preparing food products from animal fat or from edible oils;
- (c) Employed in the process trade, or business of—
- (1) pulping of eggs;
 - (2) pulping and drying of eggs in the manufacture of egg powder;”

has made the following Determination, namely:—

1. That on the 14th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK.

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

| | Males. | | Females. | |
|-------------------------------------|---------------------------|--------------|----------------------------------|--------------|
| | Percentage of Basic Wage. | Wages. | Percentage of Female Basic Wage. | Wages. |
| | | <i>s. d.</i> | | <i>s. d.</i> |
| Under 16 years | 72 | 169 0 | 72 | 126 6 |
| 16 years and under 17 years | 80 | 188 0 | 80 | 141 0 |
| 17 years and under 18 years | 90 | 211 6 | 90 | 158 6 |
| 18 years and under 19 years | 100+2/- | 237 0 | 100+1/6 | 177 6 |
| 19 years and under 20 years | 100+17/6 | 252 6 | 100+13/- | 189 0 |
| 20 years and under 21 years | 100+40/6 | 275 6 | 100+32/6 | 208 6 |

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 299s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 224s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 299s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 224s. 3d. per week of 40 hours.

EGG PULPING OR DRYING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 299s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 224s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 299s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 224s. 3d. per week of 40 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 300s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 224s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 300s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 224s. 3d. per week of 40 hours.

OTHER EMPLOYEES.

| (a) MEAT PRESERVING SECTION. | | (b) EGG PULPING OR DRYING SECTION. | |
|--|-------|--|-----------------|
| Wages Per Week. | | Wages Per Week. | |
| s. d. | | s. d. | |
| Leading hand, i.e., a person in charge of a department or shift | 305 0 | Spray operator | 303 0 |
| Assistant preserver | 305 0 | Filter (Chalaza) | 302 0 |
| Leading hand extract maker | 30 0 | Pump operator | 300 0 |
| Smoke kiln attendant whilst employed solely as such | 309 0 | Furnaceman | 300 0 |
| Sausage smoke room attendant | 304 0 | Solderer and/or sealer | 299 0 |
| Retort hand, i.e., a person who loads and unloads retorts | 305 0 | (For any time engaged soldering 80 lb. tins additional payment of 3d. per hour or portion of an hour whilst so employed) | |
| Scalder or braiser | 303 0 | Storeman packer | 299 0 |
| Doughmaker | 303 0 | All others | 299 0 |
| Clappers, clinchers, and/or vacuum operators whilst employed solely as such | 303 0 | No junior male, excepting apprentices or improvers shall be engaged on any of the tasks set out in this clause. | |
| Lacquer hands (i.e., employees feeding into and/or taking off machine) | 303 0 | Adult females engaged— | s. d. |
| Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine) | 303 0 | as egg crackers, as table hands, unpacking eggs; grading shelled eggs; washing containers | 224 3 |
| Operator engaged for more than half a day in any one day on manually filling cans from non-automatic Rockford or similar type stuffers | 303 0 | No junior female except apprentices or improvers shall be engaged on any of the tasks set out in this clause. | |
| Operator engaged for more than half a day in any one day operating a labelling machine | 303 0 | | |
| Females engaged— | | (c) ALL OTHER SECTIONS. | |
| Taking away from automatic stuffing machine | 253 9 | | Wages Per Week. |
| Running sausage skins for canning purposes | 240 0 | | s. d. |
| Stamping, or branding | | Leading hand, i.e., a person in charge of a department or shift | 306 0 |
| Labelling, keying, wiping tins, and carrying off from filling table | 224 3 | Mixer | 307 0 |
| Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds | | Potman | 307 0 |
| Preparing for, placing in, taking away from machines and placing in trays | | Females engaged— | |
| Cutting Sausages | | Patting, wrapping, stamping, or branding | |
| All others | 299 0 | Labelling, wiping tins, and carrying off from filling tables | |
| | | Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds | 224 3 |
| | | Taking away from automatic machines | |
| | | Wrapping premier jus for oleo presses | |
| | | All others | 300 0 |

SHIFT WORKERS.

3. Shift workers shall not commence work before 1 p.m. on any day from Monday to Friday. They shall be paid at the ordinary rate for the class of work performed for all work done up to the time of ending work as fixed in clause 6 for certain other employees. For any balance up to 8 hours on days Monday to Friday time and a quarter shall be paid.

PRO RATA PAYMENT OF WAGES.

4. An employee other than a "Temporary Worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rates calculated pro rata according to the number of hours worked.

ORDINARY WEEK'S WORK.

5. The number of hours which shall constitute a week's work shall be 40, which may be worked in periods not exceeding 8 hours on each day from Monday to Friday.

TIMES OF BEGINNING AND ENDING WORK.

6. The times of beginning and ending work each day for persons (other than potman or potman's assistant and shift workers) shall be as follows:—

| | Time of Beginning. | Time of Ending. |
|----------------------------|--------------------|-----------------|
| Mondays to Fridays | 7.30 a.m. | 4.45 p.m. |

OVERTIME.

7. The following overtime rates shall be paid for overtime—

| | | |
|---|---|-----------------|
| (a) Potman or potman's assistant (not being a shift worker) | For work done in excess of 40 hours in any week | Time and a half |
| (b) Other (not being shift workers) | (1) Outside the hours fixed in clause 6 (Except after 12 noon on Saturday, when the rate shall be double time.) | Time and a half |
| | (2) Within the hours fixed in clause 6 in excess of the hours fixed in clause 5 | Time and a half |
| (c) Shift workers | (a) For work done in excess of 8 hours on any day from Monday to Friday and on Saturday before noon | Time and a half |
| | (b) After 12 noon on Saturday | Double time |

MINIMUM OF OVERTIME.

8. Employees called upon to work after meal time as provided in clause 9 after ordinary ceasing time shall be provided with a minimum of two hours' work, or shall be entitled to two hours' payment; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

MEAL HOURS.

General Conditions.

9. (i) Employees working at night shall not work continuously for more than four hours without an interval of one hour for a meal, except where a person other than a shift worker has had the ordinary tea hour and is finishing before midnight.

(ii) Meal hour if worked shall be paid for at double time on prevailing rates; same to continue until such time as the employee has a full hour of leisure for a meal.

Shift Workers Only.

(iii) Subject to sub-clauses (iv) and (v) hereof shift workers shall only be entitled to one meal hour per shift to be taken not earlier than four hours or later than five hours after commencing work. Provided that once the meal hour has been fixed it can only be altered by mutual agreement between the employer and employee concerned.

(iv) Shift workers may, provided there is a mutual agreement between the employer and the employee, work the shift continuously with a crib time break of twenty minutes which shall count as time worked.

(v) If a shift worker is required to work overtime he shall be entitled to a further meal at the end of the shift and before commencing such overtime.

Employees other than Shift Workers.

Breakfast.—A period of one hour at a time of the day to be arranged between employer and employees shall be allowed for breakfast to any person who commences work before 7.30 a.m.

Dinner.—A period of one hour between 12 noon and 1.30 p.m. shall be allowed for dinner.

Tea.—A period of one hour between 4.30 p.m. and 5.30 p.m. (when work is to continue after 5.30 p.m.) shall be allowed for tea.

SUNDAYS AND HOLIDAYS.

10. (a) Double time shall be paid for work done between 8 a.m. and 5 p.m. on Sundays and on the following holidays, viz.—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, and Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for the above-mentioned holidays, the special rate shall be payable for work done only on the day so substituted. Time and a half, calculated on the special rate mentioned in this clause, shall be paid for work done before 8 a.m. or after 5 p.m. on Sundays and holidays.

(b) Employees called upon to work on Sundays or holidays shall be provided with four hours' work, or shall be paid for four hours' work; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

(c) Employees not called upon to work on a holiday shall be paid for such holiday at ordinary rates. Temporary workers and workers engaged on a date following a holiday are exempted from this provision.

(d) Holidays for shift work employees shall be deemed to operate on the shift commencing during the holiday.

(e) In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed.

Provided that an employee who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

SICK LEAVE.

11. (a) Any employee who is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

(i) During the first year—4 hours' ordinary pay for each complete month of service;

(ii) During any subsequent year of service—48 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st June, 1950, shall be disregarded, provided that any accumulated sick leave, not exceeding 96 hours of working time, standing to the credit of the employee on the 1st June, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

ANNUAL HOLIDAYS.

12. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendments which may be made thereto from time to time.

SMOKE-OH.

13. A "Smoke-oh" period of 15 minutes without deduction of pay shall be allowed as follows:—

(a) To shift workers—

At intervals of not less than 2 hours nor more than 2½ hours after the commencement of work or of recommencing work after a meal break. Provided that where a meal break occurs within any such interval of 2½ hours the employee shall not be entitled to a "smoke-oh" during that interval.

(b) To other workers—

Each morning between the hours of 9.30 and 10.30 and each afternoon between the hours of 2.30 and 3.30.

CHANGING TIME.

14. Employers shall allow all employees 5 minutes changing time at the end of the ordinary day's work and such time shall be counted as time worked.

TEMPORARY WORKERS.

15. Temporary workers shall be paid at the rate of time and a third but the rates payable to such employees for overtime shall be based on the rates payable to an ordinary worker.

LIMITATION OF PENALTY RATES.

16. Where under any provision in this Determination (other than the provision contained in clause 9 (ii)) cumulative penalty rates would entitle an employee to a sum in excess of three times the ordinary week-day rate per hour of a permanent worker performing like work, the rate payable to such employee, whilst he is employed at work for which penalty rates are provided, shall not exceed three times the ordinary week-day rate referred to; excepting where an employee is called upon to work through a meal time on a Sunday or a holiday.

DEFINITIONS.

17. (a) A temporary worker shall mean any person who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.

(b) Juvenile worker shall mean a person under 21 years of age, other than an apprentice or an improver, who may be employed at—

Patting, wrapping, stamping, or branding;

Labelling, keying, wiping tins, and carrying off from filling table;

Filling or cleaning tins, jars, or moulds;

Weighing, filling, emptying, stacking, capping, sealing, opening, packing, cleaning, or sterilizing tins, cartons, or bottles;

Taking away from machines;

Wrapping premier jus for oleo presses, washing margarine boxes, and assisting potman cleaning up; weighing and closing tins.

MEAL ALLOWANCE.

18. An employee required to work overtime for more than one and a quarter hours shall be paid 4s. tea money provided that if intimation of overtime is not given 24 hours prior to being worked the tea money shall be paid prior to the tea interval. If having been notified of intention to work, he shall receive, in the event of the work not being done or ceasing before respective meal times, 4s. for each meal.

WEIGHT CARRYING.

19. No female over the age of eighteen years shall be required to carry a greater weight than thirty pounds. Section 207 of the *Factories and Shops Act 1928* (No. 3877) provides that—"No person employing any girl under the age of eighteen years in a factory or shop shall permit such girl while so employed to lift or carry a greater weight than twenty-five pounds".

DUCKBOARDS TO BE PROVIDED.

20. Duckboards shall be provided where employees are working on wet floors.

SEATS FOR FEMALES.

21. Seats, where practicable, shall be provided for the use of female employees.

FIRST-AID CHEST.

22. A first-aid chest, with all necessaries for same, shall be provided.

MIXED FUNCTIONS.

23. Any person engaged on two or more classes of work in any day shall be paid at the highest rates prevailing for that day.

DINING AND DRESSING ROOMS.

24. Proper dining and dressing rooms shall be provided, and shall be kept in a sanitary condition by the employer.

WASHING DOWN.

25. For the purposes of washing down, hoses and water taps must be provided at convenient places.

PAYMENT OF WAGES.

26. All employees to be paid weekly, and in the time of the employer.

MINIMUM OF WORK.

27. All persons who are engaged for work shall be paid for eight hours' work at least on week days and three and a half hours' work at least on Saturday, even if they are not required to work.

WAITING TIME.

28. When an employee has been notified to start work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time of duty.

STOPPAGES OF WORK.

29. Except as provided in clause 28 herein an employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.

WASHING FACILITIES.

30. A proper place shall be provided for the purpose of washing clothes.

PROTECTIVE CLOTHING.

31. The employer shall supply daily free of charge to each employee suitable clothing which shall remain the property of the employer and of which the employee shall take all reasonable care. Such clothing shall be collected by the employee from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return them, the employer may recover from the employee concerned the cost of replacing such clothing so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

The provisions of this clause shall operate as from the 1st July, 1952.

RIGHT OF ENTRY OF UNION OFFICIALS.

32. The Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australasia shall be allowed to inspect all time and wages books at the place at which time book or other record is kept between the hours of 10 a.m. and 2 p.m. on any working day excepting pay day or on the day immediately preceding pay day.

APRONS TO BE PROVIDED.

33. Aprons shall be provided by the employer for employees on wet work or doing the following classes of work—
 (a) Males—Retort hands; potmen and assistants; washing cans; handling gravy pots; attending potato or vegetable machines; dicing machines, or mixers in canning process.
 (b) Females—Putting meat into cans, or hand peeling potatoes or vegetables.

RUBBER GLOVES, CLOGS OR PROTECTIVE FOOTWEAR TO BE PROVIDED.

34. Rubber boots, clogs or protective footwear shall be provided for wet work and rubber gloves shall be provided for females handling vegetables.

BASIC WAGE.

35. (a) The wages rates for males set out in clause 2 are based upon the following basic wage.

| Place. | Basic Wage | Index Number Set Assigned. |
|------------------------------|--------------------|----------------------------|
| Throughout the State | £ s. d. 11 15 0 | Melbourne |

(b) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

(c) The wages of apprentices, improvers and juvenile workers shall be the appropriate percentages as set out in Clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

Melbourne, 29th September, 1953.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

DETERMINATION OF THE BUTTER FACTORIES BOARD.

NOTES.—(1) On 18th July, 1933, the Butter Board was deprived of the power to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale—

(a) butter, cheese, or casein;

(b) cream for wholesale trade other than sterilized cream,”

and such power was conferred exclusively on the Butter Factories Board.

(2) 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 has the power to “determine the lowest prices or rates which may be paid to any person or classes of persons wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale—

(a) butter, cheese, or casein;

(b) cream for wholesale trade other than sterilized cream,”

has made the following Determination, namely:—

1. That on the 14th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

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. d.</i> | | | <i>s. d.</i> | | | <i>s. d.</i> | | | <i>s. d.</i> |
| Under 16 years | .. | .. | .. | .. | 59 | 138 6 | Under 16 years | 50 | 117 6 | 62 | 109 0 |
| 16-17 years | .. | .. | .. | .. | 69 | 162 0 | 16-17 years | 56 | 131 6 | 70 | 123 0 |
| 17-18 | .. | .. | .. | .. | 78 | 183 6 | 17-18 | .. | 69 | 162 0 | 78 137 6 |
| 18-19 | .. | .. | .. | .. | 88 | 207 0 | 18-19 | .. | 76 | 178 6 | 91 160 0 |
| | 100 + | 237 0 | 98 | 230 6 | 88 | 207 0 | 19-20 | .. | 89 | 209 0 | 99 174 0 |
| | 2s. | | | | | | 20-21 | .. | 100 + | 237 0 | 100 + 186 6 |
| 19-20 | .. | .. | 100 + | 245 6 | 99 | 232 6 | | 2s. | | 10s. 6d. | |
| | 14s. 6d. | | 10s. 6d. | | | | | | | | |
| 20-21 | .. | .. | 100 + | 253 6 | 100 + | 243 0 | | | | | |
| | 22s. | | 18s. 6d. | | 8s. | | | | | | |

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 268s. per week.

One improver to every eight or fraction of eight workers receiving not less than 268s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 206s. 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. | |
| | s. d. | s. d. | s. d. |
| Cream grader | 298 0 | 295 0 | 287 0 |
| Milk grader | 297 0 | 294 0 | 286 0 |
| Milk or cream tester | 297 0 | 294 0 | 286 0 |
| Creamery manager | 292 0 | 289 0 | 281 0 |
| Milk or cream neutralizer | 290 6 | 287 6 | 279 6 |
| Foreman of shift or department or casein plant | 292 0 | 289 0 | 281 0 |
| Butter-maker | 297 0 | 294 0 | 286 0 |
| Re-worker and/or processor (not requiring a buttermaker's certificate) | 282 0 | 279 0 | 271 0 |
| Operators of any of the following machines, viz :— | | | |
| Separator | 283 0 | 280 0 | 272 0 |
| Pasteurizer vacreator, or deodorizer | 283 0 | 280 0 | 272 0 |
| Weighing machine | 280 0 | 277 0 | 269 0 |
| Filling machine for tinning of butter when butter has not been milled | 282 0 | 279 0 | 271 0 |
| Filling machine for tinning of butter when butter has been milled | 281 0 | 278 0 | 270 0 |
| Storeman or packer in butter canning establishments | 281 0 | 278 0 | 270 0 |
| Other storeman or packers | 280 0 | 277 0 | 269 0 |
| Casein-maker | 293 0 | 290 0 | 282 0 |
| Assistant to casein-maker, casein dryers, and millers | 281 6 | 278 6 | 270 6 |
| Cheese-maker | 297 0 | 294 0 | 286 0 |
| Assistant to cheese-maker | 281 6 | 278 6 | 270 6 |
| Cheese storehand | 283 0 | 280 0 | 272 0 |
| Male adult washing or sterilizing cans or bottles | 280 0 | 277 0 | 269 0 |
| Operator of a fork lift truck | 282 0 | 279 0 | 271 0 |
| All other adult males | 279 0 | 276 0 | 268 0 |
| All other adult females | .. | .. | 206 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.

DEFINITIONS.

3. "Juvenile worker" means a person under 21 years of age (other than an apprentice or an improver employed at—

- Patting, wrapping, or branding butter or cheese;
- Blending or re-packing cheese;
- Filling or cleaning cheese jars or moulds;
- Filling or emptying casein trays;
- Filling or drying casein in tunnels;
- Filling casein into bags;
- Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles;
- Stamping or branding tins, cartons, cases, bottles, or labels;
- Stamping, branding, lining, or nailing up boxes or shooks, but not lifting full boxes; or
- Handling empty tins, cans, cases, crates, jars, moulds, or boxes.

"Ordinary worker" means a person—

- (a) who ordinarily works 8 hours between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, when the ordinary week's work is performed in five days;
- (b) who ordinarily works 7 hours 12 minutes between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday and four hours on Saturday between 7 a.m. and 12 noon when the ordinary week's work is performed in six days.

"Shift worker" is a person other than an ordinary worker. Males under 21 years of age (other than an apprentice or improver 18 years of age or over) or females of any age shall not be employed on shift work.

"Butter-maker" is a person who controls the temperature of cream for butter making, starts and stops the churn after filling with cream, and salts and works the butter.

"Assistant to cheese-maker" means any person employed in the working of the curd in the vats and processes up to and including unhooping the cheese from the presses. Not more than six assistants to cheese-makers shall be employed to each cheese-maker in any factory.

"Assistant to casein-maker" means any person employed in the working of the curd in the vats up to and including unhooping of the casein curd from the presses.

HOURS FOR A WEEK'S WORK.

4. The number of hours which shall constitute an ordinary week's work shall be 40.

PROHIBITION OF EMPLOYMENT.

5. No person under 21 years of age shall be employed placing cans in or removing cans from a mechanical washer.

OVERTIME.

The following rates shall be paid :—

- (a) To "ordinary workers" for all time worked—
 - Outside the times of beginning and ending work as fixed in clause 3
 - Within the times of beginning and ending work so fixed in excess of four hours on Saturday and 7 hours 12 minutes on the other working days where an ordinary week's work is worked in six days and for all time worked on Saturday and in excess of 8 hours on Monday to Friday inclusive where an ordinary week's work is worked in five days .. .
 - Provided that double time shall be paid for all work done on Saturday after 12 noon.
- (b) To "shift workers" for all time worked in excess of 6 hours 40 minutes on any day .. Time and a half.
- (c) An employer may require any employee to work reasonable overtime at overtime rates and the employee shall work overtime in accordance with such requirement.

MEAL INTERVAL.

7. An interval of not less than 30 minutes nor more than 60 minutes shall be granted for meals between the hours of 12 noon and 2 p.m., provided that females and juveniles shall be granted such interval not more than 4½ hours after starting work. Shift workers shall be allowed an interval of not less than 30 minutes nor more than 60 minutes for meal; such meal time to be not less than three and a half hours, or more than five hours from the time of beginning work, provided that no employee shall be compelled to work for more than five hours between meal intervals and without being allowed a crib time of fifteen minutes for which he or she shall be paid.

Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for meal.

MEAL ALLOWANCE.

8. Any employee required to work more than 60 minutes overtime after the usual finishing time shall be paid, in addition to the overtime payable, an allowance of 2s. for a meal.

TIME BOOK OR OTHER RECORD.

9. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

INSPECTION OF TIME BOOK.

10. The Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australia be allowed to inspect the Time Record referred to in clause 9 and wages record (covering a period of two months prior to the inspection), during the office hours of the factory.

ALLOWANCE.

11. (a) Where an employee is required by law or by his employer to wear a washable outer overall, two such overalls of a proved type and quality (not exceeding two each year of employment) shall be provided by the employer within two weeks of the commencement of employment; such overalls shall remain the property of the employer.

(b) Employees employed on can washing, tipping milk, or where they are constantly required to work in wet conditions necessitating the wearing of waterproof aprons, rubber boots or suitable protective footwear shall be supplied with such articles by the employer, and the articles so supplied shall remain the property of the employer. With regard to footwear, the employer alternatively may pay an allowance of 1s. 6d. per week to each employee eligible for such footwear.

CONTINUITY OF WORK.

12. The work of each day or shift shall be continuous, with the customary break for a meal.

TIME WAGES.

13. (a) An ordinary worker ready, available and willing to work, employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight Sunday and midnight Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(b) Any shift worker ready, available and willing to work, employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(c) Notwithstanding anything contained in sub-clauses (a) and (b) of this clause, an employee who has not been absent without reasonable cause from work on any of the ordinary days of any week in which a holiday mentioned in clause 22 occurs shall not lose payment from his weekly wage by reason of such holiday if not required for work on such holiday.

TERMINATION OF EMPLOYMENT.

14. Except in a case where an employee has been guilty of misconduct, seven days' notice of termination of employment shall be given by either employer or worker.

PAYMENT OF WAGES.

15. Wages shall be paid during ordinary working hours immediately on ceasing work on each pay-day.

WASHING, DINING, AND DRINKING FACILITIES.

16. Adequate washing and drinking facilities shall be provided in each factory or department, and where, in the opinion of the Inspector of Factories, conditions necessitate their use adequate dining rooms, changing facilities, and showers shall be provided by the employer.

IMPROVER TO RECEIVE ADULT WAGE.

17. An improver employed at any class of work for which a certificate from the Department of Agriculture is required shall, unless he is working under the direct supervision of an employee so qualified, be paid the rates of pay prescribed for such an adult employee.

ROTATION OF SHIFTS.

18. Where more than one shift per day is worked there shall be a change of shift at least once every four weeks unless otherwise arranged by mutual consent.

ANNUAL HOLIDAY.

19. (a) Subject to the provisions of sub-clauses (b) and (c) hereof the annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holiday) Act 1946* (No. 5111), and any amendments which may be made thereto from time to time.

(b) Any shift worker who is rostered to work six or seven shifts per week including Saturdays, and/or Sundays and/or holidays shall be entitled for each twelve monthly qualifying period, one week's annual leave in addition to such leave as prescribed in sub-clause (a) hereof.

(c) Any person who is employed for only part of a twelve monthly qualifying period as a six or seven day shift worker shall be entitled to annual leave, or payment in lieu if the total period of service is less than the full qualifying period of twelve months, as follows:—

(i) during the period of service as such a shift worker, on a proportionate basis based on three weeks' annual leave for a full twelve monthly qualifying period, or payment in lieu, i.e., 3/50ths of the ordinary pay received during such period of service.

(ii) for the remainder of the period of service (if any) on a proportionate basis based on two weeks' annual leave for a full twelve monthly qualifying period, or payment in lieu, i.e., 1/25th of the ordinary pay received during such period of service.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

SICK LEAVE.

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

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

MIXED FUNCTIONS.

21. Where an employee is engaged in any one day or shift for more than two hours at work in a higher class than he is employed to perform, he shall be paid for the full day or shift at the highest rate payable for any such work under this Determination, but if he is so engaged for less than two hours he shall be paid at the rates fixed by this Determination only for the work he actually performs.

SPECIAL RATES FOR HOLIDAYS.

22. (a) Double time shall be the rate payable for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted. Provided that by mutual agreement between any employer and the employees concerned some other day may be substituted for King's Birthday.

(b) Any employee called to work part of a holiday shall be paid ordinary rate for the remainder of the day.

(c) In connexion with the visit to Australia of Her Majesty Queen Elizabeth II, where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed.

Provided that an employee who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

SPECIAL RATES FOR SUNDAY WORK.

23. (a) Time and a half shall be the rate payable for all work done on Sunday, providing that an employee shall be entitled to payment at the rate of double time for such Sunday work as shall be in excess of 40 hours worked since the previous Sunday exclusive of any overtime worked by him on Monday to Saturday, both inclusive.

(b) Any employee called to work part of a Sunday shall be paid ordinary rate for the remainder of the day.

DAY OFF FOR SHIFT WORKERS.

24. Seven day shift workers shall be entitled to one day off without pay in each week on any one of the days Monday to Sunday (both inclusive). The period of working time on such day off shall,

- (i) be taken into account for the purpose of prohibiting an employee from claiming benefits under the provisions of clause 13, and,
- (ii) count as time worked for the purpose of clause 23.

PAYMENT FOR WORK DONE ON ROSTERED DAY OFF.

25. Notwithstanding the provisions of Clause 23, an employee recalled to work on his rostered day off shall be paid double time and a quarter for Sunday, time and three quarters for Saturday, and time and a half for any other days of the week.

ROSTERING OF SHIFT WORKERS.

- 26. (a) Employees shall not be rostered off more than one Saturday and one Sunday in each seven consecutive weeks.
- (b) Shift workers rostered to work on Sunday shall be paid in accordance with Clauses 23 and 25 of this Determination.
- (c) Shift workers rostered to work on Saturday between midnight on Friday and midnight on Saturday shall be paid at the minimum rate of time and a half.
- (d) Sunday shall be deemed to be the rostered day off in places which do not normally work on a Sunday.

EMPLOYEES NOT TO BE DEPRIVED OF RIGHTS.

27. Employees who have been absent from work on Worker's Compensation or sick leave as provided for by Clause 23 of this Determination, or who have been on annual leave, shall not be deprived of any benefit under Clause 23 of this Determination.

LIFTING OF WEIGHTS.

- 28. (a) Male employees under 18 years of age shall not lift weights in excess of 30 lb., and male employees between the ages of 18 years and 21 years shall not lift weights in excess of 45 lb.
- (b) Female employees under 18 years of age shall not lift weights in excess of 25 lb., and female employees over 18 years of age shall not lift weights in excess of 35 lb.

BASIC WAGE.

29. (a) The wages rates set out in clause 2 are based upon the following basic wage.

| Place. | Basic Wage | Index Number Set Assigned. |
|------------------------------|------------|----------------------------|
| | £ s. d. | |
| Throughout the State | 11 15 0 | Melbourne |

ADJUSTMENT OF BASIC WAGE.

- (b) The wages rate for other adult females is based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded.
- (c) The wages of apprentices, improvers or juvenile workers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

Melbourne, 29th September, 1953.



VICTORIA GOVERNMENT GAZETTE.

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No. 958]

THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

DETERMINATION OF THE CONDENSERIES BOARD.

NOTES.—(a) On 18th July, 1938, the Butter Board was deprived of the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Butter Factories Board and the Retail Dairy Board) wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale condensed milk, sterilized milk, dried milk, milk sugar, sterilized cream, or any other milk product," and such power was conferred exclusively on the Condenseries Board.

(b) 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 has the power to determine the lowest prices or rates which may be paid to any persons (other than persons subject to the jurisdiction of the Butter Factories Board and the Retail Dairy Board) wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale condensed milk, sterilized milk, dried milk, milk sugar, sterilized cream, or any other milk product, including the treatment of bulk milk for wholesale distribution, has made the following Determination, namely:—

1. That on the 14th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

| APPRENTICES OR IMPROVERS. | | | | | JUVENILE WORKERS. | | | | | |
|---------------------------|---------------------------|-------------------|---------------------------|-------|---------------------------|-------|---------------------------|-------|---------------|-------|
| Wages per Week. | | | | | Wages per Week. | | | | | |
| | | | | | Males. | | Females. | | | |
| Shift Workers. | | All Others. | | | Males. | | Females. | | | |
| | Percentage of Basic Wage. | s. d. | Percentage of Basic Wage. | s. d. | Percentage of Basic Wage. | s. d. | Percentage of Basic Wage. | s. d. | | |
| Under 16 years | .. | .. | 59 | 138 6 | Under 16 years | .. | 49 | 115 0 | 64 | 112 6 |
| 16-17 years | .. | .. | 69 | 162 0 | 16-17 years | .. | 56 | 131 6 | 70 | 123 0 |
| 17-18 years | .. | .. | 78 | 183 6 | 17-18 years | .. | 69 | 162 0 | 78 | 137 6 |
| 18-19 years | .. | 100 plus 3s. 6d. | 89 | 209 0 | 18-19 years | .. | 76 | 178 6 | 93 | 163 6 |
| 19-20 years | .. | 100 plus 15s. | 99 | 232 6 | 19-20 years | .. | 89 | 209 0 | 100 | 176 0 |
| 20-21 years | .. | 100 plus 23s. 6d. | 100 plus 7s. 6d. | 242 6 | 20-21 years | .. | 100 plus 2s. | 237 0 | 100 plus 12s. | 188 0 |

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 268s. per week.

One improver to every eight or fraction of eight workers receiving not less than 268s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 206s. 3d. per week.

Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their wage.

Female juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

OTHER EMPLOYERS.

| | Wages per Week. | |
|---|-----------------|--------------|
| | Shift Workers. | All Others. |
| | <i>s. d.</i> | <i>s. d.</i> |
| Milk or cream grader or tester | 297 0 | 286 0 |
| Majonnier operator | 297 0 | 286 0 |
| Neutralizer | 294 0 | 283 0 |
| Foreman of shift or department | 294 0 | 283 0 |
| Operator of any of the following machines:— | | |
| Milk drier (roller system) | 287 0 | 276 0 |
| Milk drier (spray system) | 288 0 | 277 0 |
| Assistant to milk drier (spray system) | 287 0 | 276 0 |
| Sugar boiler | 282 0 | 271 0 |
| Vacuum pan—condensery | 289 0 | 278 0 |
| Vacuum pan-dried milk | 288 0 | 277 0 |
| Vacuum pan-milk sugar | 288 0 | 277 0 |
| Evaporator | 287 0 | 276 0 |
| Homogenizer or visiolizer | 285 6 | 274 6 |
| Cream retort | 283 0 | 272 0 |
| Powder sifter | 281 0 | 270 0 |
| Tubular heater or ejector | 282 0 | 271 0 |
| Separator | 283 0 | 272 0 |
| Separator operator when weighing off cream and/or skim milk for the purpose of standardization | 284 0 | 273 0 |
| Cream weigher for standardization | 283 0 | 272 0 |
| Pasteurizer | 283 0 | 272 0 |
| Weighing machine (milk receiving) | 287 0 | 276 0 |
| Wire-hoopers, storeman, stackers or packers | 281 0 | 270 0 |
| Washers of vacuum pan, vacuum holding vats, or evaporator | 282 0 | 271 0 |
| Male adult washing or sterilizing cans or bottles | 281 0 | 270 0 |
| Operator of a fork lift truck | 282 0 | 271 0 |
| All other male adults | 279 0 | 268 0 |
| Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman | | 206 3 |
| Females operating dried milk automatic filler | | 206 3 |
| All other females | | 206 3 |

Female workers operating the Majonnier operator shall be paid 9s. 3d. per week in addition to their ordinary wage.
 Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.
 Persons employed clearing or cleaning horizontal drying boxes shall be paid 5s. per week for mid-clearance, or 3s. per week for morning clearance, in addition to their ordinary weekly wage.
 Persons operating more than two vacuum pans shall be paid 4s. per pan extra.
 Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for the employee concerned.
 Persons employed cleaning milk tankers and vacuum pan vapour pipes, when the employee enters the latter, shall receive 9d. for each clean in addition to the ordinary weekly wage for the employee concerned.
 Persons employed on a Dennington Spray Control floor shall be paid 15s. per week additional to the rates for milk drier (spray system).
 Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.
 Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.
 Persons (other than regular loading gang hands) transporting complete stillages of tinplate shall receive 3s. per week in addition to the rate prescribed for storemen.
 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 1½d. per clean with a maximum of 4s. per week, in addition to their ordinary wage, whilst so engaged.

DEFINITIONS.

3. "Juvenile worker" means a person under 21 years of age (other than an apprentice or improver) employed at—
 Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles;
 Stamping or branding tins, cartons, cases, bottles, or labels;
 Stamping, branding, lining, or nailing-up boxes or shooks;
 Handling empty tins, cans, cases, crates, jars, moulds, boxes, or cartons;
 Feeding or assisting on machines; or
 Feeding or taking away from automatic machines.
 "Ordinary Worker" means a person—
 (a) who works 8 hours, between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday when the ordinary week's work is performed in five days;
 (b) who works 7 hours 12 minutes, between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday, and 4 hours on Saturday when the ordinary week's work is performed in 5½ days.
 "Shift worker" means a person other than an ordinary worker. Males under 21 years of age (other than an apprentice or improver 18 years of age or over), or females of any age shall not be employed on shift work.

HOURS FOR A WEEK'S WORK.

4. The number of hours which shall constitute an ordinary week's work shall be 40.

OVERTIME.

5. The following rates shall be paid—
 (a) To "ordinary workers" for all time worked—
 Outside the times of beginning and ending work as fixed in Clause 3
 Within the times of beginning and ending work so fixed in excess of 4 hours on Saturday and 7 hours 12 minutes on the other working days where an ordinary week's work is worked in 5½ days and for all time worked on Saturday and in excess of 8 hours on Monday to Friday (inclusive) where an ordinary week's work is worked in five days } Time and a half.
 Provided that double time shall be paid for all work done on Saturday after 12 noon.
 (b) To "shift workers" for all time worked in excess of 6 hours 40 minutes, on any day Time and a half.
 (c) An employer may require any employee to work reasonable overtime at overtime rates and the employee shall work overtime in accordance with such requirement.

MEAL INTERVAL.

6. An interval of 45 minutes shall be granted for meals between the hours of 12 noon and 1.30 p.m., provided that females and juveniles shall be granted such interval not more than $4\frac{1}{2}$ hours after starting work. Shift workers shall be allowed 45 minutes for each meal; such meal time to be not less than $3\frac{1}{2}$ hours or more than 5 hours from the time of beginning work.

Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for meal.

CRIB TIME.

7. An ordinary worker who commences work at 6 a.m. or earlier shall be allowed a rest interval of 15 minutes at not more than three hours from the time of commencing work.

MORNING TEA.

8. Tea shall be made available each morning for female employees.

CONTINUITY OF WORK.

9. The work of each day or shift shall be continuous with the customary break for a meal.

TIME WAGES.

10. (a) Any ordinary worker ready, available and willing to work, employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight Sunday and midnight Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(b) Any shift worker ready, available and willing to work, employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(c) Notwithstanding anything contained in sub-clauses (a) and (b) of this clause, an employee who has not been absent without reasonable cause from work on any of the ordinary days of any week in which a holiday mentioned in clause 25 occurs shall not lose payment from his weekly wage by reason of such holiday if not required for work on such holiday.

MEAL ALLOWANCE.

11. Any employee required to work more than 60 minutes' overtime after the usual finishing time shall be paid, in addition to the overtime payable, an allowance of 2s. for a meal.

WAITING TIME.

12. When an employee is called to work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time on duty.

ALLOWANCE.

13. (a) Where an employee is required by law or by his employer to wear a washable outer overall, two such overalls of a proved type and quality (not exceeding two each year of employment) shall be provided by the employer within two weeks of the commencement of employment; such overalls shall remain the property of the employer.

(b) Employees employed on can washing, tipping milk, or where they are constantly required to work in wet conditions necessitating the wearing of waterproof aprons, rubber boots or suitable protective footwear shall be supplied with such articles by the employer, and the articles so supplied shall remain the property of the employer. With regard to footwear, the employer alternatively may pay an allowance of 1s. 6d. per week to each employee eligible for such footwear.

PROHIBITION OF EMPLOYMENT.

14. No person under 21 years of age shall be employed placing cans in or removing cans from a mechanical washer.

PAYMENT OF WAGES.

15. All wages shall be paid weekly.

TERMINATION OF EMPLOYMENT.

16. Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or employee.

WASHING AND DRINKING FACILITIES.

17. Adequate drinking and washing facilities shall be provided in each factory or department. All employees handling briquettes or coal shall be allowed seven minutes' washing time at the conclusion of the day's work. Where conditions of labour warrant their use, changing accommodation and showers shall be provided by the employer.

TIME BOOK OR OTHER RECORD.

18. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

INSPECTION OF TIME BOOK.

19. The Secretary, Assistant Secretary, or Organizer of the Federated Cold Storage and Meat Preserving Employees' Union of Australia, duly authorized in writing under the seal of the said Union, shall have access to the record of times recorded by the employees and the wages paid for a period of two months prior to date of inspection, provided that such inspection shall be made during the office hours of the factory, and not more than once in any fortnight. Authority shall be produced to the employer on demand.

IMPROVER TO RECEIVE ADULT WAGE.

20. An improver employed at any class of work for which a certificate from the Department of Agriculture is required, shall, unless he is working under the direct supervision of an employee so qualified, be paid the rates of pay prescribed for such an adult employee.

LIFTING OF WEIGHTS.

21. (a) Male employees under 18 years of age shall not lift weights in excess of 30 lb., and male employees between the age of 18 years and 21 years shall not lift weights in excess of 45 lb.

(b) Female employees under 18 years of age shall not lift weights in excess of 25 lb., and female employees over 18 years of age shall not lift weights in excess of 35 lb.

ANNUAL HOLIDAY.

22. (a) Subject to the provisions of sub-clauses (b) and (c) hereof the annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holiday) Act 1946* (No. 5111), and any amendments which may be made thereto from time to time.

(b) Any shift worker who is rostered to work six or seven shifts per week, including Saturdays, and/or Sundays and/or holidays shall be entitled for each twelve monthly qualifying period, one week's annual leave in addition to such leave as prescribed in sub-clause (a) hereof.

(c) Any person who is employed for only part of a twelve monthly qualifying period as a six or seven day shift worker shall be entitled to annual leave, or payment in lieu if the total period of service is less than the full qualifying period of twelve months, as follows:—

(i) during the period of service as such a shift worker, on a proportionate basis based on three weeks' annual leave for a full twelve monthly qualifying period, or payment in lieu, i.e., 3/50ths of the ordinary pay received during such period of service.

(ii) for the remainder of the period of service (if any) on a proportionate basis based on two weeks' annual leave for a full twelve monthly qualifying period, or payment in lieu, i.e., 1/25th of the ordinary pay received during such period of service.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

SICK LEAVE.

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

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

(c) An employee shall not be entitled under this clause to paid leave of absence for any period in respect of which he is entitled to Worker's Compensation.

MIXED FUNCTIONS.

24. Where an employee is engaged in any one day or shift for more than two hours at work in a higher class than he is employed to perform, he shall be paid for the full day or shift at the highest rate payable for any such work under this Determination, but if he is so engaged for less than two hours he shall be paid at the rates fixed by this Determination only for the work he actually performs.

SPECIAL RATES FOR HOLIDAYS.

25. (a) Double time shall be the rate payable for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Christmas Day, and a holiday to be fixed by each factory in lieu of Queen's Birthday; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(b) Any employee who works part of a holiday shall be paid ordinary rate for remainder of the day.

(c) In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed.

Provided that an employee who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

SPECIAL RATES FOR SUNDAY WORK.

26. (a) Time and a half shall be the rate payable for all work done on Sunday, providing that an employee shall be entitled to payment at the rate of double time for such Sunday work as shall be in excess of 40 hours worked since the previous Sunday exclusive of any overtime worked by him on Monday to Saturday, both inclusive.

(b) Any employee required to work on a Sunday shall be entitled to a minimum of an ordinary day's pay or work at the special rate to enable him to earn such ordinary day's pay.

DAY OFF FOR SHIFT WORKERS.

27. Seven day shift workers shall be entitled to one day off without pay in each week on any one of the days Monday to Sunday (both inclusive). The period of working time on such day off shall—

(i) be taken into account for the purpose of prohibiting an employee from claiming benefits under the provisions of clause 10; and

(ii) count as time worked for the purpose of clause 26.

PAYMENT FOR WORK DONE ON ROSTERED DAY OFF.

28. Notwithstanding the provisions of clause 26, an employee recalled to work on his rostered day off shall be paid double time and a quarter for Sunday, time and three quarters for Saturday, and time and a half for any other days of the week.

ROSTERING OF SHIFT WORKERS.

29. (a) Employees shall not be rostered off more than one Saturday and one Sunday in each seven consecutive weeks.

(b) Shift workers rostered to work on Sunday shall be paid in accordance with clauses 26 and 23 of this Determination.

(c) Shift workers rostered to work on Saturday between midnight on Friday and midnight on Saturday shall be paid at the minimum rate of time and a half.

EMPLOYERS NOT TO BE DEPRIVED OF RIGHTS.

30. Employees who have been absent from work on Worker's Compensation or sick leave as provided for by clause 23 of this Determination, or who have been on annual leave, shall not be deprived of any benefit under clause 26 of this Determination.

BASIC WAGE.

31. (a) The wages rates for adult males set out in clause 2 are based upon the following basic wage.

| Place. | Basic Wage | Index Number Set Assigned. |
|------------------------------|--------------------|-------------------------------|
| Throughout the State | £ s. d. 11 15 0 | Melbourne |

(b) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

(c) The wages of apprentices, improvers or juvenile workers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 29th September, 1953.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for transparency and accountability, particularly in financial reporting and compliance with regulatory requirements. The text notes that incomplete or inconsistent records can lead to significant legal and financial consequences for the organization.

2. The second section addresses the challenges associated with data management and security. It highlights the need for robust security protocols to protect sensitive information from unauthorized access, theft, or loss. The document suggests implementing multi-layered security measures, including encryption, access controls, and regular security audits, to ensure the integrity and confidentiality of the data.

3. The third part of the document focuses on the importance of clear communication and collaboration within the organization. It stresses that effective communication is key to ensuring that all team members are aligned with the organization's goals and objectives. The text encourages the use of clear, concise language and regular communication channels to facilitate the exchange of information and ideas.

4. The final section discusses the role of technology in modern business operations. It notes that while technology offers numerous benefits, such as increased efficiency and productivity, it also presents new challenges and risks. The document advises organizations to carefully evaluate the risks associated with technology use and to implement appropriate safeguards to mitigate potential threats.



VICTORIA
GOVERNMENT GAZETTE.

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No. 959]

THURSDAY, NOVEMBER 26.

[1953

Factories and Shops Acts.

DETERMINATION OF THE PAINT AND COLOUR BOARD.

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

In accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 4th February, 1936, has had the power to determine the lowest prices or rates which may be paid to any persons—

- (a) employed in the trade of preparing any kind of paint, varnish, enamel or colour, either wet or dry ;
(b) employed in manufacturing titanium white or white lead,

has made the following Determination, namely :—

1. That on the 13th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

IMPROVERS.*

| Males. | Percentage of Basic Wage. | Wages Per Week of 40 Hours. | Females. | Percentage of Female Basic Wage. | Wages Per Week of 40 Hours. |
|--------------------|------------------------------|--------------------------------|--------------------|-------------------------------------|--------------------------------|
| | | <i>s. d.</i> | | | <i>s. d.</i> |
| 15 years of age .. | 44 | 103 6 | 16 years of age .. | 48 | 84 6 |
| 16 years of age .. | 48 | 113 0 | 17 years of age .. | 58 | 102 0 |
| 17 years of age .. | 58 | 136 6 | 18 years of age .. | 69 | 121 6 |
| 18 years of age .. | 69 | 162 0 | 19 years of age .. | 80 | 141 0 |
| 19 years of age .. | 80 | 188 0 | 20 years of age .. | 95 | 167 0 |
| 20 years of age .. | 95 | 223 0 | | | |

*NOTE.—The board has determined, in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no apprentices shall be taken in the trade.

PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

No. 959.—10357/53.—PRICE 6D.

OTHER EMPLOYEES.

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

| | Per Week of 40 Hours. | | |
|---|-------------------------|-----------------------------|--------------------|
| | Adjustable Weekly Wage. | Non-Adjustable War Loading. | Total Weekly Wage. |
| | s. d. | s. d. | s. d. |
| Employed in manufacturing white lead. | | | |
| Employee engaged on lead filters | .. | .. | 267 0 |
| Employee engaged on carbonators | .. | .. | 266 0 |
| Employee engaged on lead dryers | .. | .. | 265 0 |
| Employee engaged on lead melting kettles | .. | .. | 264 6 |
| General process worker | .. | .. | 262 0 |
| All others | .. | .. | 257 0 |
| Elsewhere— | | | |
| Varnish maker or natural gum runner | 284 0 | 3 0 | 287 0 |
| Oil boiler or burner or chemical colour maker | 278 0 | 3 0 | 281 0 |
| Tinter of paint, lacquer or enamel | 274 0 | 3 0 | 277 0 |
| Varnish maker's assistant | 263 0 | 3 0 | 266 0 |
| Employee selecting, handling, weighing, and/or distributing pigments or resins | 263 0 | 3 0 | 266 0 |
| Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine caustic washer, lacquer solution or thinner maker | 261 0 | 3 0 | 264 0 |
| All other males | 254 0 | 3 0 | 257 0 |
| All other females | 177 9 | 3 0 | 180 9 |

Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid not less than ten shillings per week in addition to the rates specified.

HOURS OF EMPLOYMENT.

Day Workers.

3. The ordinary hours of employment shall be 40 per week to be worked in five days, Monday to Friday inclusive, of 8 hours each continuously except for meal breaks, between 7.30 a.m. and 5.30 p.m.

The commencing and finishing times once having been determined shall be alterable only by agreement or by the employer giving the employees at least seven days' notice of the alteration.

OVERTIME.

4. For work done outside the ordinary hours, or in excess of 8 hours on any day, the rate of pay shall be time and a half for the first two hours and double time thereafter.

CALCULATING OVERTIME WHEN HOLIDAY OCCURS.

5. If in any week there occurs a holiday to which an employee, whether a shift worker or not, is entitled under clause 7, then such time as would ordinarily have been worked on such day shall, for the purpose of calculating overtime, be regarded as time worked.

SPECIAL RATES.

6. Double time shall be the rate payable to all persons for all work done on Sunday, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, and New Year's Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed.

HOLIDAYS.

7. All employees shall be entitled to the following holidays without deduction of pay :—Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, and New Year's Day.

In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed.

Provided that any employee who is absent from his employment on the working day before or after a holiday without reasonable excuse or without the employer's consent shall not be entitled to payment for such holiday.

SHIFT WORK.

8. (a) Employees on shifts shall work such shifts up to five per week as may be required.

(b) A shift shall consist of eight hours, inclusive of 20 minutes for meal breaks.

(c) Shift workers whilst on afternoon or night shift shall be paid ten per cent. more than ordinary rates for such shifts.

Provided that an employee who works on a night shift which does not rotate with some other shift or with day work so as to give him at least one third of his working time off night shift, shall be paid at the rate of time and a quarter for the ordinary working hours on such night shifts.

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

(e) For all time worked before or after the ordinary starting or finishing time of his shift or in excess of 8 hours on any day a shift worker shall be paid at overtime rates in accordance with the provisions of clause 4 hereof.

(f) An employee shall not be required to work more than one shift in each 24 hours, except in an emergency or when the relief does not report for duty.

(g) Shift rosters shall specify the commencing and finishing times of the ordinary working hours of the respective shifts. These times once having been determined may be varied by agreement between the employer and the representative of the Union or, failing agreement, by seven days' notice given by the employer to the employees concerned.

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

MIXED FUNCTIONS.

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

BOOTS, GLOVES, OVERALLS, AND RESPIRATORS.

10. (a) The employer shall provide free of cost to the employee the following:—
- (i) Two pairs of overalls per year to each employee.
 - (ii) Gloves and one pair of boots per year to employees in the varnish section.
 - (iii) One pair of boots per year to employees in the grinding and mixing section.
 - (iv) Rubber boots and gloves to employees in wet colour making and in caustic.
 - (v) Gloves to yardmen when handling drums.
- (b) On the request of any employee using or handling dry pigments or gums, he shall be supplied with a respirator by his employer free of cost.
- No two employees shall be required to use the same respirator, but a previously used respirator may, after sterilization, be given up to the exclusive use of another employee.

MEAL INTERVAL.

11. A meal interval of 45 minutes shall be given between 11.30 a.m. and 1.30 p.m. Any employee not having received the prescribed meal interval by 1.30 p.m. shall, until relieved for such meal interval, be paid at the rate of double time for all time worked after 12.45 p.m.

BOILING WATER.

12. A sufficient supply of boiling water for all employees shall be provided at meal times.

MEAL ALLOWANCE.

13. A meal allowance of 4s. shall be paid to employees on any day when required to work for a period of not less than one hour after the usual finishing time unless notice has been given the day before such extra time is worked.

WASHING AND CLEANING TIME.

14. Employees shall be allowed five minutes in the employer's time for cleaning and washing before any meal time and before finishing time daily. Hot water and soap shall be supplied by the employer for the use of his employees.

TERMS OF ENGAGEMENT.

15. (a) No employee shall be employed other than as a weekly employee.
- (b) A weekly employee, to become entitled to the weekly wage 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 such employee.
- (c) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages, as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, neglect of duty or misconduct (in which case wages shall be paid up to time of dismissal only without any allowance for public holiday pay) or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any case for which the employer cannot be reasonably held responsible.

SICK LEAVE.

16. (a) An employee on weekly engagement who has been in the service of an employer for three months and who is absent from work on account of personal illness, or on account of injury by accident arising out of or in course of his employment, shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to worker's compensation.
- (ii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iii) He shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty.
- (iv) He shall not be entitled in any year to leave in excess of 40 hours of working time.

Cumulative Sick Leave.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause, service prior to the 1st June, 1946, shall be disregarded providing that any accumulated sick leave (not exceeding 80 hours of working time) standing to the credit of the employee on the 26th November, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

Single Day Absences.

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

Attendance at Hospital, &c.

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

(e) For the purposes of this clause "year" means the period between the 1st day of June in each year and the next 31st day of May.

ANNUAL HOLIDAY.

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

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

DEFINITIONS.

18. Varnish maker is one who (a) is capable of selecting in their proper proportions the ingredients necessary for making standard varnishes, and (b) has the duty of combining these ingredients by the application of heat at the proper time in their proper order and at their proper temperatures, and (c) is so employed, and includes a runner of natural gum. Tinter of paint, lacquer or enamel is one who is invested with discretion as to the kind and quantity of colouring matter to be added to a mixture in order to make it conform to a certain specified colour, or to match a given colour sample or colour standard.

RIGHT OF ENTRY OF UNION OFFICIAL.

19. A duly accredited representative of the Federated Miscellaneous Workers' Union of Australia shall have the right to enter employers' workshops during the midday meal hour for the purpose 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 interview employees in a room provided for the purpose by the employer, which room should be adequate to accommodate, at the same time, the whole of the employees subject to this Determination. Where no such room is provided the representative shall be permitted to interview employees 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.

BASIC WAGE

20. (a) The wages rates for "other Employees" set out in clause 2 are based upon the following basic wage.

| Place. | Basic Wage. | Index Number Set Assigned. |
|------------------------------|-------------|----------------------------|
| | £ s. d. | |
| Throughout the State | 11 15 0 | Melbourne |

(b) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded.
 (c) The wages of improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

Melbourne, 28th September, 1953.