



VICTORIA GOVERNMENT GAZETTE.

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No. 985]

THURSDAY, DECEMBER 3.

[1953

Factories and Shops Acts.

DETERMINATION OF THE SUGAR REFINERS BOARD.

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

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

- (a) in connexion with the trade of sugar refining;
- (b) in the manufacture or treatment of the by-products of sugar;

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, IMPROVERS, OR JUVENILE WORKERS.

Wages per Week of 40 Hours.

Males.			Percentage of Basic Wage.	Weekly Wage.	Females.			Percentage of Female Basic Wage.	Weekly Wage.
				<i>s. d.</i>					<i>s. d.</i>
Under 16 years	..	..	34	80 0	Under 16 years	..	..	50	88 0
16 years	..	..	40	94 0	16 years	..	..	60	105 6
17 years	..	..	51	120 0	17 years	..	..	70	123 0
18 years	..	..	68	160 0	18 years	..	..	80	141 0
19 years	..	..	79	185 6	19 years	..	..	90	158 6
20 years	..	..	90	211 6	20 years	..	..	95	167 0

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others".

Provided that any female 19 years of age or over, with six months' experience at the trade, shall be deemed to be an adult.

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females".

3.

OTHER EMPLOYEES.
Wages per Week of 40 Hours.

	Adjustable Rate.	Additional Constant Loading.	Total Weekly Wage.
<i>Adult Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Raw Sugar Store—			
Unstoring raw sugar	254 0	11 0	265 0
Men cutting in	255 0	11 0	266 0
Whip hand unstoring raw sugar	250 0	11 0	261 0
Whip hand at elevator	250 0	11 0	261 0
Elevator attendant	255 0	11 0	266 0
Wash tank hands	248 0	11 0	259 0
Wash tank hands—assistants	247 0	11 0	258 0
Senior rigger	260 0	11 0	271 0
Other rigger	255 0	11 0	266 0
Melting House—			
Washing fugalmen	253 6	11 0	264 6
Melter attendant	248 0	11 0	259 0
Mixer	248 0	11 0	259 0
Carbonation House—			
Men on liquor filter presses	249 0	11 0	260 0
Men on mud	249 0	11 0	260 0
Leading hand	261 0	11 0	272 0
Men on gas tank	256 6	11 0	267 6
Sweetland filter attendant	252 0	11 0	263 0
Men on crushing and stacking lime	248 0	11 0	259 0
Men on washing and checking filterpress sheets	249 0	11 0	260 0
Char. End—			
Kiln repairers	248 0	11 0	259 0
Kiln firemen	256 0	11 0	267 0
Wet charmen	256 0	11 0	267 0
Char runners	256 0	11 0	267 0
Pan Floor—			
First sugar boilers	279 0	11 0	290 0
Second sugar boilers	270 0	11 0	281 0
Employee attending triple effet and assistant sugar boiler	251 0	11 0	262 0
Pan attendant	248 0	11 0	259 0
Refined sugar fugalmen	253 6	11 0	264 6
Refined sugar fugalmen—Leading hands	263 6	11 0	274 6
Jelly House—			
Leading hand	258 6	11 0	269 6
Jelly fugalmen	248 0	11 0	259 0
Refined Sugar Store—			
Receiving at truck yard (leading hands)	258 0	11 0	269 0
Feing mill attendant	248 0	11 0	259 0
Driers (leading hand)	258 0	11 0	269 0
Driers (others)	248 0	11 0	259 0
Automatic scale attendant	257 0	11 0	268 0
Automatic scale hands	248 0	11 0	259 0
Employee engaged loading trucks	248 0	11 0	259 0
Bag room checkers	248 0	11 0	259 0
Truckers and stackers	248 0	11 0	259 0
Leading hand packing floor	258 0	11 0	269 0
Hand packing sugar	248 0	11 0	259 0
Golden Syrup and Treacle—			
Men packing and weighing (bulk)	249 0	11 0	260 0
Golden syrup and treacle mixer	251 0	11 0	262 0
Liquor runners	266 6	11 0	277 6
Liquor runners—assistants	248 0	11 0	259 0
Distillery—			
Stillman	272 0	11 0	283 0
Mashman	254 0	11 0	265 0
C.O2 Bottle Attendant	257 0	11 0	268 0
Spirit and Methylating Rooms—			
Leading hand	269 6	11 0	280 6
Assistants	253 6	11 0	264 6
Cane-ite Store—			
Men storing and unstoring cane-ite and hardboard	249 0	11 0	260 0
Leading hand cleaning gang	258 0	11 0	269 0
Unstoring and/or loading bales for shipment	259 0	11 0	270 0
All others	245 0	11 0	256 0
Adult females (a) with less than 6 months' experience at the trade			176 3
(b) with 6 months' or more experience at the trade			178 3

ADULT RATE TO BE PAID.

4. Male juniors employed as automatic scale hands reaching the age of 20 years, having at least 2 years' experience, shall receive adult rates applicable to that class of work.

SHIFT WORKERS (OTHER THAN CONTINUOUS SHIFT WORKERS).

5. (a) The ordinary working hours of shift workers shall be as follows:—

Night Shift—

Time of Beginning—11 p.m. on Sunday, Monday, Tuesday, Wednesday, and Thursday.
Time of Ending—7 a.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Day Shift—

7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Afternoon Shift—

3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

(b) Except at his own request any employee required to change from any of the above shifts to a shift other than his normal shift shall be paid at overtime rates for the first shift, unless he receives 48 hours' notice of such change.

DAY WORKERS.

6. Day worker is an employee who ordinarily works between 7.30 a.m. and 4.30 p.m., except at the distillery where the employee ordinarily works between 8 a.m. and 5 p.m. with a break of one hour for a meal between 12 noon and 1 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday. When an employee is required to work between 12 noon and 1 p.m. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal. The provisions of this clause shall not apply to shift workers as defined in clauses 5 and 7.

CONTINUOUS SHIFT WORKERS.

7. For the purposes of this clause the expression "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.

(a) The ordinary working hours of employees on continuous work shifts shall not exceed an average of 40 per week spread over a period of 1, 2, 3 or 4 weeks to be worked in shifts of eight hours, including such time as by mutual arrangement may be taken for meals.

(b) There shall be a roster of shifts which shall:—

- (i) provide for rotation unless all the employees concerned desire otherwise;
- (ii) provide for not more than eight shifts to be worked in any nine consecutive days; and
- (iii) not be changed until after four weeks' notice.

(c) For all time of duty outside the limits of the ordinary hours prescribed in clause (a) heresof, an employee on continuous work shifts shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time.

(d) Employees on continuous work shifts working any Sunday or holiday shift shall be paid at the rate of time and a half for such shift.

(The provisions of clause 7 shall apply only to persons employed at the distillery of the Colonial Sugar Refining Co. Ltd. at Yarraville.)

TERMS OF ENGAGEMENT.

8. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be.

(c) A weekly employee to be entitled to the weekly wage shall be available and willing to perform such work as may be lawfully and reasonably required by the employer during the days and hours usually worked by such class of employee, provided that an employer may deduct payment for any day during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery or any other cause for which the employer cannot reasonably be held responsible.

(d) "Casual Worker" means a worker employed for less than six (6) consecutive days, with a minimum of two (2) hours in any day. He shall be paid at the rate of ten per cent. (10%) in addition to the rate prescribed in this Determination on an hourly basis. The provisions of this sub-clause shall not apply to a casual worker storing raw sugar.

EXTRA RATES AND ALLOWANCES.

9. In addition to the wages prescribed herein, the following extra rates and allowances shall be paid to adult males:—

- (i) Any employee who works on shift shall be paid an additional allowance of 2s. 3d. for a day shift and 3s. 6d. for an afternoon or a night shift.
- (ii) Day workers, as defined in clause 6 hereof, required to work a night shift or night shifts shall be paid ordinary rates plus 5s. per shift whilst so required.
- (iii) Employees classified as "All others," who are directed to enter and clean tanks, viz.:—Carbonatation tanks, house syrup tanks on roof, black boil-out tanks, extension tanks, scrubbers, crystallizers, char dust towers and gibb driers shall receive an additional 1s. 3d. for each hour or part of an hour spent in such work.
- (iv) Employees classified as "All others" who are directed to handle dry lime, sulphuric acid, muriatic acid, super cel or bones shall receive an additional 1s. for each day or part of a day on such work.
- (v) Employees in the raw sugar store whilst engaged unstoring, cutting in, facing and/or turning bags shall be paid as special allowances the rate per week set out hereunder:—

Men unstoring, cutting in or facing bags	6s. per week
Men turning bags	5s. per week.

The allowances prescribed in this sub-clause are granted in consideration of and cover all disabilities associated with the handling of damaged, sweated and/or hard sugar from time to time.

DEFINITION OF JUVENILE WORKERS.

10. Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.

OVERTIME (other than continuous Shift Workers).

11. All work done in excess of eight hours in any one day or in excess of 40 hours in any one week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

In computing overtime under this clause, each day's work shall stand alone.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

LATE ATTENDANCE.

12. Any employee arriving late to work shall have a deduction made of a quarter of an hours' pay for each quarter of an hour or portion thereof that he is late.

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.

(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.)

SICK PAY.

14. Any employee with not less than six months' service who does not attend for duty by reason of personal ill-health shall be allowed ordinary rates for the actual time of such non-attendance, provided he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal ill-health.

An employee shall not be entitled to any allowance on this ground for more than five days (the equivalent of 40 hours' pay) in each calendar year, but sick leave allowable under this clause may accumulate subject to continuous employment for a total of three years (the equivalent of 120 hours' pay).

No payment shall be made to employees on discharge or resignation in respect of accumulated sick leave.

Personal ill-health does not include ill-health which is the result of an accident or ill-health the result of misconduct.

MEAL ALLOWANCE.

15. Employees required to work a minimum of one and a half hours' overtime shall be entitled to 4s. tea money unless notified the previous day that they will be required to work overtime. If after having been notified accordingly and their services for overtime are not required the allowance of 4s. for tea money shall be payable. Provided that the meal allowance shall be payable in respect to the mid-day meal to employees working in the raw store whilst raw sugar is being received on a Sunday whether or not they are notified the day before.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS (OTHER THAN CONTINUOUS SHIFT WORKERS).

16. (a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for work done on the day so substituted.

(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.

(c) Employees (other than casual employees and continuous shift workers) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

PAYMENT OF WAGES.

17. Wages shall be payable weekly and not later than Thursday of each week. On pay day the finishing whistle shall be sounded five minutes earlier than the usual finishing time.

PIECEWORK.

18. The Board determines, under the provisions of section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

BASIC WAGE.

19. (a) The wages rates for adult males set out in clause 3 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 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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FRIDAY, DECEMBER 4.

[1953]

Factories and Shops Acts.

DETERMINATION OF THE SCIENTIFIC AND TECHNICAL WORKERS' BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the jurisdiction of any Wages Board heretofore appointed or persons employed in hospitals, and in health and educational institutions) employed:—

(1) in the conducting of—

- (a) analytical, investigational, developmental, experimental, or research work of a technical nature in connexion with chemical, bio-chemical, physical chemical, bacteriological, physics, physical testing, or metallurgical processes;
- (b) investigational, developmental, experimental, research, or technical control work in manufacturing or pilot plants;

but not including:—

(a) persons engaged in—

- (i) the planning or designing of chemical, bio-chemical, physical chemical, bacteriological, physics, physical testing, or metallurgical processes;
- (ii) the administration of the control of chemical, bio-chemical, physical chemical, bacteriological, physics, physical testing, or metallurgical processes used in the course of manufacture;
- (iii) the planning of research or investigational work.

(b) persons employed as foremen, charge hands, leading hands, and process workers on a manufacturing plant.

(2) in assisting in the operations set out in paragraph (1) hereof by—

- (a) the preparation or care of apparatus or materials;
- (b) the recording or tabulating of results;
- (c) any other means;

has made the following determination, viz.:—

1. That as from the 13th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 40 HOURS.

2. (a)

Trainees.

Age.	* Percentage of Basic Wage.	Weekly Wage.	
		Male.	Female.
		£ s. d.	£ s. d.
16 years	45	5 5 6	3 19 0
17 years	60	7 1 0	5 5 6
18 years	75	8 16 0	6 12 0
19 years	90	10 11 6	7 18 6
20 years	100 plus 5s.	12 0 0	9 1 0
21 years	100 plus 27s. 6d.	13 2 6	10 3 6
22 years	100 plus 42s. 6d.	13 17 6	10 18 6
23 years or over	100 plus 57s. 6d.	14 12 6	11 13 6

Proportion:—The proportion of trainees in any establishment shall not exceed one trainee to every three or fraction of three chemists who are at least graduate chemists.

Notwithstanding anything contained in this Determination, any person who on the 1st November, 1951 was employed and whose engagement or continued employment as a trainee, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for a trainee of like age.

No. 986.—10914/53.—PRICE 6D.

WAGES PER WEEK OF 40 HOURS.

(b) *Female Technical Assistants.*

Age.	Percentage of Female Basic Wage.	Weekly Wage.
		£ s. d.
16 years	45	3 19 0
17 years	60	5 5 6
18 years	75	6 12 0
19 years	90	7 18 6
20 years	100 plus 5s.	9 1 0
21 years or over	100 plus 27s. 6d.	10 3 6

(c) *Other Employees.*

	Weekly Wage.	
	Male.	Female.
	£ s. d.	£ s. d.
(i) Graduate chemist (as defined)— 1st year of experience as such	15 5 0	12 6 0
Thereafter	16 0 0	13 1 0
(ii) Qualified chemist (as defined)— 1st year of experience as such	16 15 0	13 16 0
Thereafter	17 10 0	14 11 0
(iii) Adult male technical assistant (as defined)	13 18 0	

HOURS OF WORK.

Day Workers.

3. (a) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 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.

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

(b) *Five Day Week.*—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.

(c) It is a condition of the allowing of a five-day 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.

(d) Provided that where at the date of coming into operation of this Determination the starting time of an employee is later than that generally observed in the industry, such starting time shall continue until such time as a fortnight's notice is given by the employer for an alteration in such starting time.

SHIFT WORK.

Definitions.

4. (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 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 day; nor
- (ii) 48 in any one week; nor
- (iii) 88 in 14 consecutive days; nor
- (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 14 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.

- (iii) 120 in 21 consecutive days in which case an employee shall not, without payment of 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 time 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 employees' representative in that establishment 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 $7\frac{1}{2}$ per cent. more than the ordinary rate 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 rate 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 establishment or for at least six successive afternoons or nights in a six day establishment 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.

- (g) 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 shall be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (f) hereof.

Overtime.

- (h) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift shall—

- (i) if employed on continuous work to 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 5 (b) hereof.

Provided that when not less than 8 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.

Sundays and Holidays.

- (i) Shift workers on continuous 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 7 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.

Compulsory Overtime.

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

CONTRACT OF EMPLOYMENT.

Fortnightly Employment.

5. (a) Except as hereinafter provided, employment shall be by the fortnight. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the fortnight.

(b) Employment shall be terminated by a fortnight's notice on either side given at any time during the fortnight or by payment or forfeiture of a fortnight'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 breakdown in machinery or any stoppage of work by any cause for which the employer cannot be reasonably held responsible.

- (c) An employee not attending for duty shall, except as provided by clause 8 hereof, lose his pay for the actual time for 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 $12\frac{1}{2}$ 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.

OVERTIME.

6. (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.

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 times 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 Day Week.

(d) A day worker on a five day 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.

Crib Time.

(g) 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 day week is required to work overtime on a Saturday the first prescribed crib time shall if occurring between 10 a.m. and 2 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.

(h) 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 3s. 6d. and 2s. 6d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their work places 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 proscribed.

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 proscribed for meals which he has provided but which are surplus.

Transport of Employees.

(i) 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.

(j) 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.

7. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on fortnightly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, 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.

(b) 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 on 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 required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

(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.

8. (a) An employee on fortnightly 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 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 the following:—
 - (a) during the first year 3½ hours of working time for each completed month of service;
 - (b) 40 hours for each subsequent year.

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 practitioners', 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.

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 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 LEAVE.

9. 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 addition to the above, Chemists, Adult Trainees (that is, Trainees 21 years of age or over), and seven-day 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.

Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a Chemist, Adult Trainee or seven-day shift worker, he shall be entitled to have the period of two weeks' annual leave prescribed by the said Act increased by 3½ hours for each completed month he is continuously engaged as aforesaid.

If in any twelve-monthly qualifying period a Chemist, Adult Trainee or seven-day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be paid in addition to all other amounts (including any payment in lieu of annual leave as prescribed above) due to him an amount equal to 1/50th of his ordinary pay for the period of employment as a Chemist, Adult Trainee or seven-day shift worker.

FARES, TRAVELLING EXPENSES AND TRAVELLING TIME.

10. (a) If an employee be directed to work at a place other than his usual place of employment, all fares necessarily incurred by him each day in excess of the normal fares of travelling from his home to his usual place of employment and return shall be paid by the employer.

(b) If an employee be directed to work at a place other than his usual place of employment the fares which shall be payable under this clause shall be such as to enable him to travel first class, where available.

(c) If an employee be directed to work at a place other than his usual place of employment, all time occupied by him on any day in travelling which is in excess of the time normally occupied by him in travelling when working at his usual place of employment, shall be deemed to be working time and shall be paid for at the appropriate rate prescribed by this Determination for the day on which, and the hour at which, he travels for a period up to four weeks.

(d) Except as provided in sub-clause (e) hereof, an employee directed to work at a place away from his usual place of work which involves sleeping away from his usual place of residence shall be paid all reasonable expenses incurred.

(e) If an employee be directed by his employer to an altered permanent locality of work which necessitates the employee changing his place of residence, the employer shall pay for all first class travelling, temporary lodging and the transporting of the employee's family and effects from his then place of residence to his new place of residence. If the employee be not dismissed for misconduct or does not resign within twelve months of reaching such work, the employer shall pay first class travelling expenses for the employee's family and the expenses of transporting his effects back to his former place of residence.

(f) When an employee with the agreement of his employer uses his own motor car in the course of his employment the employer shall reimburse him at the rate of ninepence per mile travelled for the first three thousand miles in any one calendar year, and for mileage in excess of this at the rate of sixpence per mile. In the case of a motor cycle the payments shall be fivepence and threepence respectively.

MISCELLANEOUS.

11. (a) Every laboratory shall be equipped with adequate fume cupboards where necessary, fire-fighting equipment, and any special equipment or rooms essential to the safe handling of any chemical or process.

(b) Where an employee is required to work in abnormal conditions, the employer shall take all reasonable precautions to ensure that the employee will work under conditions of the maximum possible comfort and safety, and shall provide suitable protective clothing (e.g., overalls, boots gloves, &c.) and shall be responsible for its laundering at satisfactory regular intervals.

(c) Oilskins or other protective clothing shall be supplied to employees required to work in the open in wet weather.

EMPLOYMENT OF FEMALES.

12. (a) A female employee shall not be prejudiced in her employment by reason of her being married or about to be married.

(b) The employer shall provide a rest room for the use of female employees, and such room shall contain at least two articles of furniture on which employees may lie down, and an adequate supply of blankets. This rest room shall be comfortable, quiet and clean, and adequately lit. In cold weather adequate heating shall be provided.

(c) No female employee shall be required to work overtime without adequate protection satisfactory to such employee being provided by the employer except in a case where another female is present during such overtime.

EQUIPMENT AND ACCOMMODATION.

13. (a) The employer shall provide his employees with all the necessary scientific apparatus, equipment, tools, instruments, stationery and furniture necessary for the carrying out of their work.

(b) The employer, where practicable, shall provide employees with an adequate lunch room in which food warmers and boiling water for the brewing of tea shall be available when hot meals are not provided.

(c) The employer shall provide in easily available locations first-aid equipment adequate for the nature of the employees' work, and shall maintain it in a satisfactory condition.

(d) Laboratory coats or smocks, laundered at the employer's expense, shall be provided to all employees who request them, and uniforms shall be provided to all employees required to wear them. These garments shall remain the property of the employer.

REST PAUSE.

14. A rest pause of ten minutes either forenoon or afternoon, Monday to Friday inclusive, shall be allowed each employee at a time mutually arranged between the employer and his employees. Such rest pause shall be counted as time worked and shall be paid as such.

TRAINEES.

15. The conditions of employment of trainees shall be the same as those for other employees except—

(a) The course of study for each year shall be mutually agreed between the employer and trainee so that the maximum attendance at the approved educational institution (as defined) shall not exceed three nights per week of two hours' lecture or three hours' practical work each. All other time necessary for attendance at the approved educational institution to permit compliance with the syllabus thereat shall be allowed off during the day without loss of pay. In the event of disagreement between the employer and trainee regarding the course of study for any year, the recommendation of the educational institution shall be accepted.

(b) A trainee who in accordance with the foregoing sub-clause attends not less than 80 per cent. of the maximum possible attendances in the above course in any one year and passes the annual examinations in that year or if there is no examination receives a satisfactory report, shall be reimbursed by his employer all fees paid by him in accordance with the above course during that year.

(c) The employer shall endeavour to see that any trainee shall not be obliged to work overtime when it interferes with his studies.

(d) No trainee shall be employed on shift work except at his own request during academic vacations.

(e) Any trainee shall be allowed reasonable leave of absence without loss of pay for the purpose of sitting for examination in any subject or subjects being studied for the year.

SHOP STEWARDS.

16. An employee appointed shop steward in the work place 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.

17. (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.

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.

(b) 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 establishment 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 establishment;

(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

(SEAL).

is a duly accredited representative of the above-named organization.

Specimen signature of holder
Strictly not transferable.

General Secretary.

Date.

TIME AND WAGES BOOK.

18. (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 organiser 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.

MEAL INTERVAL.

19. No employee on day work shall be required to work for a longer period than five hours without an interval of at least half an hour for a meal.

PAYMENT OF WAGES.

20. (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 the pay period.

(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 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.

DEFINITIONS.

21. "Trainees".—A trainee shall be any employee who is undertaking an approved course of study relevant to the employer's business at an approved educational institution as set out in clause 22.

"Technical Assistant".—Technical assistant shall mean and include an adult employee who does not possess adequate academic qualifications engaged in the carrying out in a laboratory of routine simple testing, and/or in routine technical work (not requiring such qualifications for its proper execution) as prescribed in Section (2) of the powers of the Board as set out in the preamble to this Determination.

"Graduate Chemist".—Graduate chemist shall mean and include an employee engaged under supervision and without supervisory responsibilities (other than over three technical assistants) in conducting routine chemical work as defined in Section 1, (a) and/or (b) of the powers of the Board as set out in the preamble to this Determination, requiring adequate academic qualification for its proper execution, and who has satisfactorily completed an approved course of study at one of the approved training institutions as set out in clause 22.

"Qualified Chemist".—Qualified chemist shall mean and include an employee engaged under supervision and without supervisory responsibilities (other than over three technical assistants) in conducting routine chemical work as defined in Section 1, (a) and/or (b) of the powers of the Board as set out in the preamble to this Determination, requiring adequate academic qualifications for its proper execution and who—

(a) (i) holds or is qualified to hold a Master's degree in the School of Chemistry of a University as set out in clause 22. Provided that the course has included at least five years' systematic study of chemistry, including inorganic, organic and physical; or

(ii) holds or is qualified to hold a Master's or Bachelor's degree with first or second class honours in Chemistry in the School of Chemistry of a University as set out in clause 22. Provided that the course has included at least 4 years' systematic study of chemistry, including inorganic, organic and physical, and the employee has had not less than one year's practical experience in a laboratory or works; or

(b) (i) holds or is qualified to hold a Bachelor's degree in the School of Chemistry of a University as set out in clause 22. Provided that the course has included at least three years' systematic study of chemistry, including inorganic, organic and physical, and the employee has had not less than two years' practical experience in a laboratory or works; or

(ii) holds or is qualified to hold a Diploma from a recognized Technical College or Education Department and who has had not less than two years' practical experience in a laboratory or works. Provided that the Diploma shall be in one of the approved courses of study as set out in clause 22.

(c) is an associate or fellow of the Royal Australian Chemical Institute; or

"Practical Experience" shall mean work of any kind which involves application of theoretical chemistry training of an approved course of study as set out in clause 22. Such experience may be obtained either concurrently with or after completion of the last two years of study for such course, subject to the provision that one year of such experience shall be obtained after the employee's 21st birthday.

"Adequate Academic Qualifications" means those set out in clause 22.

"Union" means—The Amalgamated Engineering Union, The Australasian Society of Engineers, and The Federation of Scientific and Technical Workers.

APPROVED TRAINING INSTITUTIONS AND COURSES OF STUDY.

VICTORIA.

University of Melbourne.

Bachelor of Science (in the School of Chemistry).

Diploma of Analytical Chemistry, plus Pure Mathematics I. and the reading courses in German as for Science students.

Bachelor of Agricultural Science, plus Chemistry III. of the University of Melbourne, or Organic Chemistry II., Physical Chemistry and Practical Chemistry III. of the Melbourne Technical College.

Bachelor of Metallurgical Engineering, plus additional subjects as for Bachelor of Agricultural Science.

Melbourne Technical College.

Fellowship Diploma of Applied Chemistry.

Associateship Diploma of Applied Chemistry.

Fellowship Diploma of Chemical Engineering.

Education Department.

Diploma of Applied Chemistry.

Gordon Institute of Technology, Geelong.

Diploma of Industrial Chemistry.

Diploma of Textile Chemistry.

School of Mines and Industries, Bendigo.

Diploma of Applied Chemistry, plus Chemistry III. and the reading course in German as for Science students of the University of Melbourne, or Organic Chemistry II., Physical Chemistry and Scientific German of the Melbourne Technical College.

School of Mines and Industries, Ballarat.

Diploma of Applied Chemistry, provided candidates pass Victorian Education Department's examination in Organic Chemistry II.

*Footscray Technical School.**Swinburne Technical College.*

Diploma of Applied Chemistry.

NEW SOUTH WALES.

University of Sydney.

22. Bachelor of Science (in the School of Chemistry).

Bachelor of Science in Pharmaceutical Science and Analysis of Foods and Drugs, provided Chemistry I and II., together with the compulsory modified Organic Chemistry, are taken.

Bachelor of Science in Bio-chemistry, provided Chemistry I. and II., together with the compulsory Chemistry III. (or Organic Chemistry Pure and Applied), are taken.

Bachelor of Science in Agriculture, provided Agricultural Chemistry is taken as the special subject in the fourth year.

Bachelor of Arts of Chemistry, provided the graduate has also passed examinations in Physics or Mathematics and one other science subject equivalent in standing to that of the first year in the Faculty of Science.

Sydney Technical College.

Diploma in Chemistry.

Diploma in Chemical Engineering.

Diploma in Metallurgy.

Diploma for Leather Chemists.

Diploma in Science (Biology-Chemistry), plus Chemistry 27A and 27B.

Diploma of Food Technology.

QUEENSLAND.

University of Queensland.

Bachelor of Science (in the School of Chemistry).

Bachelor of Applied Science in Industrial Chemistry—also in Medical Science.

Bachelor of Agricultural Science (including Dairy Chemistry and Technology).

Department of Public Instruction.

"Endorsed" Diploma in Industrial Chemistry; or ordinary Diploma in Industrial Chemistry, issued by Technical Colleges, plus Chemistry III. of the University of Queensland, English and one other language.

SOUTH AUSTRALIA.

University of Adelaide.

Bachelor of Science (in the School of Chemistry).

Bachelor of Agricultural Science with honours (Agricultural Chemistry as major subject, including Organic Chemistry second year, theory and practical).

Bachelor of Engineering in Metallurgy and Chemical Engineering.

South Australian School of Mines and Industries.

Fellowship Diploma in Metallurgy.

Fellowship and Associateship Diploma of Industrial Chemistry.

Associate Diploma in Mining and Metallurgy, plus Organic Chemistry II. of the University of Adelaide and Metallurgy III. of the School of Mines.

Associate Diploma in Primary Metallurgy.

TASMANIA.

University of Tasmania.

Bachelor of Science (in the School of Chemistry).

Bachelor of Applied Science (Industrial Chemistry).

Education Department.

Diploma of Applied Chemistry.

WESTERN AUSTRALIA.

University of Western Australia.

Bachelor of Science (in the School of Chemistry).

Perth Technical College.

Diploma in Pure Chemistry.

EXISTING PRIVILEGES.

23. Except so far as altered expressly or by necessary implication this Determination is made on the understanding that all existing privileges and conditions shall continue. No salary or wage existing at the date of coming into operation of this Determination shall be reduced merely as a consequence of this Determination.

PERIODICAL ADJUSTMENT OF WAGES.

24. The wages rates set out in clause 2 are based upon the following basic wage.

Basic Wage.

Place.	Male Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 15 0	Melbourne

The Female Basic Wage is 75 per cent. of the Male Basic Wage calculated to the nearest 6d. half or less than half of 6d. being disregarded.

The wages of Trainees, and Female Technical Assistants are the appropriate percentages as set out in clause 2, calculated to the nearest 6d., half or less than half of 6d. being disregarded.

MARGINS.

25. In addition to the basic wage, male or female, as the case may be the wage rates in clause 2 (c) contain margins as follows:—

										Margin.
										£ s. d.
(i) Graduate Chemist (as defined)—										
1st year of experience as such	..	..	..	..	..	..	..	..	..	3 10 0
Thereafter	..	..	..	..	..	..	..	..	..	4 5 0
(ii) Qualified Chemist (as defined)										
1st year of experience as such	..	..	..	..	..	..	..	..	..	5 0 0
Thereafter	..	..	..	..	..	..	..	..	..	5 15 0
(iii) Adult male technical assistant (as defined)										
	..	..	..	..	..	..	..	..	..	2 3 0

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

J. W. RYAN, Secretary.

Melbourne, 28th September, 1953.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, DECEMBER 4.

[1953

Factories and Shops Acts.

DETERMINATION OF THE FACTORY ENGINE DRIVERS BOARD.

NOTES.—(A) This Determination applies to the whole of the State of Victoria.

(B) On the 22nd June, 1914, and 17th August, 1920, respectively, the powers of the Factory Engine Drivers Board were extended to enable it to "fix the lowest prices or rates which may be paid to any person employed in the occupation of—

- (a) a boiler cleaner;
- (b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines other than internal combustion engines or electrical engines connected with mines."

(C) On the 16th April, 1935, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person employed in the occupation of—

- (a) a fireman, boiler attendant, boiler cleaner, or engine-driver in connexion with steam engines or steam boilers in or about plants for crushing metalliferous ores;
- (b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines in or about plant for crushing metalliferous ores—

and such power was conferred exclusively on the Mining Engine Drivers Board.

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 wheresoever employed in the occupation of a fireman, boiler attendant, or engine-driver, in connexion with the use of steam-boilers or steam-engines other than steam-boilers or steam-engines connected with mines," has made the following Determination, namely:—

1. That as from the 14th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Wages.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
A.—STATIONARY ENGINE DRIVERS.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Steam Engines.</i>				
First-class	13 12 0	13 18 0	13 18 6	13 9 0
First-class, with condenser	13 18 6	14 4 6	14 5 0	13 15 6
Second-class	13 7 0	13 13 0	13 13 6	13 4 0
Second-class, with condenser	13 12 0	13 18 0	13 18 6	13 9 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	13 12 0	13 18 0	13 18 6	13 9 0
Under fifty brake horse-power	13 7 0	13 13 0	13 13 6	13 4 0
<i>Electric Motor Attendants.</i>				
On motors over 250-horse power	13 12 0	13 18 0	13 18 6	13 9 0
On motors 100-horse power to 250-horse power inclusive	13 4 0	13 10 0	13 10 6	13 1 0
On motors under 100-horse power	12 18 0	13 4 0	13 4 6	12 15 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors.				
Note.—Horse power shall be that shown on the maker's name plate.				

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried ..	14 11 0	14 17 0	14 17 6	14 8 0
Others	14 1 6	14 7 6	14 8 0	13 18 6
If the gauge is less than three feet, 4s. 6d. per week less in each case.				
C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver	14 17 6	15 3 6	15 4 0	14 14 6
Second driver	13 17 6	14 3 6	14 4 0	13 14 6
D.—WINCH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	13 12 0	13 18 0	13 18 6	13 9 0
Others	13 8 0	13 14 0	13 14 6	13 5 0
E.—CRANE DRIVERS.				
Lofty cranes—first-class	14 7 0	14 13 0	14 13 6	14 4 0
Lofty cranes—second-class	14 3 6	14 9 6	14 10 0	14 0 6
Lofty cranes—third-class	13 17 6	14 3 6	14 4 0	13 14 6
Cantilever cranes	14 3 6	14 9 6	14 10 0	14 0 6
Cranes transporting molten metal in foundries	13 16 0	14 2 0	14 2 6	13 13 0
Open hearth furnace crane	13 16 0	14 2 0	14 2 6	13 13 0
Steam travelling cranes	13 16 0	14 2 0	14 2 6	13 13 0
Other steam cranes	13 11 6	13 17 6	13 18 0	13 8 6
Grab cranes	13 16 0	14 2 0	14 2 6	13 13 0
Electric cranes not elsewhere included—				
Four motions and over				
Overhead traverser with auxiliary hoist				
Traverser with jib hoist				
Two or three motions	13 7 6	13 13 6	13 14 0	13 4 6
Overhead traverser				
Stationary jib; stationary jib hoist				
Traverser jib				
Hydraulic stationary jib cranes	13 4 0	13 10 0	13 10 6	13 1 0
Mobile cranes lifting capacity up to and including 5 tons	13 18 0	14 4 0	14 4 6	13 15 0
Mobile cranes lifting capacity over 5 tons and not exceeding 10 tons	14 3 0	14 9 0	14 9 6	14 0 0
Mobile cranes lifting capacity over 10 tons and not exceeding 20 tons	14 10 6	14 16 6	14 17 0	14 7 6
Over 20 tons	14 17 6	15 3 6	15 4 0	14 14 6
Fork lift driver	13 8 0	13 14 0	13 14 6	13 5 0
Cranes and hoists not elsewhere included	13 0 0	13 6 0	13 6 6	12 17 0
String cranes—five tons or less	12 12 0	12 18 0	12 18 6	12 9 0
F.—TRACTION ENGINE DRIVERS.				
<i>Road.</i>				
Traction engine or road roller (steam)	13 15 0	14 1 0	14 1 6	13 12 0
Road roller (oil)	13 13 0	13 19 0	13 19 6	13 10 0
Traction engine (oil—50-brake h.p. or over)	13 15 0	14 1 0	14 1 6	13 12 0
Traction engine (oil—under 50-brake h.p.)	13 10 0	13 16 0	13 16 6	13 7 0
When used as stationary engines, Division A of this clause shall apply.				
<i>Rail.</i>				
Electric traction motor	13 5 0	13 11 0	13 11 6	13 2 0
Internal combustion traction motor	13 5 0	13 11 0	13 11 6	13 2 0
<i>Tow Motors.</i>				
Tow motor	12 19 0	13 5 0	13 5 6	12 16 0
G.—TRACTOR UNIT PLANT.				
The provisions of this Division shall not apply to logging operations.				
Tournapull	14 17 6	15 3 6	15 4 0	14 14 6
Tractors without power operated attachments or with power operated attachments not in use				
(a) 50-brake horse power and under	13 10 0	13 16 0	13 16 6	13 7 0
(b) over 50-brake horse power	13 15 0	14 1 0	14 1 6	13 12 0
Tractors while using power operated attachments—				
(a) 35-brake horse power and under	13 15 0	14 1 0	14 1 6	13 12 0
(b) over 35-brake horse power to 70-brake horse power	14 5 0	14 11 0	14 11 6	14 2 0
(c) over 70-brake horse power	14 11 0	14 17 0	14 17 6	14 8 0

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Milder Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.				
<i>Special Work</i> —A driver operating a tractor of 70-horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
Loader, Front end and Overhead— Appropriate wage for Tractor hereinafter prescribed.				
Loader, mechanical bucket type, truck or tractor mounted	13 15 0	14 1 0	14 1 6	13 12 0
Grader, single unit over 40-horse power	14 11 0	14 17 0	14 17 6	14 8 0
Grader, single unit 40-horse power and under	14 1 0	14 7 0	14 7 6	13 18 0
Concrete paver, single drum	13 10 0	13 16 0	13 16 6	13 7 0
H.—FIREMEN.				
Fireman	13 2 0	13 8 0	13 8 6	12 19 0
Fireman—first-class	13 7 0	13 13 0	13 13 6	13 4 0
Leading fireman—first class	13 14 0	14 0 0	14 0 6	13 11 0
Leading fireman—second-class	13 11 0	13 17 0	13 17 6	13 8 0
Locomotive fireman	13 5 0	13 11 0	13 11 6	13 2 0
I.—GREASERS.				
Greaser or oiler	12 18 0	13 4 0	13 4 6	12 15 0
Greaser or oiler—first-class	13 7 0	13 13 0	13 13 6	13 4 0
Trimmer	12 14 0	13 0 0	13 0 6	12 11 0
Fuelman	12 14 0	13 0 0	13 0 6	12 11 0
Engine cleaner	12 14 0	13 0 0	13 0 6	12 11 0
Boiler cleaner	12 14 0	13 0 0	13 0 6	12 11 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
J.—OTHERS.				
Pile-driving machine	13 14 0	14 0 0	14 0 6	13 11 0
All others	11 15 0	12 1 0	12 1 6	11 12 0

3.

Additional Rates.

Per Week.

(a) An engine-driver or fireman engaged as hereinafter specified shall be paid additional rates as follow, viz:—

s. d.

Attending to refrigerating compressor	9 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	9 0
In charge of plant	9 0

Provided that except as to dragline excavators these rates shall not be cumulative to the extent of increasing the wage of an employee more than 61s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall be paid a rate not less than 41s. above that fixed for "All Others".

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

s. d.

- (b) Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz:— 15 0
- (c) Attending to switchboard where the generating capacity is 350 kilowatt or over 6 0

JUNIOR LABOUR.

4. (a) The minimum rates of wage to be paid to juniors working as greasers or oilers, other than on shafting, or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant loading specified,

	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable—			
			Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
			Within 20 miles of G.P.O. Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
If under 16 years of age ..	24	0 6	2 15 6	2 15 6	2 17 0	2 14 6
16 years of age ..	32	0 9	3 14 0	3 14 0	3 16 0	3 13 0
17 years of age ..	58	1 0	6 14 0	6 14 0	6 17 6	6 12 0
18 years of age ..	73	2 0	8 9 0	8 9 0	8 14 0	8 7 0
19, but under 20 years of age ..	88	2 6	10 4 0	10 4 0	10 9 6	10 1 6

(b) If a cleaner, greaser or oiler sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

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

CONTRACT OF EMPLOYMENT.

5. (a) Except as provided by clause 6 hereof, employment shall be by the week. An employee, to become entitled to payment on a weekly basis, shall, except as provided by clause 15 hereof, perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service shall be from day to day at the weekly rate fixed. Provided that any employee who has once served a probationary period of two weeks with any employer shall not be subject to be employed for a second probationary period with the same employer, except when his re-engagement takes place at least one month after the termination of his employment. Provided further that an employee shall be paid for any holiday or holidays which occur during any period he is employed on probation pursuant to this clause.

(c) An employee not attending for duty shall, except as provided by clause 14 hereof, lose his pay for the actual time of such non-attendance.

(d) Employment shall be terminated by a week's notice on either side, such notice to be 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 management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any time the employee cannot be usefully employed because of any strike by the Federated Engine-drivers and Firemen's Association of Australasia or any other Union or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Provided that, where an employer orders employees not to work on any day because of the state of the weather, such order shall not deprive the employees of their claim for payment under their weekly engagements, but if such employees cease work on any day because of the state of the weather without being ordered to do so, they shall not be entitled to payment for time so lost.

CASUAL LABOUR.

6. A casual employee (as defined) shall be paid per hour an amount equal to 1 1/10th of the weekly rate prescribed by this Determination for the work performed by him divided by forty.

HOURS.

7. (a) For an employee not working on shift the ordinary working hours per week and per day respectively shall be of the same number as those worked in the particular workshop, factory, or working place at which such employee works by the majority of the employees not working on shift who are engaged therein in connexion with the operation for which is used the power or steam supplied with the aid of such employee.

Provided that if the number of hours worked by such majority exceeds 40 per week, the ordinary working hours for such employee shall not exceed 40 per week nor 8 in any one day.

(b) Except as provided in sub-clause (d) hereof time occupied in raising steam or closing down engines or banking fires shall be regarded as time worked.

(c) For employees not working on shift a regular starting and finishing time shall be fixed, which shall not be changed except after notice of at least a week to the employee concerned.

(d) In the bush or in bush sawmills or in log sawmills outside the towns and cities specifically referred to in clause 26 hereof each engine-driver or fireman when so engaged shall be allowed 1½ hours per day at ordinary rates for preparing and/or closing down engines and/or for raising steam and/or banking fires on boilers.

(e) For employees working on shift the ordinary working hours shall be as provided in clause 13 hereof.

MEAL INTERVAL.

8. Except on shift work, provision shall as far as practicable be made by the employer to enable an employee to have a midday meal interval of not less than 40 minutes nor more than one hour on all working days except Saturday, or as otherwise agreed between an employer and the appropriate branch of the Union. Such meal interval shall not be deemed to be time worked, and the time of ceasing work shall be extended by time equal to the duration of the meal interval.

For all work done during such meal interval and thereafter until a meal break is allowed, payment shall be made at the rate of time and a half.

MEAL INTERVAL DURING OVERTIME.

9. (a) Until further order, employees shall be allowed the same conditions as to the meals and meal intervals to be allowed while working overtime as are prescribed by award, determination or industrial agreement—Commonwealth or State—for the general body of employees of the industry in which they are employed.

(b) In any case to which sub-clause (a) hereof does not apply—

(i) 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.

- (ii) 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 2s. for such meal and 1s. 3d. 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.

OVERTIME.

10. (a) For all time worked on week days outside the hours prescribed in clause 7 hereof, overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.

(b) An employee recalled after leaving his place of work to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(c) An employee occasionally required to hold himself in readiness, either at his home, his place of work or elsewhere, to work after ordinary hours or on a Saturday which is not an ordinary working day or on a Sunday or holiday, shall be paid standing-by time at his ordinary rate of wage for the time from which he is to hold himself in readiness until released.

(d) When an employee working overtime 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 at his ordinary rate of wage for the time occupied in reaching his home.

(e) 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.

(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.

HOLIDAYS.

11. All employees shall be entitled to the same holidays as are observed by the general body of employees of the industry in which they are employed.

SUNDAY AND HOLIDAY WORK.

12. (a) In the case of continuous or recurring work necessarily done in the ordinary course directly for the establishment's usual production of service upon Sundays or holidays as well as upon other days of the week, ordinary time or shift worked on a Sunday or holiday shall be paid for at the rate of time and a half, but in all other cases all time on duty on Sundays or holidays shall be paid for at the rate of double time.

(b) 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.

SHIFT WORK.

13. (a) The ordinary working hours of employees on shift work shall not exceed an average of 40 per week spread over a period of two, three or four weeks, to be worked in shifts of eight hours, including such time as by mutual arrangement may be taken for meals.

(b) There shall be a roster of shifts which shall—

(i) Provide for rotation unless all the employees concerned desire otherwise;

(ii) Provide for not more than eight shifts to be worked in any nine consecutive days; and

(iii) Not be changed until after four weeks' notice.

Provided that an employee's place on such roster shall not be changed except on one week's notice of such change or payment of penalty rates.

So far as employees present themselves for work in accordance therewith, shifts shall be worked according to the roster.

(c) Notwithstanding the preceding sub-clauses (a) and (b), where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with the operations for which is used the power or steam supplied with the aid of such employees work shifts not in accordance with sub-clauses (a) and (b) hereof, such employee for his ordinary hours of work may be required by his employer to work shifts similar in length, roster conditions and crib-times to those of such majority, but this sub-clause shall not apply when such shifts exceed in the aggregate 160 hours in any period of four consecutive weeks, in which case the preceding sub-clauses (a) and (b) shall apply.

(d) For work done by a shift worker outside the ordinary hours of his shift double time shall be paid. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time. Such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(e) Shift workers on continuous work whilst on afternoon or night shifts shall be paid $7\frac{1}{2}$ 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.

Night shift means any shift starting between 8 p.m. and 5 a.m.

Afternoon shift means any shift starting between noon and 8 p.m.

Employees working shifts shall be paid for work performed between midnight on Friday and midnight on Saturday at the minimum rate of time and a quarter. This extra rate shall be in substitution for and not cumulative upon the shift premiums prescribed in the preceding paragraphs of this sub-clause, but the provisions of this paragraph shall not prejudice any right of the employee to obtain, alternatively, any higher rate in respect of that work by virtue of any provision of this Determination.

(f) Notwithstanding the preceding sub-clause (e) where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with operations for which is used the power or steam supplied with the aid of such employee receive higher shift premiums for working such shifts than those provided by sub-clause (e) hereof, such employee shall be paid such higher shift premiums in substitution for the provisions of sub-clause (e).

(g) Where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with operations for which is used the power or steam supplied with the aid of such employee receive compensation by way of annual leave or otherwise for working Saturday afternoon, holiday and/or Sunday shifts, such employee shall be given similar compensation for working such shifts.

SICK LEAVE.

14. (a) Employees shall be entitled to and shall be allowed sick leave to the same extent and subject to the same conditions as are prescribed by award, determination, or agreement—Commonwealth or State—for the general body of employees in the industry in which they are employed. Provided that an employee shall be entitled in any case to sick leave not less than is hereinafter provided.

(b) 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 periods 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 (as defined) 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.

(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 (b) (iii) hereof.

CUMULATIVE SICK LEAVE.

(d) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (b) (iv) of this clause which in any year has 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.

(e) Notwithstanding anything contained in sub-clause (b) 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.

(f) This clause shall not apply to adult male employees in bush saw-mills but such employees shall be paid in lieu thereof at the rate of 3s. per week.

ANNUAL LEAVE.

15. (a) Employees shall be entitled to and shall be allowed annual leave to the same extent and subject to the same conditions as are prescribed by statute, award, determination, or industrial agreement—Commonwealth or State—for the general body of employees in the industry in which they are employed. Provided that an employee shall be entitled in any case to annual leave not less than that 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.

Seven-Day Shift Workers.

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

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

MIXED FUNCTIONS.

16. (a) Where the employment or work involves functions of a mixed character, the minimum wages to be paid to the employee for the day or part of a day he is so employed shall be calculated as if he performed such only of the said functions as involve the highest rate of wages under this Determination. If so employed for any part of a day he shall be paid at the highest rate for the whole of such day.

(b) Engine drivers, whilst in charge of their engines, shall only be required to perform such work as may be within the scope of or incidental to engine driving and the generation, use and application of engine power. Provided that engine drivers in charge of engines supplying power to any intermittent process involving regular stoppages, may during such stoppages be required to perform any work necessary or incidental to such intermittent process.

EXTRA RATES NOT CUMULATIVE.

17. Extra rates herein prescribed are not cumulative so as to exceed the maximum of double the ordinary rates.

TRAVELLING AND CAMPING ALLOWANCES.

18. Employees shall be allowed the same conditions as to fares, travelling time, travelling allowances, country work, camping allowances as are prescribed by award, determination or industrial agreement—Commonwealth or State—for the general body of employees of the industry in which they are employed.

RIGHT OF ENTRY OF UNION OFFICIALS.

19. A duly accredited representative of the Federated Engine-drivers and Firemen's Association of Australasia not more than once a fortnight shall have the right to enter during the midday meal hour the portion of an employer's establishment in which any employees engaged upon any class of work to which this Determination applies are employed for the purpose of interviewing such employees on legitimate Union business.

If any employer alleges that a representative is unduly interfering with or is creating disaffection amongst his employees or is offensive in his methods, such employer may refuse the right of entry.

Provided, however, that no employer or person apparently acting on his behalf shall refuse to allow such representative as aforesaid to enter an establishment upon the grounds only that it is not then the midday meal interval, unless he shall upon such refusal give the representative full and accurate particulars of the meal hours or crib times of each of the employees engaged upon work to which this Determination applies. An employer shall be deemed to have committed a breach of this Determination if he or the person apparently acting on his behalf omits, being obliged to do so, to give such particulars as aforesaid.

TIME AND WAGES BOOK.

20. (a) Each employer shall keep a time and wages book at his workshop, factory or mill or other place of work or at an office convenient thereto showing the name of each employee, his classification under this Determination, his time of starting and finishing work each day and the amount of overtime worked, and all amounts paid to him by way of wages, special rates and allowances.

(b) Any time occupied by an employee in filling in any time book or card, or in making of records, shall be treated as time of duty.

(c) An employer may provide a mechanical clock for the purpose of recording the time of each employee, in which case an employee shall at the end of the week enter such other particulars as may be necessary to comply with sub-clause (a) hereof on some card or document used in connexion with such clock, and such card or document shall be deemed to be the time and wages book.

(d) Such time and wages book shall on demand be produced at reasonable times by the employer for inspection to an official of the Federated Engine-drivers and Firemen's Association of Australasia duly authorized in writing by the president and secretary of the local branch or sub-branch of such Association at the place where the time and wages book is kept pursuant to sub-clause (a) hereof.

The official making such inspection shall be permitted to make and retain a copy of any entry in such time and wages book relating to any matter in respect of which he suspects a breach of this Determination has been committed. He shall, if required to do so, produce for inspection by the employer or his representative any such copy as aforesaid.

SHOP STEWARDS.

21. A shop steward appointed by the employees in each workshop or place of work shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

Provided that this clause shall not apply in any case in which at the one place an employer employs five or less employees to whom this Determination applies.

MISCELLANEOUS.

Radiators.

22. (a) Each crane cabin shall, unless otherwise heated, be equipped with a radiator, which the employer shall install and maintain in good order and condition.

Boiling Water.

(b) Employers shall provide boiling water for employees at meal times.

Drinking Water.

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

DEFINITIONS.

23. In this Determination, except where otherwise clearly intended—

(a) "Attendant" means a person who attends to an electric motor or motors of thirty horse-power or more in the aggregate, and performs any duties of oiling or cleaning or attending to commutators, brushes, fuses, or switches.

(b) "Casual employee" means an employee competent to do the work he is engaged to do who is dismissed or refused work without any fault of his own before the expiration of six days from the date he starts work, but does not include an employee usually engaged in another capacity by the employer concerned, and who is called upon to do work coming under the terms of this Determination.

(c) "Engine-driver" means any person who operates or drives any engine or engines, the motive power of which is either steam, gas, oil, water, compressed air, or electricity, and includes any person who is called upon in the ordinary course of his duty to do engine-driver's work other than simply stopping or starting an engine under the supervision of an engine-driver.

- (d) "Engine-driver in charge of plant" means—
- When two or more drivers are employed at the plant at one time, the engine-driver who is invested with the superintendence and responsibility or who has to accept the responsibility and superintendence; or
 - When he is the only person of his class employed on the plant, the engine-driver who does the general repair work of the plant in addition to the work of engine-driving, but not when he merely assists a fitter or engineer to do such work.
- (e) "Fireman in charge of plant" means when he is the only person of his class employed on the plant, the fireman who does the general repair work of the plant in addition to the work of firing, but not when he merely assists a fitter, engine-driver, or engineer to do such work.
- (f) "Fireman—first-class" means a fireman who attends to two or more boilers or two or more suction gas generators or one boiler or one suction gas generator developing 1,000 i.h.p., and includes the fireman of a steam navy or excavator.
- (g) "Greaser or Oiler" shall mean and include any persons substantially engaged in greasing or oiling any engine, machinery or shafting.
- (h) "Greaser or Oiler—first-class" means a greaser or oiler who under the supervision of an engine-driver stops or starts an engine or engines, but does not include any greaser or oiler who does so only in cases of necessity or emergency.
- (i) "Leading fireman—first-class" means—
- The fireman employed at a plant where three or more firemen are employed at the same time who is invested with the responsibility and superintendence or who has to accept the responsibility and superintendence; or
 - The fireman employed at a plant where three or more firemen are employed at the same time whose duty it is to attend to the water of boilers that are fired by two or more of the other firemen.
- (j) "Leading fireman—second-class" means—
- The fireman employed at a plant where two firemen are employed at the same time who is invested with the responsibility and superintendence or who has to accept the responsibility and superintendence; or
 - The fireman employed at a plant where two firemen are employed at the same time and whose duty it is to attend to the water of boilers that are fired by the other fireman.
- (k) "Lofty crane—first-class" means a lofty crane on a building in the course of erection or demolition where the driving platform is more than 100 feet above the ground.
- (l) "Lofty crane—second-class" means a lofty crane on a building in the course of erection or demolition where the driving platform is from 20 to 100 feet above the ground.
- (m) "Lofty crane—third-class" means a lofty crane outside buildings not in the course of erection where the driving platform is more than 20 feet from the level of the ground.
- (n) "Steam-engine—first-class" means a turbine or an engine or engines having a single cylinder with a bore of 12 inches in diameter or over, or having singly or together two or more cylinders the sum of the area of whose bores equals or exceeds the area of a circle 12 inches in diameter.
- (o) "Steam-engine—second-class" means an engine or engines having a single cylinder with a bore less than 12 inches in diameter or having singly or together two or more cylinders the sum of the area of whose bores is less than the area of a circle 12 inches in diameter.
- (p) "Year" means a year commencing the 1st day of January.

APPLICATION OF DETERMINATION.

24. This Determination shall not apply to—

- The driving of any internal combustion engine of 30 or less b.h.p. or any engine or electric motor or any pump, air compressor, pneumatic, or small hoist on which no engine-driver or fireman or greaser is employed as such, but the starting and stopping of and attention to which is done by an employee the greater part of whose time is taken up with other work; or
- The operation of pneumatic and small hoists and two-motion electric man-power cranes; or
- The driving of footpath rollers of 30 cwt. and under.

MARGINS.

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

Classification.	Margins.	Loadings.
A.—STATIONARY ENGINE DRIVERS.		
<i>Steam Engines.</i>		
First-class	34 0	3 0
First-class, with condenser	40 0	3 0
Second-class	29 0	3 0
Second-class, with condenser	34 0	3 0
<i>Suction Gas or Other Internal Combustion Engine.</i>		
Fifty brake horse-power or over	34 0	3 0
Under fifty brake horse-power	29 0	3 0
ELECTRIC MOTOR ATTENDANTS.		
On motors over 250 horse-power	34 0	3 0
On motors 100 horse-power to 250 horse-power inclusive	26 0	3 0
On motors under 100 horse-power	20 0	3 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors		
NOTE.—Horse-power shall be that shown on the maker's name plate		
B.—LOCOMOTIVE ENGINE DRIVERS.		
If human beings other than train crew are sometimes or always carried	50 0	6 0
Others	42 6	4 0
If the gauge is less than three feet, 4s. 6d. per week less in each case.		
C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.		
Driver	50 6	6 0
Second driver	38 6	4 0
D.—WINCH DRIVERS.		
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	34 0	3 0
Others	30 0	3 0

MARGINS—continued.

Classification.	Margins.	Loading.
	s. d.	s. d.
E.—CRANE DRIVERS.		
Lofty cranes—first-class	46 0	6 0
Lofty cranes—second-class	42 6	6 0
Lofty cranes—third-class	38 6	4 0
Cantilever cranes	42 6	6 0
Cranes transporting molten metal in foundries	37 0	4 0
Crane driver on open hearth furnaces	37 0	4 0
Steam travelling cranes	37 0	4 0
Other steam cranes	33 6	3 0
Grab cranes	37 0	4 0
Electric cranes not elsewhere included—		
Four motions and over		
Overhead traverser with auxiliary hoist		
Traverser with jib hoist		
Two or three motions	29 6	3 0
Overhead traverser		
Stationary jib; stationary jib hoist		
Traverser jib		
Hydraulic stationary jib cranes	26 0	3 0
Mobile cranes lifting capacity up to and including 5 tons	40 0	3 0
Mobile cranes lifting capacity over 5 tons and not exceeding 10 tons	45 0	3 0
Mobile cranes lifting capacity over 10 tons and not exceeding 20 tons	52 6	3 0
Over 20 tons	59 6	3 0
Fork Lift Driver	30 0	3 0
Cranes and hoists not elsewhere included	22 0	3 0
String cranes—five tons or less	14 0	3 0
F.—TRACTION ENGINE DRIVERS.		
<i>Road.</i>		
Traction engine or road roller (steam)	37 0	3 0
Road roller (oil)	35 0	3 0
Traction engine (oil—50-brake horse-power or over)	37 0	3 0
Traction engine (oil—under 50-brake horse-power)	32 0	3 0
When used as stationary engines, Division A of this clause shall apply.		
<i>Rail.</i>		
Electric traction motor	27 0	3 0
Internal combustion traction motor	27 0	3 0
Tow MOTORS.		
Tow motor	21 0	3 0
G.—TRACTOR UNIT PLANT.		
<i>The provisions of this Division shall not apply to logging operations.</i>		
Tournapull	56 6	6 0
Tractors without power operated attachments or with power operated attachments not in use—		
(a) 50-brake horse-power and under	32 0	3 0
(b) over 50-brake horse-power	37 0	3 0
Tractors while using power operated attachments—		
(a) 35-brake horse power and under	37 0	3 0
(b) over 35-brake horse-power to 70-brake horse power	44 0	6 0
(c) over 70-brake horse-power	50 0	6 0
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.		
<i>Special Work.</i> —A driver operating a tractor of 70 brake horse-power or over fitted with a blade and using such blade while engaged in breaking trail in heavy siding country for any part of a day shall be paid an additional allowance of three half-pence per hour for all work performed on that day.		
<i>Loader, Front End and Overhead.</i>		
Appropriate margin and loading for Tractor hereinbefore prescribed.		
Loader, Mechanical Bucket type, truck or tractor mounted	37 0	3 0
Grader, single unit over 40-brake horse-power	50 0	6 0
Grader, single unit 40-brake horse-power and under	40 0	6 0
Concrete paver, single drum	32 0	3 0
H.—FIREMEN.		
Fireman	24 0	3 0
Fireman—first-class	29 0	3 0
Leading fireman—first-class	36 0	3 0
Leading fireman—second-class	33 0	3 0
Locomotive fireman	27 0	3 0
I.—GREASERS.		
Greaser or Oiler	20 0	3 0
Greaser or Oiler—first-class	29 0	3 0
Trimmer	16 0	3 0
Fuelman	16 0	3 0
Engine cleaner	16 0	3 0
Boiler cleaner	16 0	3 0
Provided that any person engaged inside the gas or water space of any boiler, flue, or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.		
J.—OTHERS.		
Pile-driving machine	36 0	3 0
All others	—	..

BASIC WAGE.

26. The wages rates set out in clause 2 are based upon the following basic wage rates.

Place.	Basic Wage Per Week.	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne Within 10 miles of Chief P.O., Geelong; or at Warrnambool—same as the contemporaneous basic wage for Melbourne Mildura and Gippsland Districts—same as the contemporaneous basic 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 contemporaneous basic wage for Melbourne Bush sawmills wherever situated—3s. less than the contemporaneous basic wage for Melbourne	£ s. d. 11 15 0	Melbourne

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 29th September, 1953.