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Prices Regulation Acts.

PRICES REGULATION ORDER No. 622.

FIBROUS PLASTER.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Commissioner, hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 622.

Revocation.

2. Prices Regulation Order No. 497 is hereby revoked.

Definitions.

3. In this Order, unless the contrary intention appears—

"Metropolitan Area" means all that area comprised within a radius of 20 miles from the General Post Office, Melbourne.

Fixation of Maximum Prices and Rates.

4. (1) I fix and declare the maximum price at which any fibrous plaster products specified in the First Schedule to this Order may be sold by any person to be the price specified in that Schedule.

(2) I fix and declare the maximum rate at which any service specified in the Second and Third Schedules to this Order may be supplied by any person to be the rate specified in those Schedules.

Delivery of Invoices.

5. Any person who sells any fibrous plaster products or supplies any service in connexion therewith shall deliver with those fibrous plaster products or on completion of the service in connexion therewith an invoice or docket specifying the following particulars:—

(*a*) The name and address of the seller or supplier;

(*b*) the name and address of the purchaser;

(*c*) the address at which those fibrous plaster products are delivered or at which the service in connexion therewith is supplied;

(*d*) the date of the sale of those fibrous plaster products or the supply of such service;

(*e*) a full description of those fibrous plaster products including thickness or width or dimensions as the case may be;

(*f*) the quantity of each thickness, width or dimension of fibrous plaster products sold or used;

(*g*) full particulars of any service supplied in connexion with the fixing of fibrous plaster products, including total measurements charged for and the rate at which such measurements are charged;

(*h*) full particulars of any service of cartage supplied in connexion with the sale or supply of fibrous plaster products, including the rate at which such service is supplied and the total amount charged therefor.

Fixation of Maximum Prices or Rates by Notice—Specified Persons.

6. Notwithstanding the foregoing provisions of this Order, I declare the maximum price or rate at which any fibrous plaster products specified in a notice in writing given in pursuance of this clause or any service in connexion with the sale of those fibrous plaster products so specified may be sold or supplied by any person to whom such notice is given to be such price or rate as is fixed by the Commissioner by notice in writing to that person.

THE FIRST SCHEDULE.

MAXIMUM PRICES.

FIBROUS PLASTER PRODUCTS—SUPPLY.

Description.	Maximum Prices.
(*a*) Fibrous Plaster Plain Sheets, true flat and free from blemish—	
(i) not less than $\frac{3}{8}$ inch minimum thickness throughout ..	5s. 2d. per square yard
(ii) not less than $\frac{7}{16}$ inch minimum thickness throughout ..	5s. 7d. per square yard
(*b*) Fibrous Plaster Rebated Sheets ..	The appropriate price set out in sub-paragraphs (i), or (ii) of paragraph (*a*) above (as the case requires) plus 3d. per square yard
(*c*) Fibrous Plaster Tile Pattern Dado Sheets, with capping mould, not less than $\frac{1}{16}$ inch minimum thickness ..	7s. 10d. per square yard
(*d*) Fibrous Plaster Applied Panels and Baffle Plates—	
(i) up to 2 square feet in area	7s. 10d. each
(ii) over 2 square feet up to 4 square feet in area ..	9s. 2d. each
(iii) over 4 square feet up to 1 square yard in area ..	16s. 3d. each
(iv) over 1 square yard up to 2 square yards in area ..	28s. each
(v) over 2 square yards in area	To be charged at the rate of 1s. 9d. per square foot
	Plain. Per ft. *s. d.* / Ornamental. Per ft. *s. d.*
(*e*) Fibrous Plaster Cornice Moulding—	
(i) Total face contour not exceeding 3 inches ..	0 6½ / 0 9
(ii) Total face contour not exceeding 4 inches ..	0 8 / 0 11
(iii) Total face contour not exceeding 5 inches ..	0 9 / 0 11½
(iv) Total face contour not exceeding 6 inches ..	0 11 / 1 1½
(v) Total face contour not exceeding 7 inches ..	0 11½ / 1 3
(vi) Total face contour not exceeding 8 inches ..	1 1½ / 1 5
(vii) Total face contour not exceeding 9 inches ..	1 2½ / 1 6½
(viii) Total face contour not exceeding 10 inches ..	1 3½ / 1 7½
(ix) Total face contour not exceeding 11 inches ..	1 6½ / 1 9½
(x) Total face contour not exceeding 12 inches ..	1 7 / 1 10½
(xi) Total face contour exceeding 12 inches	To be charged at the rate of 2½d. per inch
(*f*) Fibrous Plaster Cover Mouldings—	*s. d.* / *s. d.*
(i) Up to 2 inches wide ..	0 4½ / 0 5½
(ii) Over 2 inches up to 2½ inches wide	0 5 / 0 6
(iii) Over 2½ inches wide ..	0 5½ / 0 6½
(*g*) Fibrous Plaster Picture Mould ..	8d. per foot

THE FIRST SCHEDULE—*continued.*

MAXIMUM PRICES—*continued.*

FIBROUS PLASTER PRODUCTS—SUPPLY—*continued.*

Description.	Maximum Prices.
(*h*) Fibrous Plaster Ventilators—	
(i) Not exceeding 144 square inches	14s. 9d. per dozen
(ii) Exceeding 144 square inches	To be charged at the rates applicable to applied panels and baffle plates
(*i*) Fibrous Plaster Curtain Pelmets ..	To be charged at the rate of 3s. per foot
(*j*) Fibrous Plaster Fire Surrounds ..	£1 3s. 6d. per lineal foot width
(*k*) Plaster of Paris	17s. 6d. per bag
(*l*) Scrim 40 inches wide	2s. 10d. per yard
(*m*) Sisal Teased	1s. 9d. per lb.
(*n*) Coir Teased	1s. per lb.
(*o*) Clouts and Nails—	
(i) 1-inch galvanized	1s. 10d. per lb.
(ii) 1½-inch galvanized	1s. 7½d. per lb.
(iii) 2-inch galvanized	1s. 7d. per lb.
(iv) 2-inch bright, flat head ..	1s. per lb.
(*p*) (i) Battens 2 inches by 1 inch kiln dried hardwood (dressed one face) ..	30s. per 100 lineal feet
(ii) Battens 2 inches by 1 inch oregon (dressed one face)	34s. 9d. per 100 lineal feet

THE SECOND SCHEDULE.

MAXIMUM RATES.

FIBROUS PLASTER—SUPPLYING AND FIXING.

Description of Service.	Maximum Rate.	
(1) Supplying and fixing fibrous plaster sheets to the ceilings of any buildings; the area shall be calculated as the actual yardage of sheetings applied except that the area of any opening or panel of less than 10 square feet shall be added to the yardage. The maximum rates shall include the cost of stopping all nail holes, fixing sheets to joints, and fixing cornice—		
(*a*) Where the sheeting used is—		
(i) Not less than ⅜ inch minimum thickness, cover mouldings applied, but not including the price of the moulding	9s. 7d. per square yard	
(ii) Not less than ⅜ inch minimum thickness, all sheets flush jointed	10s. 7d. per square yard	
(iii) Not less than $\frac{7}{16}$ inch minimum thickness, cover mouldings applied, but not including the price of the moulding	10s. 2d. per square yard	
(iv) Not less than $\frac{7}{16}$ inch minimum thickness, all sheets flush jointed	11s. 2d. per square yard	
	Plain. Per ft. *s. d.*	Ornamental. Per ft. *s. d.*
(*b*) Supplying and fixing Fibrous Plaster Cover Moulding—		
(i) Up to 2 inches wide	0 6	0 7
(ii) Over 2 inches up to 2½ inches wide ..	0 6½	0 7½
(iii) Over 2½ inches wide	0 7	0 8
(*c*) Supplying and fixing Fibrous Plaster Cornice Moulding—		
(i) Total face contour not exceeding 3 inches	0 7½	0 10
(ii) Total face contour not exceeding 4 inches	0 9	0 11½
(iii) Total face contour not exceeding 5 inches	0 10½	1 1
(iv) Total face contour not exceeding 6 inches	1 2	1 4
(v) Total face contour not exceeding 7 inches	1 3	1 6
(vi) Total face contour not exceeding 8 inches	1 4	1 8
(vii) Total face contour not exceeding 9 inches	1 7	1 11

THE SECOND SCHEDULE—*continued.*

MAXIMUM RATES—*continued.*

FIBROUS PLASTER—SUPPLYING AND FIXING—*continued.*

Description of Service.	Maximum Rate.	
	Plain. Per ft. s. d.	Ornamental. Per ft. s. d.
(c) Supplying and fixing Fibrous Plaster Cornice Moulding—*continued*—		
(viii) Total face contour not exceeding 10 inches	1 8	2 1
(ix) Total face contour not exceeding 11 inches	1 11	2 2½
(x) Total face contour not exceeding 12 inches	2 4	2 7½
(xi) Total face contour exceeding 12 inches	To be charged at the rate of 3d. per inch	
(d) Wall-ceiling Junction—		
(i) Where the wall-ceiling junction is flush jointed or the beam-ceiling junction is flush-jointed, the maximum rate for this jointing shall be	1s. per foot-run	
(ii) If angle irons are supplied and fixed at these junctions, the maximum rate shall be.. ..	1s. 1d. per foot-run	
(e) Higher Floors—		
Maximum rates fixed for fibrous plaster sheeting may be increased for ceilings above ground floor room level as follows:—		
For ceilings at first floor room level	5d. per square yard	
For ceilings at second floor room level ..	10½d. per square yard	
For ceilings at third floor room level	1s. 3d. per square yard	
For ceilings at fourth floor room level or higher ..	1s. 7d. per square yard	
(f) Fixing Panels and Baffle Plates—		
Maximum rates shall be—		
(i) Up to 2 square feet	4s. 3d. each	
(ii) Over 2 square feet and up to 4 square feet ..	5s. 7d. each	
(iii) Over 4 square feet and up to 1 square yard ..	7s. 2d. each	
(iv) Over 1 square yard	7s. 2d. each, plus 7d. per square foot	
(2) (a) Supplying and fixing fibrous plaster sheets to the walls of any building; the area shall be calculated at the actual yardage of sheeting applied, except that the area of any opening of less than 10 square feet shall be added to the yardage. The rates include the cost of stopping the nail holes, finishing walls as continuous sheeting and include the supply of all sundries, but shall not include the cost of finishing internal or external angles. The rates set out hereunder shall apply notwithstanding that a picture rail has been supplied and fitted by any other person—		
Where the sheeting used is—		
(i) Continuous sheeting not less than ⅜ inch minimum thickness throughout ..	7s. 11d. per square yard	
(ii) Continuous sheeting not less than 7/16 inch minimum thickness to door height; then continuous sheeting not less than ⅜ inch minimum thickness to ceiling or cornice height	8s. 3d. per square yard	
(iii) Continuous sheeting not less than 7/16 inch minimum thickness throughout ..	8s. 5d. per square yard	

THE SECOND SCHEDULE—*continued.*

MAXIMUM RATES—*continued.*

FIBROUS PLASTER—SUPPLYING AND FIXING—*continued.*

Description.	Maximum Prices.
(*b*) Dadoes and Capping—	
Where tile pattern dadoes of not less than $\frac{7}{16}$ inch minimum thickness and capping mould are included in any wall, the maximum rate for supplying and fixing such dado and capping shall be, per square yard of dado and capping mould	12s. 3d. per square yard
(*c*) Internal Angles—	
(i) The maximum rate which may be charged for correctly finishing internal angles shall be	11d. per foot-run
(ii) The maximum rate which may be charged for correctly finishing internal angles when such angles are reinforced with metal strips shall be ..	1s. 1d. per foot-run
(*d*) External Angles—	
The maximum rate which may be charged for correctly finishing external angles shall be ..	1s. 3d. per foot-run
The rates set out under paragraphs (*c*) and (*d*) above are additional to sheeting rates for walls shown in paragraph (*a*) above and the dado and capping rate shown in paragraph (*b*) above	
(*e*) Picture Rail Joining—	
(i) The maximum rate which may be charged where wall sheeting is flush-jointed at picture rail height and no rail is fitted shall be	1s. 2d. per foot-run
(ii) The maximum rate for the supplying and fixing of plaster picture rail shall be ..	1s. 8d. per foot
(*f*) Ventilators—	
(i) The maximum rate which may be charged for fixing ventilators not exceeding 144 square inches in area in walls or ceilings shall be—	
(*a*) Faced	2s. 1d. each
(*b*) Flushed	3s. 2d. each
(ii) Where the area is greater than 144 square inches the maximum rates shall be—	
(*a*) Up to 2 square feet ..	4s. 5d. each
(*b*) Over 2 square feet and up to 4 square feet ..	5s. 10d. each
(*c*) Over 4 square feet and up to 1 square yard ..	7s. 5d. each
(*d*) Over 1 square yard ..	7s. 5d. each, plus 7d. per square foot
(*g*) Beam Casing—	
The maximum rates which may be charged for beam casing are as set out below, but in no case shall the cost of beam casing exceed 3s. 9d. per foot-run. The rates shall be deemed to include all flush jointing and jointing between fascias and soffits, but not jointing with ceiling which shall be the rates set out for wall-ceiling junction in paragraph (*d*) of clause 1 of this Schedule—	
Fascias—	
Plain	3d. per inch
Ornamental	4d. per inch
Soffits—	
Plain	3½d. per inch
Ornamental	4½d. per inch
Where beam is isolated from the ceiling the maximum rates for fascias and soffits shall not exceed 4d. per inch.	
(*h*) Curtain Pelmets—	
The maximum rate for fixing curtain pelmets shall be	4s. 1d. per foot of pelmet-run
(*i*) Fire Surrounds—	
The maximum rate for fixing fire surrounds shall be	£2 6s. 3d. per surround

THE SECOND SCHEDULE—*continued.*

MAXIMUM RATES—*continued.*

FIBROUS PLASTER—SUPPLYING AND FIXING—*continued.*

Description.	Maximum Prices.
(*j*) Small Recesses— The maximum rate for recesses shall be determined at the rate of 1s. 5d. per foot for each finished internal or external angle included therein, but in respect of any small recess as to which the amount may be charged therefor when calculated at the aforesaid amounts to less than 12s. 5d. then the sum of 12s. 5d. may be charged therefor.	
(*k*) Large Recesses— The maximum rate for recesses with a volume greater than 4 cubic feet shall be the rate fixed by the Order for wall and ceilings, as applicable, plus the appropriate rate for internal and/or external angles.	
(*l*) Bulk Heads— The maximum rate for bulk heads shall be those fixed by this Order in this Schedule for walls and ceilings, drops at wall rates, soffits at ceiling rates.	
(*m*) Window Reveals— The maximum rate for window reveals shall be	1s. 5d. per running foot of finished reveal
(*n*) Building Paper— The maximum rate for supplying and fixing building papers in ceilings and/or walls shall be ..	1s. 4d. per square yard of building paper. fixed
(*o*) Battens— The maximum rate for the supplying and fixing of battens in conjunction with ceiling and/or wall sheets shall be—	
(i) 2 inches by 1 inch kiln dried hardwood battens	5s. per square yard
(ii) 2 inches by 1 inch oregon battens	5s. per square yard
The above rates apply where battens are not more than 18 inches apart between centres.	

THE THIRD SCHEDULE.

MAXIMUM RATES.

FIBROUS PLASTER—GENERAL.

Description.	Maximum Rate.
1. Demolition Work— The maximum rate for demolition work and removal of refuse shall be—	
Walls	3s. 2d. per square yard
Ceilings	3s. 9d. per square yard
With a minimum of 43s. 7d.	
2. Scaffold— The prices and rates set out in this Order shall be deemed to include the cost of providing and transporting all necessary scaffolding for fixing work.	
3. Material to Specified detail— Material to specified detail shall be charged at the rates set out in this Order.	
4. Small Jobs— Where the aggregate price for any one job of supplying and fixing fibrous plaster products, computed under the rates set out in this Order is less than £25, a surcharge of 33⅓ per cent. may be added to the aggregate price which, but for this clause, would be the maximum price chargeable under this Order, for that supply and service.	

THE THIRD SCHEDULE—*continued.*

MAXIMUM RATES—*continued.*

FIBROUS PLASTER—GENERAL—*continued.*

Description.	Maximum Prices.
5. Board and Lodging for Employees— In any case where persons are necessarily employed for the purpose of fixing fibrous plaster products, and the employer is required by the terms of any statute, regulation, award, or determination to provide board and lodging for such persons or to pay to them an allowance in lieu of board and lodging, he may charge, in addition to any charges which elsewhere under this Order he is *entitled to make, the cost of so* providing board and lodging or the amount of the allowance so paid, but, where board and lodging is supplied, the cost thereof charged under this clause *shall not exceed the cost of the* cheapest board and lodging which, under the terms of the statute, regulation, award, or determination in question, he is bound to provide, and where an allowance is paid the amount thereof so charged shall not exceed the amount of the minimum allowance which he is so bound to pay.	
6. Labour only Fixing	13s. 9d. per hour plus the ordinary weekly allowance for fares payable under the relevant award or determination where the case so requires.
7. Delivery— The foregoing prices and rates are for delivery of the materials at the factory of the seller or supplier and whenever the seller or supplier delivers material at a place other than at his factory cartage from his factory to that place may be added to the prices or rates as the case may be fixed elsewhere by *this Order but in no* case shall such Cartage be charged at a rate in excess of the maximum rate for the time being approved by the Commissioner for Cartage of the like goods for a *like distance by a master Carrier.*	

Dated this 12th day of March, 1954.

J. F. WALDRON,

Prices Commissioner.

Prices Regulation Acts.

PRICES REGULATION ORDER No. 623.

FIBROUS PLASTER—COUNTRY.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Commissioner, hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 623.

Revocation.

2. Prices Regulation Order No. 498 is hereby revoked.

Definitions and Interpretations.

3. In this Order, unless the contrary intention appears—

"Area 1" means all that area of Victoria beyond a radius of 20 miles but within a radius of 75 miles from the General Post Office, Melbourne.

"Area 2" means all that area of Victoria beyond a radius of 75 miles but within a radius of 175 miles from the General Post Office, Melbourne.

"Area 3" means all that area of Victoria beyond a radius of 175 miles from the General Post Office, Melbourne.

Fixation of Maximum Prices and Rates.

4. (1) I fix and declare the maximum price at which any fibrous plaster product specified in the First Schedule to this Order may be sold in any part of Victoria which lies beyond a radius of 20 miles from the General Post Office, Melbourne, to be the price specified in that Schedule which is appropriate to the area in which the sale takes place.

(2) I fix and declare the maximum rate at which any service specified in the Second and Third Schedules to this Order may be supplied in any part of Victoria which lies beyond a radius of 20 miles from the General Post Office, Melbourne, to be the rate specified in that Schedule which is appropriate to the area in which the service is supplied.

Delivery of Invoices.

5. Any person who sells any fibrous plaster products or supplies any service in connexion therewith, shall deliver with those fibrous plaster products, or on completion of the service in connexion therewith, an invoice or docket specifying the following particulars:—

(*a*) The name and address of the seller or supplier;

(*b*) the name and address of the purchaser;

(*c*) the address at which those fibrous plaster products are delivered, or at which the service in connexion therewith is supplied;

(*d*) the date of the sale of those fibrous plaster products or the supply of such service;

(*e*) a full description of those fibrous plaster products, including thickness or width, or dimensions, as the case may be;

(*f*) the quantity of each thickness, width, or dimension of fibrous plaster products sold or used;

(*g*) full particulars of any service supplied in connexion with the fixing of fibrous plaster products, including total measurements charged for, and the rate at which such measurements are charged;

(*h*) full particulars of any service of cartage supplied in connexion with the sale or supply of fibrous plaster products, including the rate at which such service is supplied, and the total amount charged therefor.

Fixation of Maximum Prices or Rates by Notice—Specified Persons.

6. Notwithstanding the foregoing provisions of this Order, I declare the maximum price or rate at which any fibrous plaster products specified in a notice in writing, given in pursuance of this clause, or any service in connexion with the sale of those fibrous plaster products so specified may be sold or supplied by any person to whom such notice is given, to be such price or rate as is fixed by the Commissioner by notice in writing to that person.

THE FIRST SCHEDULE.

MAXIMUM PRICES.

FIBROUS PLASTER PRODUCTS—SUPPLY.

Description.	Maximum Prices.		
	Area 1. Per sq. yd. s. d.	Area 2. Per sq. yd. s. d.	Area 3. Per sq. yd. s. d.
(a) Fibrous Plaster Plain Sheets; true, flat, and free from blemish—			
(i) Not less than ⅜ inch minimum thickness throughout ..	5 11	6 1	6 3
(ii) Not less than 7/16 inch minimum thickness throughout ..	6 5	6 7	6 9
(b) Fibrous Plaster Rebated Sheets ..	The appropriate price set out in sub-paragraphs (i) or (ii) of paragraph (a) above (as the case requires) plus 3½d. per square yard		
(c) Fibrous Plaster Tile Pattern Dado Sheets, with capping mould, not less than 7/16 inch minimum thickness ..	s. d. 8 10	s. d. 9 0	s. d. 9 2
	Area 1, 2, 3. Each. s. d.		
(d) Fibrous Plaster Applied Panels and Baffle Plates—			
(i) Up to 2 square feet in area	8 3		
(ii) Over 2 square feet up to 4 square feet in area ..	9 7		
(iii) Over 4 square feet up to 1 square yard in area ..	17 0		
(iv) Over 1 square yard up to 2 square yards in area ..	30 1		
(v) Over 2 square yards in area	To be charged at the rate of 2s. ½d. per square foot		
	Area 1, 2, 3. Plain. Per ft. s. d.	Area 1, 2, 3 Ornamental. Per ft. s. d.	
(e) Fibrous Plaster Cornice Moulding—			
(i) Total face contour not exceeding 3 inches ..	0 7	0 10	
(ii) Total face contour not exceeding 4 inches ..	0 8½	0 11½	
(iii) Total face contour not exceeding 5 inches ..	0 10½	1 0½	
(iv) Total face contour not exceeding 6 inches ..	1 0	1 2½	
(v) Total face contour not exceeding 7 inches ..	1 1	1 4½	
(vi) Total face contour not exceeding 8 inches ..	1 3	1 6½	
(vii) Total face contour not exceeding 9 inches ..	1 4½	1 9	
(viii) Total face contour not exceeding 10 inches ..	1 5½	1 10	
(ix) Total face contour not exceeding 11 inches ..	1 9	2 0	
(x) Total face contour not exceeding 12 inches ..	1 10½	2 2	
(xi) Total face contour exceeding 12 inches	To be charged at the rate of 3d. per inch		
	Plain. Per ft. s. d.	Ornamental. Per ft. s. d.	
(f) Fibrous Plaster Cover Mouldings—			
(i) Up to 2 inches wide ..	0 5	0 6	
(ii) Over 2 inches up to 2½ inches wide	0 5½	0 6½	
(iii) Over 2½ inches wide ..	0 6	0 7	
(g) Fibrous Plaster Picture Mould ..	8½d. per foot		
	Area 1, 2, 3. Maximum Rate.		
(h) Fibrous Plaster Ventilators—			
(i) Not exceeding 144 square inches	16s. 9d. per dozen		
(ii) Exceeding 144 square inches	To be charged at the rates applicable to applied panels and baffle plates		
(i) Fibrous Plaster Curtain Pelmets ..	To be charged at the rate of 3s. 6d. per foot		
(j) Fibrous Plaster Fire Surrounds ..	£1 3s. 6d. per lineal foot width		
(k) Plaster of Paris	19s. 6d. per bag		
(l) Scrim 40 inches wide	2s. 10d. per yard		
(m) Sisal Teased	2s. 2d. per lb.		
(n) Coir Teased	1s. per lb.		
(o) Clouts and Nails—			
(i) 1-inch, galvanized	1s. 10d. per lb.		
(ii) 1½-inch, galvanized ..	1s. 7½d. per lb.		
(iii) 2-inch, galvanized	1s. 7d. per lb.		
(iv) 2-inch, bright, flat head ..	1s. per lb.		
(p) (i) Battens 2 inches by 1 inch kiln-dried hardwood (dressed one face) ..	34s. 3d. per 100 lineal feet		
(ii) Battens 2 inches by 1 inch oregon (dressed one face)	35s. per 100 lineal feet		

THE SECOND SCHEDULE.

MAXIMUM RATES.

FIBROUS PLASTER—SUPPLYING AND FIXING.

Description of Service.	Maximum Rate per Square Yard.		
	Area 1. s. d.	Area 2. s. d.	Area 3. s. d.
1. Supplying and fixing fibrous plaster sheets to the ceiling of any building; the area shall be calculated as the actual yardage of sheeting applied except that the area of any opening or panel of less than 10 square feet shall be added to the yardage. The maximum rates shall include the cost of stopping all nail holes, fixing sheets to joists and fixing cornice—			
(a) Where the sheeting is—			
(i) Not less than ⅜ inch minimum thickness, cover mouldings applied, but not including the price of the moulding	10 5	10 7	10 9
(ii) Not less than ⅜ inch minimum thickness, all sheets flush jointed ..	11 5	11 7.	11 9
(iii) Not less than 7/16 inch minimum thickness, cover mouldings applied, but not including the price of the moulding	10 11	11 1	11 3
(iv) Not less than 7/16 inch minimum thickness, all sheets flush jointed	11 11	12 1	12 3

	Area 1, 2, 3. Plain. Per ft. s. d.	Area 1, 2, 3. Ornamental. Per ft. s. d.
(b) Supplying and fixing fibrous plaster cover moulding—		
(i) Up to 2 inches wide	0 6½	0 7½
(ii) Over 2 inches up to 2½ inches wide ..	0 7	0 8
(iii) 2½ Over inches wide	0 7½	0 8½
(c) Supplying and fixing fibrous plaster cornice moulding—		
(i) Total face contour not exceeding 3 inches	0 8½	1 0½
(ii) Total face contour not exceeding 4 inches	0 10½	1 2
(iii) Total face contour not exceeding 5 inches	1 0½	1 4
(iv) Total face contour not exceeding 6 inches	1 3	1 6
(v) Total face contour not exceeding 7 inches	1 4	1 8
(vi) Total face contour not exceeding 8 inches	1 6	1 11
(vii) Total face contour not exceeding 9 inches	1 9	2 2½
(viii) Total face contour not exceeding 10 inches	1 10	2 4
(ix) Total face contour not exceeding 11 inches	2 1½	2 5½
(x) Total face contour not exceeding 12 inches	2 7	2 11½
(xi) Total face contour exceeding 12 inches	To be charged at the rate of 3½d. per inch	

	Maximum Rate. Area 1, 2, 3. s. d.
(d) Wall-ceiling junction—	
(i) Where the wall-ceiling junction is flush-jointed at the beam-ceiling junction is flush-jointed, the maximum rate for this jointing shall be.. ..	1s. ½d. per foot-run
(ii) If angle irons are supplied and fixed at these junctions, the maximum rate shall be.. ..	1s. 2½d. per foot-run

THE SECOND SCHEDULE—*continued.*

MAXIMUM RATES—*continued.*

FIBROUS PLASTER—SUPPLYING AND FIXING—*continued.*

Description of Service.	Maximum Rate.		
(*e*) Higher Floors— Maximum rates fixed for fibrous Plaster sheeting may be increased for ceilings above ground floor room level as follows—	Per sq. yd. *s. d.*		
For ceilings at first floor room level	0 5		
For ceilings at second floor room level ..	0 10½		
For ceilings at third floor room level	1 3		
For ceilings at fourth floor room level or higher ..	1 7		
(*f*) Fixing panels and baffle plates— Maximum rates shall be—	Each. *s. d.*		
(i) Up to 2 square feet	4 6		
(ii) Over 2 square feet and up to 4 square feet	5 9		
(iii) Over 4 square feet and up to 1 square yard	7 4		
(iv) Over 1 square yard	7 4 Plus 7d. per square foot		
2. (*a*) Supplying and fixing fibrous plaster sheets to the walls of any building; the area shall be calculated at the actual yardage of sheeting applied except that the area of any opening of less than 10 square feet shall be added to the yardage. The rates include the cost of stopping the nail holes, finishing walls as continuous sheeting, and include the supply of all sundries, but shall not include the cost of finishing internal or external angles. The rates set out hereunder shall apply notwithstanding that a picture rail has been supplied and fitted by any other person where the sheeting used is—	Area 1. Per sq. yd. *s. d.*	Area 2. Per sq. yd. *s. d.*	Area 3. Per sq. yd. *s. d.*
(i) Continuous sheeting not less than ⅜ inch minimum thickness throughout	8 8	8 10	9 0
(ii) Continuous sheeting not less than 7/16 inch minimum thickness to door height, then continuous sheeting not less than ⅜ inch minimum thickness to ceiling or cornice height	9 1	9 3	9 5
(iii) Continuous sheeting not less than 7/16 inch minimum thickness throughout	9 3	9 5	9 7
(*b*) Dadoes and Capping— Where tile pattern dadoes of not less than 7/16 inch minimum thickness and capping mould are included in any wall, the maximum rate for supplying and fixing such dado and capping shall be, per square yard of dado and capping mould	13 3	13 5	13 7
(*c*) Internal Angles—	Area 1, 2, 3. Per foot-run. *s. d.*		
(i) The maximum rate which may be charged for correctly finishing internal angles shall be	1 1½		
(ii) The maximum rate which may be charged for correctly finishing internal angles when such angles are reinforced with metal strips shall be ..	1 6		

THE SECOND SCHEDULE—*continued.*

MAXIMUM RATES—*continued.*

FIBROUS PLASTER—SUPPLYING AND FIXING—*continued.*

Description of Service.	Maximum Rate.
(*d*) External Angles—	Area 1, 2, 3.
The maximum rate which may be charged for correctly finishing external angles shall be ..	Per foot-run. *s. d.* 1 10
The rates set out under paragraphs (*c*) and (*d*) above are additional to sheeting rates for walls shown in paragraph (*a*) above and the dado and capping rate shown in paragraph (*b*) above	
(*e*) Picture Rail Jointings—	
(i) The maximum rate which may be charged where wall sheeting is flush jointed at picture-rail height and no rail is fitted shall be	2 1
(ii) The maximum rate for the supplying and fixing of plaster picture rail shall be ..	2 1
(*f*) Ventilators—	Each. *s. d.*
(i) The maximum rate which may be charged for fixing ventilators not exceeding 144 square inches in area in walls or ceilings shall be—	
(*a*) Faced	2 2
(*b*) Flushed	3 5
(ii) Where the area is greater than 144 square inches the maximum rates shall be—	
(*a*) Up to 2 square feet ..	4 8
(*b*) Over 2 square feet and up to 4 square feet	6 1
(*c*) Over 4 square feet and up to 1 square yard	7 8
(*d*) Over 1 square yard ..	7 8 Plus 8d. per square foot
(*g*) Beam Casing—	
The maximum rates which may be charged for beam casing are as set out below, but in no case shall the cost of beam casing exceed 4s. 10d. per foot-run. The rates shall be deemed to include all flush jointing and jointing between fascias and soffits, but not jointing with ceiling which shall be the rates set out for wall-ceiling junction in paragraph (*o*) of clause 1 of this Schedule—	Per inch. *s. d.*
Fascias—	
Plain	0 3
Ornamental	0 4
Soffits—	
Plain	0 3½
Ornamental	0 4½
Where beam is isolated from the ceiling, the maximum rates for fascias and soffits, shall not exceed 4½d. per inch.	
(*h*) Curtain Pelmets—	
The maximum rate for supply and fixing curtain pelmets shall be	8s. 2d. per foot of pelmet run
(*i*) Fire Surrounds—	
The maximum rate for fixing fire surrounds shall be	£2 6s. 3d. per surround
(*j*) Small Recesses—	
The maximum rate for recesses shall be determined at the rate of 1s. 5d. per foot for each finished internal or external angle included therein, but in respect of any small recess as to which the amount may be charged therefor when calculated at the aforesaid amounts to less than 12s. 5d., then the sum of 12s. 5d. may be charged therefor.	
(*k*) Large Recesses—	
The maximum rate for recesses with a volume greater than 4 cubic feet shall be the rate fixed by the order for wall and ceilings, as applicable, plus the appropriate rate for internal and/or external angles.	

THE SECOND SCHEDULE—*continued.*

MAXIMUM RATES—*continued.*

FIBROUS PLASTER—SUPPLYING AND FIXING—*continued.*

Description of Service.	Maximum Rate.
(*l*) Bulk Heads— The maximum rate for bulk heads shall be those fixed by this Order in this Schedule for walls and ceilings, drops at wall rates, soffits, at ceiling rates.	
(*m*) Window Reveals— The maximum rate for window reveals shall be	1s. 10d. per running foot of finished reveal
(*n*) Building Paper— The maximum rate for supplying and fixing building papers in ceilings and/or walls shall be	1s. 5d. per square yard of building paper fixed
(*o*) Battens— The maximum rate for the supplying and fixing of battens in conjunction with ceiling and/or wall sheets shall be—	
(i) 2 inches by 1 inch kiln-dried hardwood battens	*s. d.* 5 2
(ii) 2 inches by 1 inch oregon battens	5 2
The above rates apply where battens are not more than 18in. apart between centres.	

THE THIRD SCHEDULE.

MAXIMUM RATES.

FIBROUS PLASTER—GENERAL.

Description of Service.	Maximum Rate.
1. Demolition Work— The maximum rate for demolition work and removal of refuse shall be—	Area 1, 2, 3. Per sq. yd. *s. d.*
Walls	3 2
Ceilings	3 9
With a minimum of £2 3s. 8d.	
2. Scaffold— The prices and rates set out in this Order shall be deemed to include the cost of providing and transporting all necessary scaffolding for fixing work.	
3. Material to specified detail— Material to specified detail shall be charged at the rates set out in this Order.	
4. Small Jobs— Where the aggregate price for any one job of supplying and fixing fibrous plaster products, computed under the rates set out in this Order is less than £25, a surcharge of 33⅓ per cent. may be added to the aggregate price which, but for this clause, would be the maximum price chargeable under this Order for that supply and service.	
5. Board and Lodging for Employees— In any case where persons are necessarily employed for the purpose of fixing fibrous plaster products and the employer is required by the terms of any statute, regulation, award, or determination to provide board and lodging for such persons or to pay to them an allowance in lieu of board and lodging, he may charge in addition to any charges which elsewhere under this Order he is entitled to make the cost of so providing board and lodging or the amount of the allowance so paid, but, where board and lodging is supplied, the cost thereof charged under this clause, shall not exceed the cost of the	

THE THIRD SCHEDULE—*continued.*

MAXIMUM RATES—*continued.*

FIBROUS PLASTER—GENERAL—*continued.*

Description of Service.	Maximum Rate.
5. Board and Lodging for Employees—*continued*— cheapest board and lodging which, under the terms of the Statute, regulation, award, or determination in question, he is bound to provide, and where an allowance is paid the amount thereof so charged shall not exceed the amount of the minimum allowance which he is so bound to pay.	
6. Labour only, fixing	13s. 9d. per hour plus the ordinary weekly allowance for fares payable under the relevant award or determination where the case so requires.
7. Transporting Employees— The maximum rate for transporting Employees shall be	1s. 3d. per mile
8. Delivery— The foregoing prices and rates are for delivery of the materials at the factory of the seller or supplier whenever the seller or supplier delivers material at a place other than at his factory, cartage from his factory to that place may be added to the prices or rates as the case may be, fixed elsewhere by this Order, but in no case shall such cartage be charged at a rate in excess of the maximum rate for the time being approved by the Commissioner for cartage of the like goods for a like distance by a master carrier.	

Dated this 12th day of March, 1954.

J. F. WALDRON,
Prices Commissioner.

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No. 116] THURSDAY, MARCH 25. [1954

Prices Regulation Acts.

PRICES REGULATION ORDER No. 624.

NEW TYRES AND TUBES—SALES BY RETAIL.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Commissioner, hereby make the following Order :—

Citation.

1. This Order may be cited as Prices Regulation Order No. 624.

Revocation.

2. Prices Regulation Order No. 605 is hereby revoked insofar as it relates to the sale by retail of rubber tyres and tubes.

Application.

3. This Order shall apply to the sale by retail of new tyres and tubes manufactured in Australia.

Maximum Prices for New Tyres and Tubes Specified in the First Schedule.

4. I fix and declare the maximum price at which any person may sell by retail any new tyre or tube of the type and size specified in the First Schedule to this Order to be the price specified in the said First Schedule for that type and size of tyre and tube.

Provided that in respect of the sale of any new tyre or tube where any freight is incurred by the seller in transporting that tyre or tube from the point of purchase to his place of business, and is clearly recorded in the seller's books of accounts or records, the maximum price so specified for that tyre or tube may be increased by the amount of such freight.

Maximum Prices for New Tyres and Tubes Specified in the Second Schedule.

5. I fix and declare the maximum price at which any person may sell by retail any new tyre or tube of the type and size specified in the Second Schedule to this Order to be the sum of—

(*a*) the price specified in the said Second Schedule for that type and size of tyre or tube ; and

(*b*) Commonwealth Sales Tax, if any.

Provided that in respect of the sale of any new tyre or tube where any freight is incurred by the seller in transporting that tyre or tube from the point of purchase to his place of business and is clearly recorded in the seller's books of accounts or records, the maximum price so specified for that tyre or tube may be increased by the amount of such freight.

Price Difference to be Observed.

6. Notwithstanding anything contained in the foregoing provisions of this Order, where a seller of any new tyre or tube has customarily allowed any difference in price—

(*a*) to any person or to persons included in any class of persons;

(*b*) in respect of sales of certain quantities of new tyres or tubes; or

(*c*) in respect of sales of new tyres or tubes under certain conditions of sale,

the maximum price fixed by or under this Order in respect of those new tyres or tubes shall, in the case of sales to any such person or persons or of such quantities or under such conditions, be reduced by the allowance of that difference.

Fixation of Maximum Prices by Notice.

7. Notwithstanding the foregoing provisions of this Order, I fix and declare the maximum prices at which new tyres or tubes, specified in a notice given in pursuance of this clause, may be sold by any person to whom such notice is given to be such prices as are fixed by the Prices Commissioner by notice in writing to that person.

THE FIRST SCHEDULE.

Description.	Size.	Two-ply Tyres. Each.	Four-ply Tyres. Each.	Six-ply Tyres. Each.	Eight-ply Tyres. Each.	Tubes. Each.
		£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
(1) Motor Car Tyres and Tubes (including Flap, if any)	30 x 3½ B.E.	..	6 9 6	..	..	0 17 6
(*a*) High Pressure, Beaded Edge, and Straight Sided Tyres	30 x 3½ S.S.	..	5 16 0	..	..	0 17 6
(*b*) Balloon Tyres..	730 x 130 B.E.	..	7 7 0	..	..	1 0 0
	3·50 x 19	..	4 13 0	..	..	0 15 9
	4·00 x 19	..	5 4 6	..	..	0 15 9
	4·40 x 19	..	5 13 6	..	..	0 19 0
	4·40 x 23 S.S.	..	6 10 0	..	..	1 1 0
	4·40 x 23 B.E.	..	7 0 6	..	..	1 1 0
	4·50 x 15	..	5 4 0	..	..	0 14 6
	4·50 x 17	..	5 10 0	..	..	0 16 9
	4·50 x 18	..	5 16 6	..	..	0 17 3
	4·50 x 21	..	6 6 6	7 9 6	..	0 19 0
	4·75 x 16	..	5 15 6	..	..	0 18 0
	5·00 x 14	..	5 18 6	7 3 0	..	0 19 0
	5·00 x 15	..	6 2 0	..	..	0 19 6
	5·00 x 16	..	6 4 0	7 8 6	..	1 0 0
	5·00 x 17	..	6 8 6	7 12 6	..	1 0 0
	5·00 x 18	..	6 12 0	7 16 6	..	1 0 0
	5·00 x 19	..	6 17 6	8 2 6	..	1 0 3
	5·00 x 20	..	7 3 6	8 8 6	..	1 0 3
	5·00 x 21	..	7 8 6	8 12 0	..	1 2 3
	5·00 x 22	..	7 14 6	8 18 0	..	1 2 3
	5·00 x 23	..	7 19 6	9 4 0	..	1 3 3
	5·00 x 24	..	8 4 6	9 10 0	..	1 3 3
	5·20 x 13	..	6 1 0	7 4 0	..	0 18 9
	5·20 x 15	5 15 0	6 8 6	..	..	0 19 6
	5·25 x 15	..	6 11 0	..	..	0 19 6
	5·25 x 16	..	6 14 6	8 0 6	..	1 0 0
	5·25 x 21	..	7 19 6	9 6 0	..	1 2 3
	5·50 x 15	..	6 17 6	8 8 6	..	1 1 3
	5·50 x 15 S.P.	..	7 15 0	9 10 0	..	1 1 3
	5·50 x 16	..	7 4 0	8 12 0	..	1 2 6
	5·50 x 17	..	7 9 0	8 18 0	..	1 3 0
	5·50 x 18	..	7 14 6	9 4 0	..	1 3 3
	5·50 x 19	..	8 0 6	9 10 0	..	1 3 3
	5·50 x 20	..	8 5 6	9 15 6	..	1 3 6
	5·60 x 15	..	7 4 0	8 9 0	..	1 1 3
	5·90 x 13	..	7 3 6	8 8 6	..	1 0 6
	5·90 x 14	..	7 7 6	8 12 0	..	1 0 3
	5·90 x 15	..	7 12 6	8 18 0	..	1 1 3
	6·00 x 15	..	7 15 6	9 1 6	..	1 3 3
	6·00 x 16	..	8 1 0	9 6 0	..	1 3 6
	6·00 x 16 S.P.	..	8 17 6	10 4 6	..	1 3 6
	6·00 x 17	..	..	9 13 6	..	1 3 0
	6·00 x 18	..	..	10 0 0	..	1 3 3
	6·00 x 19	..	..	10 6 6	..	1 3 3
	6·00 x 20	..	..	10 14 0	..	1 3 6
	6·00 x 21	..	..	11 0 6	..	1 3 6
	6·00 x 22	..	..	11 17 0	..	1 6 0
	6·00 x 24	..	..	12 0 6	..	1 6 9
	6·40 x 13	..	7 19 0	9 6 0	..	1 0 6
	6·40 x 15	..	8 6 0	9 18 0	..	1 3 3
	6·50 x 15	..	8 11 0	10 0 0	..	1 4 6
	6·50 x 15 S.P.	..	9 8 6	10 19 6	..	1 4 6
	6·50 x 16	..	8 18 0	10 6 6	..	1 6 0
	6·50 x 16 S.P.	..	9 16 6	11 7 0	..	1 6 0
	6·70 x 15	..	8 14 6	10 11 0	..	1 4 6
	6·70 x 16	..	8 19 0	10 18 6	..	1 6 0
	7·00 x 15	..	..	11 4 6	..	1 6 3

THE FIRST SCHEDULE—*continued.*

Description.	Size.	Two-ply Tyres. Each.	Four-ply Tyres. Each.	Six-ply Tyres. Each.	Eight-ply Tyres. Each.	Tubes. Each.
		£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
(*b*) Balloon Tyres—*continued.*	7·00 x 16	..	..	11 11 6	..	1 6 9
	7·00 x 16 S.P.	..	..	12 16 6	..	1 6 9
	7·00 x 17	..	..	11 18 6	..	1 7 3
	7·00 x 18	..	..	12 5 6	..	1 8 0
	7·00 x 19	..	..	12 12 0	..	1 8 0
	7·00 x 20	..	..	12 18 6	..	1 9 0
	7·00 x 21	..	..	13 5 6	..	1 9 0
	7·10 x 15	..	9 6 0	11 6 6	..	1 6 3
	7·50 x 16	..	..	12 5 0	..	1 9 3
	7·60 x 15	..	9 12 6	11 13 0	..	1 6 3
	7·60 x 16	..	10 0 0	12 3 0	..	1 6 9
(2) Light Truck and Utility Tyres and Tubes (including Flap, if any)	5·50 x 17	..	..	10 2 0	..	1 3 6
	6·00 x 16	..	..	10 10 0	..	1 5 3
	6·50 x 16	..	..	11 13 0	13 19 0	1 7 3
	7·00 x 15	..	..	12 12 0	..	1 8 0
	7·00 x 16	..	..	12 19 6	15 12 0	1 8 6
	7·50 x 16	..	..	13 16 6	16 11 6	1 11 0
	7·50 x 16 S.P.	..	..	14 17 6	17 16 0	1 11 0
	8·25 x 16	..	..	..	22 8 6	2 17 9

Description.	Size.	Ply Rating.	Commercial Tread Tyres. Each.	Off-road Tyres. Each.	Dual Purpose Tyres. Each.	Tubes. Each.
			£ s. d.	£ s. d.	£ s. d.	£ s. d.
(3) Truck and Bus Tyres and Tubes (including Flap, if any)—	6·00 x 13	8	12 5 0	..	..	1 7 3
	6·00 x 20	8	15 7 0	..	..	1 11 6
	6·00 x 23	8	18 2 6	..	..	1 13 6
	6·50 x 20	6	15 18 6	..	..	1 18 0
	6·50 x 20	8	18 16 6	..	..	1 18 0
	7·00 x 13	8	17 2 0	..	..	1 15 6
	7·00 x 17	6	16 0 6	..	..	1 16 9
	7·00 x 17	8	18 16 6	..	..	1 16 9
	7·00 x 20	8	20 4 6	..	..	2 1 3
	7·00 x 20	10	23 13 6	25 9 6	..	2 1 3
	7·00 x 24	10	28 11 6	..	..	2 9 6
	7·50 x 15 S.P.	12	..	29 0 6	..	1 18 9
	7·50 x 17	8	21 12 0	23 4 6	..	2 2 9
	7·50 x 18	8	22 6 0	24 0 0	..	2 7 9
	7·50 x 18	10	27 4 0	..	..	2 7 9
	7·50 x 20	8	23 13 6	25 9 6	..	2 13 3
	7·50 x 20	10	28 11 0	30 14 6	32 3 0	2 13 3
	7·50 x 20	12	33 9 0	..	37 12 6	2 13 3
	7·50 x 24	10	33 9 0	..	..	3 1 6
	8·25 x 10	8	25 8 6	..	..	2 10 3
	8·25 x 15	12	29 19 6	..	..	2 13 3
	8·25 x 15	14	36 4 6	..	..	2 13 3
	8·25 x 18	10	28 11 0	..	..	2 18 9
	8·25 x 20	10	31 7 6	33 14 6	35 5 0	3 1 6
	8·25 x 20	12	36 4 6	..	40 15 6	3 1 6
	8·25 x 20	14	40 19 0	..	..	3 1 6
	8·25 x 24	10	..	41 16 6	..	3 13 6
	9·00 x 13	6	19 10 6	..	..	2 5 0
	9·00 x 15	12	..	32 15 0	..	2 17 6
	9·00 x 16	10	30 12 6	32 19 6	..	3 10 9
	9·00 x 18	10	33 9 0	35 19 6	..	3 14 9
	9·00 x 20	10	36 4 6	38 19 0	40 15 6	3 18 0
	9·00 x 20	12	41 16 6	44 19 6	47 1 6	3 18 0
	9·00 x 20	14	47 5 6	..	..	3 18 0
	9·00 x 22	10	39 9 0	..	..	4 1 6
	9·00 x 24	10	..	45 19 6	..	4 5 3
	9·00 x 24	12	46 13 6	50 3 6	..	4 5 3
	10·00 x 15	14	51 11 6	..	..	3 18 9
	10·00 x 20	12	45 19 6	49 9 6	51 14 6	4 5 3
	10·00 x 20	14	52 17 0	58 4 0	59 9 0	4 5 3
	10·00 x 20	16	59 15 6	..	..	4 5 3
	10·00 x 22	12	48 16 0	52 10 0	..	4 11 0
	11·00 x 13	10	43 18 6	..	..	4 2 9
	11·00 x 13	12	47 9 0	..	..	4 2 9
	11·00 x 16	10	45 19 6	49 9 6	..	4 5 3
	11·00 x 18	12	52 18 6	56 18 0	..	4 10 6
	11·00 x 20	12	55 15 0	59 18 6	62 14 0	4 16 9
	11·00 x 20	14	67 2 0	72 3 0	75 9 6	4 16 9
	11·00 x 20	16	75 17 6	..	..	4 16 9
	11·00 x 24	12	62 14 0	..	..	5 7 3
	11·00 x 24	14	75 16 6	..	..	5 7 3
	12·00 x 20	14	69 14 0	74 18 6	..	5 10 0
	12·00 x 20	16	..	89 18 0	..	5 10 0
	14·00 x 20	16	114 6 0	..	..	9 6 3
	14·00 x 20	18	131 0 0	140 16 6	..	9 6 3

THE FIRST SCHEDULE—*continued.*

Description.	Size.	Two-ply Tyres. Each.	Four-ply Tyres. Each.	Tubes. Each.
		£ s. d.	£ s. d.	£ s. d.
(4) Motor Cycle Tyres and Tubes	2·75 x 19	..	3 9 6	0 11 9
	3·00 x 19	3 5 0	4 3 0	0 15 0
	3·00 x 20	..	4 6 0	0 15 9
	3·00 x 21	..	4 9 0	0 16 0
	3·25 x 18	3 7 0	4 4 6	0 15 0
	3·25 x 19	3 11 0	4 8 0	0 15 0
	3·25 x 20	..	4 10 0	0 15 9
	3·50 x 19	..	4 13 0	0 15 9
	4·00 x 18	..	5 1 0	0 15 0
	4·00 x 19	..	5 4 6	0 15 9
	4·50 x 16	..	5 11 0	0 17 3
	4·50 x 18	..	5 16 6	0 17 3
	4·75 x 16	..	5 15 6	0 18 0

Description.	Tyres. Each.	Tubes. Each.
	£ s. d.	£ s. d.
(5) Bicycle Tyres and Tubes—		
First Grade	0 18 5	0 8 5
Second Grade	0 15 3	0 7 6
Third Grade	0 13 5	0 6 10
Speed	0 19 4	0 8 5
Heavy Duty	1 4 7	0 9 9
Light Weight	1 3 4	0 8 5
Commercial—		
Size 20 x 2	1 8 7	0 9 9
Size 26 x 2	1 14 10	0 9 9

THE SECOND SCHEDULE.

Description.	Size.	*Ply Rating.*	Tyres. Each.	Tubes. Each.
			£ s. d.	£ s. d.
(1) Tractor and Implement Tyres and Tubes ..	3·00 x 10	2	3 10 0	0 12 6
	4·00 x 12	2	3 18 0	0 14 3
	4·00 x 12	4	4 10 0	0 14 3
	4·00 x 19	4	4 15 6	0 15 6
	4·50 x 8	4	3 12 9	0 14 6
	5·00 x 12	4	5 12 6	0 16 9
	5·00 x 15	4	5 18 0	0 18 6
	5·50 x 16	4	6 19 0	1 0 9
	5·50 x 16	6	7 17 6	1 0 9
	6·00 x 9	4	6 19 0	1 7 3
	6·00 x 9	6	7 17 6	1 7 3
	6·00 x 16	4	7 4 6	1 2 6
	6·00 x 16	6	8 9 6	1 2 6
	6·00 x 19	6	10 11 0	1 5 3
	6·50 x 40	6	27 11 0	3 11 0
	7·00 x 7½	4	7 0 0	1 11 0
	7·00 x 7½	6	8 16 0	1 11 0
	7·50 x 16	6	11 18 0	1 7 3
	7·50 x 18	6	12 18 0	1 9 0
	7·50 x 18	8	15 0 6	1 9 0
	7·50 x 20	6	13 16 6	1 17 6
	7·50 x 24	6	16 15 0	2 13 6
	9·00 x 36	6	40 8 6	4 9 0
	9·00 x 36	10	53 18 6	4 9 0
	10·00 x 36	6	51 12 0	5 0 9
	10·00 x 36	8	64 10 6	5 0 9
	10·50 x 20	6	33 2 6	3 13 0
	11·25 x 24	6	37 12 6	4 4 9
	11·25 x 24	8	46 11 0	4 4 9
	11·25 x 24	10	52 18 0	4 4 9
	11·25 x 28	6	41 6 6	4 16 0
	12·75 x 24	6	43 19 0	5 2 0
	12·75 x 24	8	54 17 6	5 2 0
	12·75 x 28	6	49 9 0	5 12 6
	12·75 x 28	8	61 5 6	5 12 6
	12·75 x 28	10	73 11 0	5 12 6
	13·50 x 24	6	50 16 0	5 2 0
	13·50 x 24	8	61 5 6	5 2 0
	13·50 x 28	6	58 1 0	5 12 6
	13·50 x 28	8	69 14 0	5 12 6
	13·50 x 32	6	65 3 6	6 7 0
	13·50 x 32	8	77 8 6	6 7 0

THE SECOND SCHEDULE—*continued.*

Description.	Size.	Ply Rating.	Tyres. Each.	Tubes. Each.
			£ s. d.	£ s. d.
(2) Tractor Tyres and Tubes, Wide Base ..	8 x 24	4	18 14 6	2 18 9
	9 x 24	4	21 5 6	3 1 9
	9 x 24	6	25 11 0	3 1 9
	9 x 36	4	31 5 6	4 0 3
	9 x 36	6	37 8 6	4 0 3
	10·00 x 28	4	28 10 6	4 2 3
	10 x 28	6	34 4 0	4 2 3
	10 x 38	6	43 4 6	5 4 9
	11·00 x 28	4	32 6 0	4 12 9
	11 x 28	6	38 14 0	4 12 9
	11 x 38	6	46 8 0	5 15 0
	12 x 38	6	52 5 0	6 10 3
	13 x 26	6	46 8 0	5 15 0
	14 x 28	6	54 16 6	7 5 6
	14 x 30	6	61 5 6	7 19 9
	15 x 28	6	61 18 6	8 7 9
	15 x 30	6	69 0 6	9 5 3
	15 x 30	8	77 8 6	9 5 3
(3) Grader and Earth Mover Tyres and Tubes	7·50 x 24	10	38 14 0	2 13 6
	9·00 x 24	10	39 14 0	3 18 9
	9·00 x 24	12	43 6 6	3 18 9
	9·00 x 36	10	53 18 6	4 9 0
	11·25 x 24	10	52 18 0	4 4 9
	12·75 x 24	8	54 17 6	5 2 0
	12·75 x 24	10	67 14 6	5 2 0
	12·75 x 24	12	80 13 0	5 2 0
	12·75 x 28	8	61 5 6	5 12 6
	12·75 x 28	10	73 11 0	5 12 6
	13·00 x 24	12	80 13 0	5 2 0
	13·50 x 24	8	61 5 6	5 2 0
	13·50 x 28	8	69 14 0	5 12 6
	13·50 x 32	8	77 8 6	6 7 0
	14·00 x 24	20	219 6 6	8 15 3
	16·00 x 20	16	202 11 6	13 1 9
	18·00 x 24	16	277 8 0	22 10 3
	18·00 x 24	20	310 19 0	22 10 3
	18·00 x 24	24	342 4 0	22 10 3
	18·00 x 25	20	310 19 0	22 10 3
	18·00 x 25	24	342 4 0	22 10 3
	21·00 x 24	20	380 12 6	26 15 0
	21·00 x 25	20	380 12 6	26 15 0
(4) Pneumatic Industrial Tyres and Tubes ..	8 x 2	2	1 0 6	0 9 0
	10 x 2	2	1 5 3	0 9 0
	12 x 2	2	1 9 9	0 9 3
	10 x 3	24	2 6 0	0 11 3
	4·00 x 8	2	2 16 3	0 14 3
	4·00 x 8	4	2 19 9	0 14 3
	4·00 x 8 H.D.	4	3 9 9	0 14 3
	4·50 x 8	4	3 12 6	0 14 6
	4·50 x 8	6	4 3 6	0 14 6
(5) Solid Detachable Industrial Tyres ..	6 x 2	..	0 19 0	..
	8 x 2	...	1 5 3	..
	10 x 2	..	1 11 0	..
	12 x 2	..	1 19 0	..
	8 x 3	..	2 7 3	..
	10 x 3	..	2 10 6	..

Dated this 17th day of March, 1954.

J. F. WALDRON,
Prices Commissioner.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 117] FRIDAY, MARCH 26. [1954

Factories and Shops Acts.

DETERMINATION OF THE PORT PHILLIP SEAMEN'S BOARD.

NOTE.—The area or locality within which the Determination of such Wages Board shall be operative shall be Port Phillip Bay, Hobson's Bay, Corio Bay, the Port of Melbourne, the Port of Geelong, and the Geelong Harbor.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which has the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons "employed as seamen in vessels working exclusively in and around Port Phillip Bay" has made the following Determination, namely:—

That as from the 7th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

This Part applies to employees on Tug Boats including employees on craft controlled by The Melbourne Harbour Trust which are generally engaged for 50 per cent. or more of their working time at commercial tow ng.

(Other than those employed by the Geelong Harbour Trust.)

1. (*a*) WAGES PER WEEK.

	£	s.	d.
Fireman	14	3	6
A.B.	13	13	6

(*b*) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

ORDINARY HOURS OF WORK.

2. The ordinary hours for a week's work shall be 40.

DAILY HOURS.

3. (*a*) The ordinary hours shall not exceed eight consecutive hours in any day, exclusive of meal times, to be worked between the hours of:—

—	Between the 1st September and the following 31st March.		Between the 1st April and the 31st August.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
Monday to Friday	6 a.m.	6 p.m.	7 a.m.	5 p.m.

(*b*) (i) An employee shall not be recalled to work until he has had a break of not less than three hours, unless he is paid for the period of the break at the appropriate wage rate. Provided that any idle time before 4 p.m. shall not count on the days, Monday to Friday (inclusive), in calculating the period of such break.

(ii) On Saturdays, Sundays, and Public Holidays any break of less than three hours shall be counted as time worked.

No. 117.—12233/53.—PRICE 6D.

Overtime.

4. (a) Overtime shall be paid as follows :—Within the spread of hours as prescribed in clause 3 of this Part in excess of 40 hours per week—time and a half. Outside such spread of hours and on Saturday—time and a half for the first four hours and double time thereafter.

For the purpose of assessing overtime outside the spread of hours any work done prior to the time of beginning, and after the time of ending work, as prescribed in clause 3 of this Part, on any day shall be cumulative.

(b) When excess duty is performed otherwise than in a consecutive extension before or after ordinary duty for the day the employee shall be entitled to a minimum payment as for three hours for each resumption provided that, except in the case of unforseen circumstances arising, the employee shall not be required to work the full three hours if the nominated work he was recalled to perform is completed within a shorter period, but if the employee has to resume duty on more than two occasions during the hours between the usual finishing and commencing times he shall be entitled to payment for the whole of the time from the commencement of the first to the termination of the last resumption.

(c) In computing time worked or occupied each half hour or portion thereof, from the beginning of the time worked or occupied, shall be reckoned as a half hour.

Special Conditions as Regards Excessive Overtime.

4A. An employee who has done continuous duty for 24 hours shall not be required to do further duty on the tug until he has had, for the purpose of rest, a period of eight consecutive hours off duty exclusive of any meal time, provided that continuity of duty shall for the purpose of this clause be deemed to have been maintained despite the occurrence of meal times or of the employee being off duty during any period of not more than four hours including one of such meal times during the 24 hours in question.

Provided further that for each hour worked during the eight hours rest period aforesaid the employee shall be paid overtime at the rate of double time in addition to any other ordinary or overtime payment.

Raising Steam and Banking Fires.

5. (a) Firemen shall be deemed to be occupied for one and a half hours raising steam on large tugs and for one hour on small tugs.

(b) When a tug is returning from a job and fires are banked presumably for the night and the tug is immediately ordered out on another job, 5s. extra shall be paid to the fireman for breaking the bank.

Meal Hours.

(Exclusive of working time.)

6. (a) Meal breaks of one hour each shall be allowed as follow :—

Breakfast between 8 a.m. and 10 a.m.

Dinner between noon and 2 p.m.

(b) Where a meal break is not permitted within the prescribed hours one hour's payment at double time shall be paid, and a break shall be allowed for a meal as soon as practicable.

An employee shall not be compelled to work for more than six hours without a break for a meal.

(c) Where a tug is tied up to a wharf immediately prior to a meal hour it shall remain alongside the wharf until the completion of such meal hour and an employee shall be entitled to leave the tug for the duration of the meal hour.

Holiday and Sunday Work.

7. (a) A full week's wages shall be paid for any week in which the following holidays occur or are observed notwithstanding such holidays are not worked :—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day, or such other day or days as by law or otherwise are observed in lieu of any of the said days.

(b) For work done on a tug boat on a Sunday or any of the holidays herein prescribed an employee shall be paid double time with a minimum payment as for four hours at such penal rate for each period of duty provided that where he is subjected to more than two call-outs in any day he shall be so paid for the whole time from the first commencement till the final termination of the work.

7A. 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 prescribed in clause 7 hereof.

Provided that an employee who fails to attend for work on the working day 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.

Annual Leave.

8. (a) An employee who has served his employer continuously for a period of one year shall be allowed 21 consecutive days' holiday on full pay.

(b) For each holiday prescribed in clause 7 of this Part falling within the employee's annual leave another day shall be added to such leave.

(c) An employee shall be paid all ordinary wages due to him, plus payment at ordinary rates for the holiday period, before going on leave.

(d) Any employee who leaves his employment, or whose employment is terminated before the completion of any twelve monthly qualifying period shall for each completed month of service receive payment in lieu of annual leave consisting of $^{1}/_{12}$ of three weeks' ordinary pay.

Sick Leave.

9. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations :—

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

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

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.

WAITING FOR ORDERS.

10. If a tug boat employee is required or caused by his employer to wait at a time mutually agreed upon between the employer and employee, or attend in his own time at any other place than his home to receive any direction or instruction as to the time, locality, or nature of the work to be done for the employer by the tug in which he is employed, he shall be paid 2s. 6d. for each instruction.

TRAVELLING TIME AND EXPENSES.

11. (*a*) Where an employee is required to join or leave a tug at a place other than his port of engagement he shall be allowed second class fares and reasonable out-of-pocket expenses in addition to his ordinary wages.

(*b*) When an employee, who, in the ordinary course of his employment, begins and finishes his work for the day at a particular time and place, is required to begin and/or finish work for the day at a place other than from that particular time and place, he shall be paid any reasonable extra travelling expenses and also at the overtime rate for any extra time thereby occasioned beyond his ordinary travelling expense and time.

TRIMMING COAL IN BUNKERS.

12. (*a*) When coal trimming is necessary when a tug is steaming an extra trimmer shall be engaged to perform this work.

(*b*) Members of crews are not to participate in bunkering operations when coal trimmers are available. If crews are called upon to perform bunkering operations they shall be paid coal trimmers' rates in additon to their ordinary rates.

COMPENSATION FOR LOSS OF PERSONAL EFFECTS.

13. If an employee should sustain damage or loss of his personal effects or equipment by fire, explosion, foundering, shipwreck, collision, stranding, or by any other cause whatsoever not attributable to the employee's neglect, the employer shall compensate him for such damage or loss by a cash equivalent to the value thereof, to a maximum of £60.

CLEANING AND FUMIGATION.

14. (*a*) The quarters of employees shall be thoroughly fumigated and cleaned and painted at least once every year, and the date of the last fumigating and painting shall be stencilled or painted in the quarters.

(*b*) Employees shall be given one clear day's notice before fumigation starts, and all bedding, clothing, &c., shall be loosened up and fumigated while in quarters.

(*c*) Employees shall not be called upon to occupy the quarters until the fumigation officer has certified they can safely do so.

ACCOMMODATION.

15. (*a*) Employees who, by the nature of their employment, are required to sleep on board shall be supplied by the employer with bedding consisting of a mattress and cover, pillowslips, sheets, a well-filled pillow, two blankets (a third blanket to be supplied in cold weather), towels, toilet soap, crockery, and cutlery. The mattress and pillow shall be of flax or other fibre, but not of straw or tow.

(*b*) Pillow covers, sheets, and towels shall be changed weekly, mattress cover monthly, and blankets once in each four months. Mattresses shall be thoroughly renovated once every six months.

(*c*) In the event of the failure by an employee to return in good order, reasonable wear and tear excepted, any of the bedding or towels issued to him, the employer, on the termination of his employment, shall deduct from any moneys due to the employee 75 per cent. of the cost of the articles not so returned.

EXISTING CUSTOMS AND PRACTICES.

16. Except in so far as altered expressly or by necessary implication this Determination is made on the understanding that all existing privileges and conditions shall continue.

WORKING CARGO.

17. Tug boat employees shall, in addition to their ordinary wage, be paid the difference between their own and Waterside Workers' rates when handling cargo.

MEDICINE CHESTS.

18. A medicine chest complying with the provisions of Scale D of the Scales of Medicine and Medical Stores, prescribed in accordance with Section 124 of the *Commonwealth Navigation Act* 1912–1933, shall be placed aboard each vessel.

ENGAGEMENT AND DISMISSAL.

19. (*a*) All employees shall be engaged through the recognized place of engagement for all seamen.

(*b*) Subject to sub-clause (*c*) hereof the engagement of all employees shall be by the week, and one week's notice shall be given by either side to terminate employment excepting in cases which justify summary dismissal. Any employee leaving his employment without giving such notice shall forfeit one week's pay.

(*c*) Employees may be engaged by the day to fill the places of weekly employees temporarily absent.

If an employee is engaged for less than fourteen consecutive working days he shall be paid at the appropriate rate prescribed in clause 1 of this Part with an addition of 25 per cent.

DEFINITION.

20. "Tug" means a vessel engaged in towing steam or sailing vessels or barges, lighters, punts, or other craft or floating material, or attending such vessels for towing on arrival or departure.

STOP WORK MEETING.

21. A stop work meeting may be held every second calendar month on Wednesday, Thursday, or Friday of the week in which the general stop work meeting for interstate seamen is held, the actual date and time of such meeting to be arranged by employers and notified to the Seamens Union the previous day. No additional stop work meetings shall be held unless authorized by the employers.

The stop work meeting shall be of not more than two hours' duration for which no deduction of wages shall be made. As to the Tug "Swiftness" employees engaged on this vessel shall not be allowed to attend the stop work meeting if the vessel is on the Geelong run on the day in question. If the Union desires it one man only from the "Swiftness" may attend the meeting on a particular occasion provided that a relief man is made available by the Union for the Tug.

PART II.

This Part applies to employees on Pilot Ships.

WAGES PER WEEK.

1.

—	Ordinary Wage.	Sea-Going Allowance.	Total Wage.
	£ s. d.	£ s. d.	£ s. d.
Fireman	12 5 6	1 17 0	14 2 6
A.B.	11 16 3	1 17 0	13 13 3
Ordinary Seaman	10 13 10	1 8 0	12 1 10

HOURS OF WORK.

2. Subject to sub-clauses (*a*) and (*b*) hereof the ordinary hours for a week's work shall be 40.

(*a*) Any time worked in excess of such 40 on an outside ship shall be compensated for as follows :—

(i) Sixteen consecutive hours off duty on the Thursday and Friday, or the Monday and Tuesday next following such period of duty. Time occupied in travelling to or from a ship is not to count as time off duty ;

(ii) Payment at overtime rates for any excess worked over and above 56 hours of duty (i.e., payment shall be made for all work done in excess of 40 hours plus the 16 compensated for in accordance with the provisions of (i) hereof.).

(iii) Notwithstanding the provisions of Placitum (i) hereof, if an employee is required to perform outside duty for two successive weeks he shall, within the next two successive weeks, receive the hours off duty that he is entitled to under the said Placitum (i), plus an additional sixteen hours (i.e. an additional eight hours for each week of outside duty.)

(*b*) Any time worked, other than on an outside ship, in excess of 40 hours in any week shall be paid for at overtime rates.

DAILY SPREAD OF HOURS.

3. (*a*) In port the ordinary hours shall be worked between 7 a.m. and 5 p.m.

(*b*) At sea the ordinary hours shall be worked in watches of four hours on duty with intervals of four hours off duty.

OVERTIME.

4. (*a*) All time worked in excess of or outside the hours as prescribed in clauses 2 or 3 of this Part shall be paid for at the rate of time and a half. Provided that if such excess duty "in port" has already extended for at least four hours the employee shall be entitled to payment at the rate of double time in respect of the continuance of such excess duty beyond such four hours.

(*b*) Overtime "in port" shall be calculated on the ordinary wage, and "at sea" on the total wage, as prescribed in clause 1 of this Part.

RAISING STEAM AND BANKING FIRES.

5. Firemen shall be allowed two hours' payment at the appropriate rate for raising steam and three hours' payment at such rate for the purpose of cleaning the boiler tubes.

MEAL HOURS.

(Exclusive of working time.)

Pilot Ship employees "in port".

6. (*a*) Meal breaks of one hour each shall be allowed as follow :—

Breakfast between 8 a.m. and 10 a.m.
Dinner between noon and 2 p.m.
Tea between 5 p.m. and 7 p.m.
Supper between 11 p.m. and 1 a.m.

(*b*) For work done during meal hours and thereafter until a meal hour break is allowed, time and a half rates shall be paid.

An employee shall not be compelled to work for more than six hours without a break for a meal.

(*c*) When a pilot ship is "in port" and an employee is required to be on duty he shall be entitled to meals on board. The employer shall arrange for the cooking of such meals on the day or shall, instead of providing the meals, pay an allowance of 2s. 6d. per meal to the employee.

HOLIDAY AND SUNDAY WORK.

7. (*a*) A full week's wages shall be paid for any week in which the following holidays occur or are observed notwithstanding such holidays are not worked :—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day, or such other day or days as by law or otherwise are observed in lieu of any of the said days.

(*b*) A pilot ship employee "at sea" on any of the days herein prescribed shall be paid an extra day's pay.

(*c*) For work done on a pilot ship "in port" on a Sunday or any of the holidays herein prescribed an employee shall be paid double time with a minimum payment as for four hours at such penal rate.

7A. 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 prescribed in clause 7 hereof.

Provided that an employee who fails to attend for work on the working day 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.

Annual Leave.

8. (a) An employee who has served his employer continuously for a period of one year shall be allowed 21 consecutive days' holiday on full pay.

(b) For each holiday prescribed in clause 7 of this Part falling within the employee's annual leave another day shall be added to such leave.

(c) An employee shall be paid all ordinary wages due to him, plus payment at ordinary rates for the holiday period, before going on leave.

(d) Any employee who leaves his employment, or whose employment is terminated before the completion of any twelve monthly qualifying period shall for each completed month of service receive payment in lieu of annual leave consisting of $^1/_{12}$ of three weeks' ordinary pay.

Sick Leave.

9. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations :—

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

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

Attendance at Hospital, &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.

Travelling Time and Expenses.

10. Where transport is not provided an employee shall be allowed a second class fare from Queenscliff to Melbourne and return for the purpose of taking accumulated leave, or from Melbourne to Queenscliff when required to travel to start work.

Trimming Coal in Bunkers.

11. (a) Any member of a Pilot Ship crew, on watch and required to trim coal, shall be paid one hour's overtime per day whilst so engaged.

(b) Except as provided in sub-clause (a) hereof members of crews are not to participate in bunkering operations when coal trimmers are available. If crews are called upon to perform bunkering operations they shall be paid coal trimmers' rates in addition to their ordinary rates.

Compensation for Loss of Personal Effects.

12. If an employee should sustain damage or loss of his personal effects or equipment by fire, explosion, foundering, shipwreck, collision, stranding, or by any other cause whatsoever not attributable to the employee's neglect, the employer shall compensate him for such damage or loss by a cash equivalent to the value thereof, to a maximum of £20.

Cleaning and Fumigation.

13. (a) The quarters of employees shall be thoroughly fumigated and cleaned and painted at least once every year, and the date of the last fumigating and painting shall be stencilled or painted in the quarters.

(b) Employees shall be given one clear day's notice before fumigation starts, and all bedding, clothing, &c., shall be loosened up and fumigated while in quarters.

(c) Employees shall not be called upon to occupy the quarters until the fumigation officer has certified they can safely do so.

ACCOMMODATION.

14. (a) Employees who, by the nature of their employment, are required to sleep on board shall be supplied by the employer with bedding consisting of a mattress and cover, pillowslips, sheets, a well-filled pillow, two blankets (a third blanket to be supplied in cold weather), towels, toilet soap, crockery, and cutlery. The mattress and pillow shall be of flax or other fibre, but not of straw or tow.

(b) Pillow covers, sheets, and towels shall be changed weekly, mattress cover monthly, and blankets once in each four months. Mattresses shall be thoroughly renovated once every six months.

(c) In the event of the failure by an employee to return in good order, reasonable wear and tear excepted, any of the bedding or towels issued to him, the employer, on the termination of his employment, shall deduct from any moneys due to the employee 75 per cent of the cost of the articles not so returned.

EXISTING CUSTOMS AND PRACTICES.

15. Except in so far as altered expressly or by necessary implication this Determination is made on the understanding that all existing privileges and conditions shall continue.

MEDICINE CHESTS.

16. A medicine chest complying with the provisions of Scale D of the Scales of Medicine and Medical Stores, prescribed in accordance with Section 124 of the *Commonwealth Navigation Act* 1912–1933, shall be placed aboard each vessel.

ENGAGEMENT AND DISMISSAL.

17. (a) All employees shall be engaged through the recognized place of engagement for all seamen.

(b) Subject to sub-clause (c) hereof the engagement of all employees shall be by the week, and one week's notice shall be given by either side to terminate employment excepting in cases which justify summary dismissal. An employee leaving his employment without giving such notice shall forfeit one week's pay.

(c) Employees may be engaged by the day to fill the places of weekly employees temporarily absent.

If an employee is engaged for less than 14 consecutive working days he shall be paid at the appropriate rate prescribed in clause 1 of this Part with an addition of 25 per cent

DEFINITIONS.

18. "Pilot Ship" means any vessel employed in the duty of placing on board or taking off Pilots of the Port Phillip Pilot Service.

"Home Port" means the port of engagement of employees.

"At Sea" means when proceeding from Queenscliff to Melbourne, or from Melbourne to Queenscliff, and on outside stations.

"In Port" means anchored at the inside station Queenscliff, or moored at Williamstown or other wharfs.

PART III.

This Part applies to employees on craft controlled by the Melbourne Harbour Trust, or on any other craft engaged in dredging operations, except on craft controlled by The Geelong Harbour Trust.

Provided that any employee on any craft which is generally engaged for 50 per cent. or more of its working time at commercial towing shall be covered by the provisions of Part I. of this determination.

WAGES PER WEEK.

1. (a) *Day Workers* :—

	£	s.	d.
A.B.	13	3	0
Deck Hand	12	14	0
Fireman	13	12	0
Greaser	13	13	0
Winchman	13	9	6
Coal Gang Hand	13	3	0
Diver	16	3	0

Provided that any employee on a craft which is regularly engaged for less than 50 per cent. of its working time at commercial towing shall be paid at the appropriate rate prescribed in Part I of this Determination, with a minimum payment for two hours on any day whilst so employed.

(b) A Diver's Assistant shall be paid, whilst engaged as such, at the rate prescribed for an A.B. plus an allowance at the rate of £1 per week.

(c) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

(d) A coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers.*—A shift worker, irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 7.25 a.m., or to finish after 4.25 p.m.

EMPLOYEES TEMPORARILY TRANSFERRED FROM DAY WORK TO SHIFT WORK, OR FROM SHIFT WORK TO DAY WORK.

2. (a) An employee transferred from day work to shift work for less than five consecutive days shall be paid at the rate of time and a half for each shift.

(b) An employee transferred temporarily from shift work to day work shall for the first two weeks at such temporary work be paid at the rate prescribed for his ordinary work as a shift worker.

(c) After the first hour of a shift an employee is not to be moved or transferred from one craft to another except in the case of sickness or accident occurring during a shift.

CALL OUTS FOR DIVER.

3. A diver shall be paid for all "Call outs" at the rate of double time, with a minimum payment as for four hours' work at such penal rate.

Limitation on Dips, etc.

4. (a) Where a Diver is required to do more than six dips in any week he shall be paid 8s. 6d. extra for each additional dip in such week. In computing the number of dips three hours shall be deemed to be the maximum duration of a dip, provided that where the duration of a dip exceeds three hours, such excess shall be deemed to be a second dip if work then ceases for the day, but if the diver is required to do any further diving work on that day the excess shall count towards the three-hour maximum for the next dip on that day.

(b) A Diver shall not be required to dive for more than six hours on any one day.

Mixed Functions.

5. An employee required to do work for which a higher rate of wage is payable than that for the work on which he is ordinarily engaged, shall be paid at such higher rate for all work done on such day.

Ordinary Hours of Work.

6. (a) The ordinary hours for a week's work shall be 40.

(b) The ordinary hours for a day worker shall be worked between the hours of 7.25 a.m. and 4.25 p.m.

Provided that the spread of hours may be varied on any job by mutual agreement between an employer and the majority of the employees on the job.

(c) The ordinary hours for all employees shall not exceed eight hours on any day Monday to Friday inclusive.

Overtime.

7. (a) Overtime shall be paid as follows :—

Within the spread of hours as prescribed in clause 6 of this Part in excess of 40 hours per week—time and a half.

Outside such spread of hours—time and a half for the first four hours and double time thereafter.

(b) Where a dayworker is required to work overtime in excess of two hours on any day beyond the usual time for ending work he shall be permitted to take one hour off for a meal at a time to be mutually agreed upon and either be provided with a hot meal or receive an allowance of five shillings in lieu thereof.

Avoidance of Physical Exhaustion.

8. An employee who has done continuous duty for 24 hours shall not be required to do further duty on the tug or vessel until he has had, for the purpose of rest, a period of eight consecutive hours off duty exclusive of any meal time; provided that continuity of duty shall for the purpose of this clause be deemed to have been maintained despite the occurrence of meal times or of the employee being off duty during any period of not more than four hours including one such meal time during the 24 hours in question.

Provided that in the event of unforseen circumstances beyond the control of the employer, all time worked in excess of the period herein mentioned shall be paid for at the rate of double time, and such double time shall continue until the employee has had at least eight hours off for rest.

Travelling Expenses.

9. Where an employee is required to join or leave a vessel at a place other than his port of engagement he shall be allowed a second-class fare and a sustenance allowance of 5s. per meal in addition to his ordinary wages.

Relief Boat and Travelling Time.

10. No. 1 Wharf Spencer-street, Melbourne, shall be the picking up point for all plant working between such point and No. 6 Wharf, Yarraville, including the Docks, and Ann Street Pier, Williamstown shall be the picking up point for all plant working elsewhere.

A fully covered launch with seating accommodation shall be provided for this work.

All travelling time is to be paid for at the ordinary rate, except that where the time taken to travel in overtime hours is ten minutes more than would normally be taken, such excess over ten minutes shall be paid for at time and a half.

Meal Hours.

(a) Dayworkers.

11. Dayworkers shall be allowed a meal break of not less than one hour between noon and 1 p.m., provided that if owing to the exigencies of the work in hand, such meal break is not given between such hours, such dayworkers shall be paid at the rate of time and a half for all work done between noon and the time when the meal break commences. Provided further that if the period of the deferment of the meal exceeds one hour double time shall be paid for all work done during such excess deferment. Notwithstanding anything contained in this clause no dayworker shall be required to work more than six hours without a break of one hour for a meal.

(b) Shift Workers.

Thirty minutes shall be allowed for crib, but no employee shall be required to work more than four hours without a break for a meal.

No reduction of wages shall take place in lieu of time taken off for a meal.

Pick-up Place.

12. All employees shall be engaged in accordance with the requirements of the Commonwealth Seamen's selection shed under the control of the Commonwealth Inspector of Seamen.

Engagement.

13. All employment shall be by the week determinable only by a week's notice from either employer or employee unless the amount of a week's wages be paid or allowed in lieu of such notice.

Provided that, notwithstanding anything herein contained, the employer may for misconduct dispense with an employee anywhere and at any time without such notice or payment.

Provided further that the employer may deduct payment for any day on which an employee cannot be usefully employed because of—

(a) any strike;

(b) any breakdown of machinery;

(c) any stoppage of work unavoidable by the employer.

An employee dispensed with for misconduct shall be entitled to payment of wages in respect of and proportionate to the time up to the dispensation but no more.

HOLIDAY AND SUNDAY WORK.

14. (*a*) A full week's wages shall be paid for any week in which the following holidays occur or are observed notwithstanding such holidays are not worked :—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day, or such other day or days as by law or otherwise are observed in lieu of any of the said days.

(*b*) Double time shall be paid for all work done on a Sunday or any of the holidays prescribed in sub-clause (*a*) hereof with a minimum of four hours of such pay for each period of duty.

(*c*) No weekly employee who has, without the consent of his employer and without reasonable cause, absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

14A. 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 prescribed in clause 14 hereof.

Provided that an employee who fails to attend for work on the working day 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.

15. (*a*) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations :—

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

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

Attendance at Hospital, &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.

16. (*a*) *Shift Workers* :—

(i) An employee who has served his employer continuously for a period of one year shall be allowed 21 consecutive days' holiday on full pay.

(ii) For each holiday prescribed in clause 14 of this Part falling within the employee's annual leave another day shall be added to such leave.

(iii) An employee shall be paid all ordinary wages due to him, plus payment at ordinary rates for the holiday period, before going on leave.

(iv) Any employee who leaves his employment, or whose employment is terminated before the completion of any twelve monthly qualifying period shall for each completed month of service receive payment in lieu of annual leave consisting of $^1/_{12}$ of three weeks ordinary pay.

(*b*) *Day Workers.*—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.

(*c*) *Mixed Work.*—An employee who during the course of a year has been employed both as a shift worker and a day worker shall be granted annual holidays on a *pro rata* basis as follows :—

10 hours for each completed month as a shift worker, and

6⅔ hours for each completed month as a day worker.

(*d*) *Notice of Annual Leave.*—Employees are to be given two weeks' notice before being required to take annual leave.

COMPENSATION FOR LOSS OF PERSONAL EFFECTS.

17. If an employee should sustain damage or loss of his personal effects or equipment by fire, explosion, foundering, shipwreck, collision, stranding, or by any other cause whatsoever not attributable to the employee's neglect, the employer shall compensate him for such damage or loss by a cash equivalent to the value thereof, to a maximum of £20.

CLEANING AND FUMIGATION.

18. (*a*) The quarters of employees shall be thoroughly fumigated and cleaned and painted at least once every year, and the date of the last fumigating and painting shall be stencilled or painted in the quarters.

(*b*) Employees shall be given one clear day's notice before fumigation starts, and all bedding, clothing, &c., shall be loosened up and fumigated while in quarters.

(*c*) Employees shall not be called upon to occupy the quarters until the fumigation officer has certified they can safely do so.

ACCOMMODATION.

19. (*a*) Employees who, by the nature of their employment, are required to sleep on board shall be supplied by the employer with bedding consisting of a mattress and cover, pillowslips, sheets, a well-filled pillow, two blankets (a third blanket to be supplied in cold weather), towels, toilet soap, crockery, and cutlery. The mattress and pillow shall be of flax or other fibre, but not of straw or tow.

(*b*) Pillow covers, sheets, and towels shall be changed weekly, mattress cover monthly, and blankets once in each four months. Mattresses shall be thoroughly renovated once every six months.

(*c*) In the event of the failure by an employee to return in good order, reasonable wear and tear excepted, any of the bedding or towels issued to him, the employer, on the termination of his employment, shall deduct from any moneys due to the employee 75 per cent. of the cost of the articles not so returned.

EXISTING CUSTOMS AND PRACTICES.

20. Except in so far as altered expressly or by necessary implication this Determination is made on the understanding that all existing privileges and conditions shall continue.

MEDICINE CHESTS.

21. A medicine chest complying with the provisions of Scale D of the Scales of Medicine and Medical Stores, prescribed in accordance with Section 124 of the *Commonwealth Navigation Act* 1912–1933, shall be placed aboard each vessel.

DEFINITION.

22. "Floating Plant" means dredge, steam hopper, barge, tug, or dumb barge, and all attendant plant necessary for dredging work.

RESIDENCE ON BOARD.

23. In the case of vessels engaged in dredging and harbour maintenance services the following provisions shall, notwithstanding anything to the contrary contained in clause 7 of this Part, apply :—

(i) An employee required to go or remain on board an idle vessel for shipkeeping purposes only, shall be paid one and a half day's pay at his ordinary rate for each period of shipkeeping not exceeding 24 hours. For so remaining on board on Saturday afternoons and Sundays for not exceeding 36 hours he shall be paid two and one quarter days' pay at his ordinary rate, and for so remaining on board on a holiday he shall be paid one and a half day's pay at his ordinary rate.

(ii) An employee required to go or remain on board for the purposes mentioned in paragraph (i) hereof shall receive the meal allowance prescribed in clause 9 of this Part.

(iii) An employee required to go or remain on board a vessel for other than shipkeeping purposes or before or after his ordinary day's work shall be paid for overtime thus performed in accordance with the provisions of clause 7 of this Part.

PART IV.

This part applies to employees on craft controlled by the Geelong Harbor Trust.

WAGES PER WEEK.

1. (*a*) *Day Workers* :—

	£	s.	d.
A.B.	13	3	0
Deck Hand	12	14	0
Fireman	13	12	0
Greaser	13	13	0
Winchman	13	9	6
Coal Gang Hand	13	3	0

(*b*) An additional amount of 1s. per week shall be paid to all persons employed as A.B's or Firemen to cover the function of commercial towage. Such amount shall be payable for work done on all craft irrespective of whether it is engaged on such towage or not.

(*c*) Any employee who holds a certificate as an A.B., or who produces evidence to the satisfaction of the Harbor Trust Commissioners that he has been so classified, shall, irrespective of the nature of the craft upon which he may be employed from time to time, be classified and paid as such.

An oral examination shall be held after a qualifying period of not more than one year of service, to determine the suitability or otherwise of any deckhand for classification as an A.B.

Should he so satisfy the Harbor Trust Commissioners he shall be classified as an A.B. and paid as such.

(*d*) A Coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(*e*) *Shift Workers.*—A shift worker, except one engaged as a watchman and/or fireman-watchman irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (*a*) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 8 a.m., or to finish after 4.45 p.m.

EMPLOYEES TEMPORARILY TRANSFERRED FROM DAY WORK TO SHIFT WORK, OR FROM SHIFT WORK TO DAY WORK.

2. (*a*) An employee transferred from day work to shift work for less than five consecutive days shall be paid at the rate of time and a half for each shift.

(*b*) An employee transferred temporarily from shift work to day work shall for the first two weeks at such temporary work be paid at the rate prescribed for his ordinary work as a shift worker.

(*c*) After the first hour of a shift an employee is not to be moved or transferred from one craft to another except in the case of sickness or accident occurring during a shift, and except also in the case of employment on commercial towage.

OVERHAULS.

3. Any seaman or deckhand required to be employed on the overhaul of any vessel shall be paid for the time so occupied at the rates prescribed from time to time by the appropriate Award, Agreement, or Determination for Casual Ship's Painters and Dockers.

WATCHMAN AND/OR FIREMAN.

4. During the period while any Watchman and/or Fireman-watchman is required to remain aboard a vessel before or after his ordinary rostered periods of duty, he shall be paid therefor a rate of 1s. per hour for such passive period.

MIXED FUNCTIONS.

5. An employee required to do work for which a higher rate of wage is payable than that for the work on which he is ordinarily engaged, shall be paid at such higher rate for all work done on such day.

ORDINARY HOURS OF WORK.

6. (*a*) The ordinary hours for a week's work shall be 40.

(*b*) The ordinary hours for a day worker shall be worked between the hours of 8 a.m. and 4.45 p.m.

Provided that the spread of hours may be varied on any job by mutual agreement between an employer and the majority of the employees on the job.

(*c*) The ordinary hours for all employees shall not exceed eight hours on any day Monday to Friday inclusive.

OVERTIME.

7. (*a*) Overtime shall be paid as follows :—

Within the spread of hours as prescribed in clause 6 of this Part in excess of 40 hours per week—time and a half.

Outside such spread of hours—time and a half for the first four hours and double time thereafter.

(*b*) Where a dayworker is required to work overtime in excess of two hours on any day beyond the usual time for ending work he shall be permitted to take one hour off for a meal at a time to be mutually agreed upon and either be provided with a hot meal or receive an allowance of 5s. in lieu thereof.

AVOIDANCE OF PHYSICAL EXHAUSTION.

8. An employee who has done continuous duty for 24 hours shall not be required to do further duty on the tug or vessel until he has had, for the purpose of rest, a period of eight consecutive hours off duty exclusive of any meal time; provided that continuity of duty shall for the purpose of this clause be deemed to have been maintained despite the occurrence of meal times or of the employee being off duty during any period of not more than four hours including one such meal time during the 24 hours in question.

Provided that in the event of unforseen circumstances beyond the control of the employer, all time worked in excess of the period herein mentioned shall be paid for at the rate of double time, and such double time shall continue until the employee has had at least eight hours off for rest.

TRAVELLING EXPENSES.

9. Where an employee is required to join or leave a vessel at a place other than his port of engagement he shall be allowed a second-class fare and a sustenance allowance of 5s. per meal in addition to his ordinary wages.

RELIEF BOAT AND TRAVELLING TIME.

10. All travelling time is to be paid for at the ordinary rate, except that where the time taken to travel in overtime hours is ten minutes more than would normally be taken, such excess over ten minutes shall be paid for at time and a half.

MEAL HOURS.

(*a*) *Dayworkers.*

11. Dayworkers shall be allowed a meal break of not less than one hour, between the hours of noon and 1 p.m., provided that if owing to the exigencies of the work in hand such meal break is not given between such hours such dayworkers shall be paid at the rate of time and half for all work done between noon and the time when the meal break commences. Provided further that if the period of the deferment of the meal exceeds one hour double time shall be paid for all work done during such excess deferment. Notwithstanding anything contained in this clause no dayworker shall be required to work more than six hours without a break of one hour for a meal.

(*b*) *Shift Workers.*

Thirty minutes shall be allowed for crib, but no employee shall be required to work more than four hours without a break for a meal.

No reduction of wages shall take place in lieu of time taken off for a meal.

ENGAGEMENT.

12. All employment shall be by the week determinable only by a week's notice from either employer or employee unless the amount of a week's wages be paid or allowed in lieu of such notice.

Provided that, notwithstanding anything herein contained, the employer may for misconduct dispense with an employee anywhere and at any time without such notice or payment.

Provided further that the employer may deduct payment for any day on which an employee cannot be usefully employed because of—

(*a*) any strike;

(*b*) any breakdown of machinery;

(*c*) any stoppage of work unavoidable by the employer.

An employee dispensed with for misconduct shall be entitled to payment of wages in respect of and proportionate to the time up to the dispensation but no more.

HOLIDAY AND SUNDAY WORK.

13. (*a*) A full week's wages shall be paid for any week in which the following holidays occur or are observed notwithstanding such holidays are not worked :—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, and Boxing Day, or such other day or days as by law or otherwise are observed in lieu of any of the said days.

(*b*) Double time shall be paid for all work done on a Sunday or any of the holidays prescribed in sub-clause (*a*) hereof with a minimum of four hours of such pay for each period of duty.

(*c*) No weekly employee who has, without the consent of his employer and without reasonable cause, absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

13A. 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 prescribed in clause 13 hereof.

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.

14. (*a*) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations :—

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wagges Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

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

Attendance at Hospitals, &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.

15. (*a*) *Shift Workers* :—

(i) An employee who has served his employer continuously for a period of one year shall be allowed 21 consecutive days' holiday on full pay.

(ii) For each holiday prescribed in clause 13 of this Part falling within the employee's annual leave another day shall be added to such leave.

(iii) An employee shall be paid all ordinary wages due to him, plus payment at ordinary rates for the holiday period before going on leave.

(iv) Any employee who leaves his employment, or whose employment is terminated before the completion of any twelve monthly qualifying period shall for each completed month of service receive payment in lieu of annual leave consisting of $^1/_{12}$ of three weeks' ordinary pay.

(*b*) *Day Workers.*—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.

(*c*) *Mixed Work.*—An employee who during the course of a year has been employed both as a shift worker and a day worker shall be granted annual holidays on a *pro rata* basis as follows :—

10 hours for each completed month as a shift worker, and

6⅔ hours for each completed month as a day worker.

(*d*) *Notice of Annual Leave.*—Employees are to be given two weeks' notice before being required to take annual leave.

Compensation for Loss of Personal Effects.

16. If an employee should sustain damage or loss of his personal effects or equipment by fire, explosion, foundering, shipwreck, collision, stranding, or by any other cause whatsoever not attributable to the employee's neglect, the employer shall compensate him for such damage or loss by a cash equivalent to the value thereof, to a maximum of £20.

Cleaning and Fumugation.

17. (*a*) The quarters of employees shall be thoroughly fumigated and cleaned and painted at least once every year, and the date of the last fumigating and painting shall be stencilled or painted in the quarters.

(*b*) Employees shall be given one clear day's notice before fumigation starts, and all bedding, clothing, &c., shall be loosened up and fumigated while in quarters.

(*c*) Employees shall not be called upon to occupy the quarters until the fumigation officer has certified they can safely do so.

ACCOMMODATION.

18. (*a*) Employees who, by the nature of their employment, are required to sleep on board shall be supplied by the employer with bedding consisting of a mattress and cover, pillowslips, sheets, a well-filled pillow, two blankets (a third blanket to be supplied in cold weather), towels, toilet soap, crockery, and cutlery. The mattress and pillow shall be of flax or other fibre, but not of straw or tow.

(*b*) Pillow covers, sheets, and towels shall be changed weekly, mattress cover monthly, and blankets once in each four months. Mattresses shall be thoroughly renovated once every six months.

(*c*) In the event of the failure by an employee to return in good order, reasonable wear and tear excepted, any of the bedding or towels issued to him, the employer, on the termination of his employment, shall deduct from any moneys due to the employee 75 per cent. of the cost of the articles not so returned.

EXISTING CUSTOMS AND PRACTICES.

19. Except in so far as altered expressly or by necessary implication this Determination is made on the understanding that all existing privileges and conditions shall continue.

MEDICINE CHESTS.

20. A medicine chest complying with the provisions of Scale D of the Scales of Medicine and Medical Stores, prescribed in accordance with Section 124 of the *Commonwealth Navigation Act* 1912–1933, shall be placed aboard each vessel.

DEFINITION.

21. "Floating Plant" means dredge, steam hopper, barge, tug, or dumb barge, and all attendant plant necessary for dredging work.

PART V.

This Part applies to all persons employed under this Determination.

PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates set out in clauses 1 of Parts I., II., III., and IV., hereof are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 2 of this Part.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

2. (*a*) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(*b*) Until the beginning of the first pay period to commence in February, 1954, the amount of the Basic Wage shall be as prescribed in clause 1 of this Part.

(*c*) During each future successive period beginning with the first pay period to commence in a February, a May, an August or a November, the amount of the Basic Wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

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

J. W. RYAN, Secretary.

Melbourne, 1st December, 1953.

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

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No. 118] **FRIDAY, MARCH 26.** **[1954**

Factories and Shops Acts.

DETERMINATION OF THE CEMENT ARTICLES BOARD.

NOTES.—(1) This Determination applies to the whole of the State of Victoria.

(2) By Order in Council on the 14th July, 1953, the Brick Trade Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the making of cement bricks and such power was exclusively conferred on the Cement Articles 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 persons (other than persons under the jurisdiction of the Fibrous Plasterers Board) employed in the trade of making portable articles of cement or concrete," has made the following Determination, namely:—

1. That as from the 7th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(*a*) APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.
Under 16 years of age	31	73 6	0 9	74 3
16 years of age ..	42	99 6	1 0	100 6
17 " " ..	53	125 6	1 6	127 0
18 " " ..	66	156 6	1 9	158 3
19 " " ..	76	180 0	2 0	182 0
20 " " ..	88	208 6	2 3	210 9

PROPORTION (in any Factory or Place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 257s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.

(*b*) OTHER EMPLOYEES.

Wages per Week of 40 Hours.

—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
Group No. 1.	s. d.	s. d.	s. d.
Moulder on centrifugal or vibrator pipe machines	266 0	3 0	269 0
Group No. 2.			
Man operating a machine mixing cement or concrete	262 0	3 0	265 0
Other moulder of cement or concrete articles, including operator of any machines not elsewhere included ..	262 0	3 0	265 0
Repairer or renderer of cement or concrete articles	262 0	3 0	265 0
Operator of machine making concrete or cinder-concrete blocks or bricks	262 0	3 0	265 0
Crusher feeder or attendant where bricks are crushed	262 0	3 0	265 0
Hand Vibrator Attendant	262 0	3 0	265 0

No. 118.—12256/53.—PRICE 6D.

2.

(a) Apprentices and Improvers.	(b) Other Employees.
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.

Improvers.

Cement Tilemakers' Section.

Three improvers to four workers .. .. / Four improvers to five or six workers .. .. / Five improvers to seven workers. .. .. / Six improvers to eight workers, and thereafter one improver to every two workers .. .. — Receiving not less than 257s. per week of 40 hours.

All Other Sections.

One improver to every three or fraction of three workers receiving not less than 257s. per week of 40 hours.

Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.

—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
Group No. 3.	s. d.	s. d.	s. d.
Tile or ridge maker and the taker off of same..	259 0	3 0	262 0
Other mixer of cement or concrete ..	259 0	3 0	262 0
Mould assembler	259 0	3 0	262 0
Operator of cement sprayer ..	259 0	3 0	262 0
Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls ..	259 0	3 0	262 0
Stripper	259 0	3 0	262 0
Pipe tester (i.e., person operating a pump or pressure apparatus) ..	259 0	3 0	262 0
Employee carrying away from any concrete or cinder-concrete block or brick-making machine	259 0	3 0	262 0
Where the load carried per man is of a greater average weight than 70 lb. :—			
(a) Lumper of cement or concrete articles (in and out of tanks) ..	259 0	3 0	262 0
(b) Loader, unloader, or stacker (by hand) of cement or concrete articles	259 0	3 0	262 0
Trucker or stacker of concrete or cinder-concrete blocks or bricks ..	259 0	3 0	262 0
Person fabricating or preparing reinforcements for portable concrete products	259 0	3 0	262 0
Group No. 4.			
All others	254 0	3 0	257 0

Note.—"Renderer" means a skilled employee facing concrete articles with float and trowel.

Allowances.

3. The following allowances in addition to the rates provided in clause 2 (b) shall be paid :—

(a) Lumpers of cement or concrete articles (in and out of tanks) 3d. per hour in respect of such time actually spent in tanks containing water.

(b) For work done away from the employer's place of business—

(i) The fares, exceeding 3d. per day, necessarily expended in going from and to the employee's residence to and from his work.

(ii) For work done at a distance from the employer's place of business if the employee is unable to return to his home the same night and the employer does not provide board and lodging, 12s. 9d. per day extra for the first seven days, and thereafter 52s. 6d. per week extra.

(c) A "Leading hand" is one who is directed to control, supervise, and take responsibility for the work performed by two or more employees.

He shall, for the time so engaged, be paid the rate prescribed for the highest class of work so supervised with the following additions :—

(i) where the number of such employees does not exceed five, 9d. a day ;
(ii) where the number of such employees exceeds five, 1s. 6d. a day.

(d) Boot allowance—

Persons operating mixers and/or pipe spinning machines, strippers, assemblers, oilers, and/or moulders of concrete products. 2s. 6d. per week.

Time of Beginning and Ending Work.

	Time of Beginning.	Time of Ending.
4.	7 a.m.	5 p.m. on five days of the week, Monday to Friday inclusive, with a minimum of 45 minutes for lunch.

Overtime.

5. The following rates shall be paid for all work done, except where shifts are worked :—

(a) In excess of 8 hours on any day Monday to Friday .. .. — Time and a half for the first two hours' work in any one day and thereafter double time in that day.

(b) On Saturday .. .. — Time and a half for the first two hours' work and thereafter double time in that day.

Shifts.

6. Where a person is employed on shift work outside the hours of beginning and ending work he shall for each hour while so employed be paid 3d. an hour in addition to above rates.

A shift worker called upon to work overtime in excess of ordinary shift hours shall receive overtime at the rate set out in clause 5.

MIXED FUNCTIONS.

7. An employee engaged for not less than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

SPECIAL RATES.

8. Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day: but if any other day be by Act of Parliament or proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

9. (*a*) Except as hereinafter provided employment shall be by the week.

(*b*) Employment shall be terminated by two clear days' notice on either side given at any time during the week to by the payment or forfeiture of two days' wages as the case may be. This shall not affect the right of the employer or dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(*c*) An employee not attending for duty shall except as provided by clause 10 of this Determination lose his pay for the actual time of such non-attendance.

Any employer may require any employee to work reasonable overtime at overtime rates and the employee shall work such overtime in accordance with such requirement.

(*d*) To obtain the benefit of weekly employment an employee must be ready, available, and willing to work on the days, and during the hours prescribed for an ordinary day's work less only prescribed or agreed upon remissions. *Pro rata* reductions of pay may be made for unauthorized omissions.

Casual Employment.

(*e*) Any person employed other than on terms of weekly employment shall be paid 10 per centum in addition to the appropriate rate prescribed in clause 2.

SICK LEAVE.

10. (*a*) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to worker's 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 his first year or service with any employer to sick leave in excess of 3½ hours of working time for each completed month of service.

(v) He shall not be entitled in any subsequent year to leave in excess of 40 hours of working time.

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

HOLIDAYS.

11. All employees (other than casuals) shall be entitled to the holidays or day or days substituted by Act of of Parliament or Proclamation in lieu of such public holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day.

In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed.

Should the 25th December, in any year occur on a Saturday or a Sunday the following Monday and Tuesday shall, for the purposes of this Determination, be deemed to be Christmas Day and Boxing Day respectively. Likewise should the 1st January, in any year occur on a Saturday or a Sunday the following Monday shall be deemed to be New Year's Day.

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

ANNUAL HOLIDAY.

12. 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.

TEA MONEY.

13. An allowance of 4s. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

TOOLS, SPECIAL BOOTS, OVERALLS, ETC.

14. The employer shall supply the employee with all requisite tools and gloves for the performance of his duties, and when the employee is called upon to work in water he shall be provided with suitable boots or waders.

Where a man's place of work is outside the factory buildings and he is required to carry on such work in the rain, his employer shall furnish him with a waterproof overcoat whilst so employed.

An employee required to wear overalls or protective clothing in connexion with his work shall be paid the sum of 2s. 6d. per week whilst he is required to do so.

PAYMENT OF WAGES.

15. Wages shall be paid during working hours.

HEALTH PROVISIONS.

16. The employer shall provide and maintain in a satisfactory state—

(a) proper latrine services;

(b) suitable change house accommodation with provision for drying clothes;

(c) suitable accommodation for employees to have their meals and, where the number of employees exceeds twenty, such accommodation shall be partitioned off or otherwise separated from the change house.

REST PERIOD.

17. All employees shall be allowed two rest intervals on each day as follows:—The first of five minutes to be allowed between the hours of 9.30 a.m. and 10 a.m., and the second of five minutes to be allowed between the hours of 2.30 p.m. and 3 p.m., or at such other times as may be agreed upon between the employer and the majority of the employees concerned. Such intervals are to be counted as time worked.

RIGHT OF ENTRY OF UNION OFFICIALS.

18. For the purpose of interviewing employees on legimate union business, a duly accredited representative of the Australian Workers' Union shall have the right to enter, during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed.

If any 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.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates for adults set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 20.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Victoria	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

20. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1954, the amount of the basic wage shall be as prescribed in clause 19.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

(d) The adjustable wages of Apprentices and Improvers shall be the appropriate percentages as set out in clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 7th December, 1953.

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No. 119] FRIDAY, MARCH 26. [1954

Factories and Shops Acts.

DETERMINATION OF THE LIMEBURNERS BOARD.

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

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

(*a*) making lime;

(*b*) pulverizing or bagging limestone;

has made the following Determination namely:—

1. That as from the 7th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES.

2.

(*a*) *Apprentices or Improvers (Day Shift).*

Wages Per Week of 40 Hours.	Percentage of Basic Wage.	—
		s. d.
16 years of age or under	49	116 0
17 years of age	57	135 0
18 years of age	70	166 0
19 years of age	86	204 0
20 years of age	100 plus 20s. 6d.	257 6

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 263s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

No. 119.—12271/53.—PRICE 6D.

(b) *Other Employees (Day Shift).*

Wages Per Week of 40 Hours.	—
	s. d.
Group 1.	
Hydrator Attendant	287 0
Group 2.	
Operator of a mechanical bagging machine	282 6
Group 3.	
Lime burner or feeder, Drawer, or Attendant	275 0
Group 4.	
Crusher hand, Lime screener, Drawer's assistant, Slack lime worker, Loader (a person assigned by the foreman as responsible for the correct loading and tallying of a consignment)	268 0
Group 5.	
All others	265 0

EXTRA PAYMENT FOR EMPLOYEES ON AFTERNOON OR NIGHT SHIFT.

3. Employees on Afternoon or Night Shift shall receive the rates provided in clause 2, plus 10 per cent.

MIXED FUNCTIONS.

4. An employee engaged for half or more of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

ORDINARY WEEKS WORK.

5. The ordinary hours for a weeks work shall be as follows:—

(a) For persons other than shift workers—

40 hours per week to be worked—

Monday to Friday	8 hours between 8 a.m. and 5 p.m.
Saturday	4 hours between 8 a.m. and noon

The above times of beginning and ending work may be varied on any job by mutual consent of the employer and a majority of the employees, but in no case shall the total number of hours be increased except with the permission of the majority of the workers concerned.

(b) By shift workers—

Morning shift	7 a.m. to 3 p.m.
Afternoon shift	3 p.m. to 11 p.m.
Night shift	11 p.m. to 7 a.m.

OVERTIME.

6. (a) Persons other than shift workers—

For all time worked, excluding Sundays, outside the hours or in excess of the number of hours fixed in clause 5—Time and a half for the first three hours on any day, and double time thereafter.

(b) *Shift workers.*—Shift workers for all time worked in excess of or outside the ordinary working hours shall be paid at the rate of time and a half for the first four hours and double time thereafter except when such time is worked:—

(i) by arrangement between employees themselves;

(ii) for the purpose of effecting the customary rotation of shifts or is due to the fact that a relief man does not come on duty at the proper time.

Provided that where not less than eight hours' notice has been given to the employer by a relief man that he would be absent from work and the employee whom he should relieve is not relieved, then the unrelieved employee shall be paid time and a half for the first four hours and double time thereafter. All such overtime payments are in substitution for and not cumulative upon the shift work premiums hereinbefore prescribed.

(c) An employee recalled to work after the expiration of his ordinary working time or on a Sunday shall be paid for a minimum of two hours' work at the appropriate overtime rate.

WEEK END PENALTY RATES.

7. (a) *For persons other than shift workers*—Double time shall be the special rate payable for all work done on Sundays;

(b) *For shift workers*—Time and a quarter shall be the special rate payable for all work done during ordinary shift hours between midnight on Friday and midnight on Saturday, and time and a half shall be the special rate payable for all work done between midnight on Saturday and midnight on Sunday,

Where shifts commence between 11 p.m. and midnight on a Sunday, the time so worked shall not entitle the employee to a Sunday rate provided that time worked by an employee on shifts commencing between 11 p.m. and midnight on a Saturday and extending into Sunday shall be regarded as time worked on such Sunday.

EMERGENCY PROVISIONS.

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

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

(1) if an employer requires an employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hour's work;

(3) this sub-clause shall not apply to apprentices.

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

(1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time ;

(2) for work performed between noon and midnight on Saturday—ordinary time plus 50 per cent. ;

(3) for work performed at all other times (other than on a Sunday)—ordinary rates plus 50 per cent.

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

(1) for day work or day shift work—ordinary time ;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 50 per cent. ;

(3) for afternoon and night shifts—ordinary rates plus 10 per cent. ;

(4) nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

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

PUBLIC HOLIDAYS.

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

Where shifts commence between 11 p.m. and midnight on a holiday, the time so worked shall not entitle the employee to the holiday rate provided that time worked by an employee on shifts commencing between 11 p.m. and midnight on a day preceding a holiday and extending into the holiday shall be regarded as time worked on such holiday.

(*b*) An employee who is not required to work on any holiday prescribed in sub-clause (*a*) hereof or day or days substituted by Act of Parliament or Proclamation in lieu of such holidays, shall be entitled to be absent from work on such day without deduction of pay.

(*c*) In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed.

Provided that an employee who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

CRIB TIME.

10. When shifts are worked time allowed as crib time shall be deemed to be time worked.

SICK LEAVE.

11. (*a*) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows :—

(i) During the first year—3½ hours' ordinary pay for each complete month of service.

(ii) During any subsequent year of service—40 hours ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(*b*) If the full period of sick leave as prescrived above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st March, 1949, shall be disregarded.

Provided further that no employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

ANNUAL HOLIDAY.

12. (*a*) The annual holiday for an employee on weekly hiring, or a casual employee, shall be as prescribed by the provisions of the *Factories and Shops* (*Annual Holidays*) *Act* 1946, No. 5111, and any amendments which may be made thereto from time to time.

(*b*) In addition to the above, 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.

(*c*) 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 two week's annual leave prescribed by the said Act increased by 3½ hours for each month he is continuously engaged as aforesaid.

(*d*) If in any twelve-monthly qualifying period a seven day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (*a*) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven day shift worker.

PROTECTIVE CLOTHING.

13. Each employee shall receive an allowance of 2s. 6d. per week for the provision of protective clothing.

LOCKERS.

14. Where requested the employer shall, provide a suitable locker for the use of each employee.

MEAL ALLOWANCE.

15. 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. 6d. for each meal necessary.

DINING ROOM.

16. Where requested the employer shall provide for the use of employees a dining room properly equipped with tables and suitable seating accommodation.

SANITARY CONVENIENCES.

17. The employer shall provide proper and sufficient sanitary conveniences.

WASHING FACILITIES.

18. Where requested the employer shall provide a proper and sufficient number of hot and cold shower baths, and wash basins for the use of employees.

CHANGE ROOM.

19. The employer shall provide, reasonably adjacent to showers and wash basins, a sufficiently roomy enclosed change room to enable employees to change their clothes in privacy.

First-Aid Outfit.

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

Such outfit shall be kept in some accessible place upon the premises and shall be equipped and supplied with the following articles :—

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

PERIODICAL ADJUSTMENT OF WAGES.

21. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 22.

In addition to the total basic wage provided in this clause the adult rates set out in clause 2 contain margins, and in addition war loadings of 4s.

Apprentices and improvers receive a *pro rata* war loading.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Victoria	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

22. (*a*) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(*b*) Until the beginning of the first pay period to commence in February, 1954, the amount of the basic wage shall be as prescribed in clause 21.

(*c*) During each future successive period beginning with the first pay period to commence in a February, a May, an August or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

(*d*) The wages of apprentices or improvers shall be the appropriate percentages as set out in clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 7th December, 1953.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 120] FRIDAY, MARCH 26. [1954

Factories and Shops Acts.

DETERMINATION OF THE CEMENT BOARD.

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

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

(*a*) making Portland cement,

(*b*) quarrying or preparing the raw materials for Portland cement,

(*c*) extracting potash salts from the by-products of Portland cement"

has made the following Determination namely:—

1. That as from the 7th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

APPRENTICES AND IMPROVERS.

—	(*a*) CEMENT WORKS.			
	Wages per Week.			
	Percentage of Basic Wage.	Rate.	Plus War Loading.	Total Wage.
	%	s. d.	s. d.	s. d.
Under 16 years of age	43	102 0	2 0	104 0
Under 17 years of age	53	125 6	2 9	128 3
Under 18 years of age	61	144 6	3 3	147 9
Under 19 years of age	74	175 6	4 0	179 6
Under 20 years of age	84	199 0	4 3	203 3
Under 21 years of age	95	225 0	5 0	230 0

(*b*) The wages for apprentices and improvers shall be the appropriate rates prescribed for cement works plus 7s. per week.

PROPORTION (in any factory or place).

Apprentices.

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

Improvers.

One improver to every five or fraction of five workers receiving not less than the minimum wage.

No. 120.—12272/53.—PRICE 6D.

OTHER EMPLOYEES (MALES).

(a) Cement Works.	*Wages per Week. Rate.	Plus War Loading.	Total Wage.
	s. d.	s. d.	s. d.
Cement Burner	295 0	6 0	301 0
Tester on Slurry Controls	290 0	6 0	296 0
Miller	287 6	6 0	293 6
Coal Drier	287 6	6 0	293 6
Potash plant attendant	283 6	6 0	289 6
Loader in railway trucks at bagging sheds	292 0	6 0	298 0
Machine Bag Filler	292 0	6 0	298 0
Electrostatic Precipitator Attendant	280 0	6 0	286 0
Pipe Line Attendant	270 0	6 0	276 0
Slurry Tank Attendant	280 0	6 0	286 0
Mammoth Crusher Attendant	305 6	6 0	311 6
Mammoth Crusher Assistant	275 6	6 0	281 6
Truck Trimmer	268 0	6 0	274 0
Truck Cleaner	266 0	6 0	272 0
Cleaner (other)	264 0	6 0	270 0
Truck Tarper	272 6	6 0	278 6
Mill Room Helper	271 6	6 0	277 6
Centrefuge Operator	275 6	6 0	281 6
Potash Residue Attendant	272 0	6 0	278 0
Experienced Factory Operative	266 6	6 0	272 6
Train Attendant	275 0	6 0	281 0
All others	243 0	6 0	249 0

(b) Quarries.	Rate.	Plus War Loading.	Total Wage.
	s. d.	s. d.	s. d.
Powder Monkey	312 0	6 0	318 0
Jack Hammerman	312 0	6 0	318 0
Platelayer	288 6	6 0	294 6
Bankman	286 0	6 0	292 0
Underground Quarryman	300 0	6 0	306 0
Pump Attendant	291 0	6 0	297 0
Signal Attendant	275 0	6 0	281 0
Leverman	272 6	6 0	278 6
Dump Man	275 0	6 0	281 0
String Puller	270 0	6 0	276 0
Switch Attendant	270 0	6 0	276 0
Dray Attendant	274 6	6 0	280 6
All others	250 0	6 0	256 0

LEADING HANDS.

(c) In addition to the appropriate wages rate prescribed in sub-clauses (a) or (b) hereof a Leading Hand shall be entitled to the following allowance:—

If in charge of 4 or less men .. 1/- per day.
If in charge of 5 to 8 men .. 1/6 per day.
If in charge of 9 men or more .. 2/- per day.

RATE FOR SHIFT WORK.

3. Underground Quarrymen shall receive 9d. per week in addition to their ordinary wage whilst employed on afternoon or night shift.

For other adult employees the extra rate for afternoon or night shift shall be an additional 12¾ per cent. of the "All Others" rate for the section in which they are employed.

EXTRA RATES.

4. (a) Any person in Cement Works who is employed inside kilns or mills to reline same or who is required to work in Cement, Slurry Silos, or in the main coal bunker, shall be paid 6d. per hour in addition to the ordinary rate.

(b) Any person employed as an Underground Quarryman shall, when it becomes necessary for him to work in wet conditions, be paid 1s. per day extra.

(c) Any person employed on refractory work on new kilns shall be paid 6s. per week above the minimum wage.

(d) A "Train Attendant" required to operate continuously through a tunnel shall receive an additional 8/6 per week.

(e) Any person working on the lime stone face shall be paid an additional allowance at the rate of 10/- per week.

OVERTIME.

5. The ordinary hours shall be 40 per week, worked in five shifts of eight hours each, and any shifts worked in excess of such five shifts per week shall be paid for at time and a half. Provided further that any shift worker who is called upon to work any shift normally outside of his rostered shifts, shall be paid for any such shift at the rate of time and a half for the first two hours and double time thereafter. Provided further that the provisions of this clause shall not operate in the case of mutual arrangements made between employees.

Shift workers—All overtime in excess of the number of hours ordinarily worked per shift shall be paid for at the rate of time and a half.

Other workers—All time worked on a Saturday and all overtime worked in excess of the number of hours ordinarily worked per day shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

An employee recalled to work after the expiration of his customary working time or on a Saturday shall be paid for a minimum of two hours' work at the appropriate overtime rate.

EMPLOYMENT FOR LESS THAN FULL WEEK.

6. Employees who work less than 40 hours in any week may be paid the ordinary wages rate calculated pro rata according to the number of hours worked.

SHIFTS.

7. (a) The hour of beginning and the hour of ending each shift shall be as follows :—

	Time of beginning not earlier than :—	Time of ending not later than :—
Day Shift	7.30 a.m.	5 p.m.
Afternoon Shift	4 p.m.	2 a.m.
Night Shift	midnight	8 a.m.

When any of the employees performing the work of a tester on slurry controls is a female the hours of beginning and ending shifts may be varied as required after consultation with the employees concerned.

Provided that the hours of work on Saturday in Cement Works for persons employed continuously on day shift shall be as follows :— .. .. 7.30 a.m. noon.

(b) The higher rate to be paid for each hour or fraction of an hour worked by an employee, other than an Underground Drainer, before or after his shift shall be time and a half.

WEEK-END PENALTY RATES FOR SHIFT WORKERS.

8. Ordinary shift hours worked between midnight on Friday, and midnight on Saturday shall be paid for at the rate of time and a quarter, and all time worked between midnight on Saturday, and midnight on Sunday shall be paid for at the rate of double time.

SPECIAL RATES.

9. Work done on Sundays by day workers (other than underground drainers) shall be paid for at the rate of double time, and double time shall be the rate payable for work done by all persons on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rate shall be payable only for work done on the day so substituted. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed.

HOLIDAYS.

10. An employee not required to work on any of the public holidays or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays mentioned in clause 9, shall, provided that he works on the working day immediately prior to, and the working day immediately following any such holiday or holidays, be entitled to be absent without deduction of pay.

ANZAC DAY.

11. Where the incidence of Anzac Day is such as to prevent an employee from working his ordinary normal hours of work, then he shall be paid for the time so lost.

SICK LEAVE.

12. (a) An employee who is absent from his work on account of personal illness, or on account of injury by accident, 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 be entitled to sick leave not exceeding 40 hours of working time in any year, provided however, that when employment is commenced subsequent to the 1st day of June in any year, he shall be entitled to sick leave for such year at the rate of 10 hours of working time for each completed three months of continuous employment in such year.

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

For the purpose of this sub-clause service prior to the 1st June, 1946, shall be disregarded.

(c) "Year" means the period between the 1st day of June, in each year and the next 31st day of May.

ANNUAL HOLIDAY.

13. (a) The annual holiday for an employee on weekly hiring, or a casual employee, shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, No. 5111, and any amendments which may be made thereto from time to time.

(b) In addition to the above, 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.

(c) 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 two weeks' annual leave prescribed by the said Act increased by 3½ hours for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a seven day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven day shift worker.

RIGHT OF ENTRY OF UNION OFFICIALS.

14. A duly accredited representative of the Australian Workers' Union not more than once a fortnight shall have the right to enter during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed for the purpose of interviewing employees on legitimate union business.

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

DEFINITION.

15. Experienced factory operative means an employee who is experienced in at least one classified section of the factory work but is for the time being not required to do such work.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such Basic Wage as prescribed by clause 17.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (*a*) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(*b*) Until the beginning of the first pay period to commence in February, 1954, the amount of the basic wage shall be as prescribed in clause 16.

(*c*) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

(*d*) The adjustable wages of apprentices and improvers shall be the appropriate percentages as set out in clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

18. In addition to the total basic wage set out in clause 16, the rates set out in clauses 2 (*a*) and (*b*) for "Other employees (males)" contain margins as follows :—

(*a*) Cement Works.	Margin.
	£ s. d.
Cement Burner	2 18 0
Tester on Slurry Controls	2 13 0
Miller	2 10 6
Coal Drier	2 10 6
Potash plant attendant	2 6 6
Loader in railway trucks at bagging sheds	2 15 0
Machine Bag Filler	2 15 0
Electrostatic Precipitator Attendant	2 3 0
Pipe Line Attendant	1 13 0
Slurry Tank Attendant	2 3 0
Mammoth Crusher Attendant	3 8 6
Mammoth Crusher Assistant	1 18 6
Truck Trimmer	1 11 0
Truck Cleaner	1 9 0
Cleaner (other)	1 7 0
Truck Tarper	1 15 6
Mill Room Helper	1 14 6
Centrefuge Operator	1 18 6
Potash Residue Attendant	1 15 0
Experienced Factory Operative	1 9 6
Train Attendant	1 18 0
All others	0 6 0

Female testers on slurry controls shall be paid 54 per cent. of the gross male rate.

(*b*) Quarries.	Margin.
	£ s. d.
Powder Monkey	3 15 0
Jack Hammerman	3 15 0
Platelayer	2 11 6
Bankman	2 9 0
Underground Quarryman	3 3 0
Pump Attendant	2 14 0
Signal Attendant	1 18 0
Leverman	1 15 6
Dump Man	1 18 0
String Puller	1 13 0
Switch Attendant	1 13 0
Dray Attendant	1 17 6
All others	0 13 0

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

J. W. RYAN, Secretary.

Melbourne, 7th December, 1953.

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

VICTORIA
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No. 121] FRIDAY, MARCH 26. [1954

Factories and Shops Acts.

DETERMINATION OF THE ENGRAVERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of an engraver or die-sinker, or the process, trade, business, or occupation of making (but not enamelling) metal badges", has made the following Determination, namely:—

1. That as from the 4th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.

—	Apprentices. Commencing Age: Under 16 Years.	Apprentices. Commencing Age: 16 or 17 Years.	Apprentices. Commencing Age: Over 17 Years.	Improvers.
	s. d.	s. d.	s. d.	s. d.
1st year's experience ..	61 6	80 6	102 0	71 0
2nd year's experience ..	92 6	114 0	142 0	106 6
3rd year's experience ..	123 0	154 0	194 6	135 0
4th year's experience ..	163 6	204 0	250 0	180 0
5th year's experience ..	204 0	250 0	..	215 6
6th year's experience ..	250 0	..	..	256 6

An employee who has completed his indenture shall be entitled to be paid the adult rate prescribed for the appropriate classification.

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers engaged in any one of the following trades or occupations:—Die sinking by hand, engraver by hand, engraver-copperplate, steel stamp cutter, badge tool maker.

Improvers.

One improver to every four workers receiving not less than the rate prescribed for the classification "Engravers by hand".

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.

	s. d.
Under 16 years of age	61 6
16 years of age	78 0
17 years of age	97 0
18 years of age	132 6
19 years of age	163 6
20 years of age	204 0

Other Employees.

	s. d.
Die Sinker, by hand and/or by machine ..	302 0
Badge Toolmaker	280 0
Steel Stamp Cutter	290 0
Engravers by hand	285 0
Engravers, copperplate	285 0
Pantagraph Operator (other than die sinking or steel stamp cutting)	274 0
Stencil Plate Cutter	264 0
Drop Hammer Stamper who sets dies and makes force	261 0
Press Operator	259 0
Other Employees with not less than three months' experience in the industry	245 0
All Others	239 0

No. 121.—12360/53.—PRICE 6D.

TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending
3. On the day on which the half-holiday is usually observed	7.45 a.m. ..	12.30 p.m.
On the other working days of the week	7.45 a.m. ..	6 p.m.

OVERTIME.

4. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior, the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour whichever is the higher.

(*b*) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 4s., and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Compulsory Overtime.

4A. An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

An employee shall not be allowed to work more than six hours continuously without a break for a meal.

HOLIDAYS AND SUNDAY WORK.

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

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

In any year prior to Queen's Birthday where a majority of the employees in any establishment so decides, Melbourne Cup Day may be substituted for Queen's Birthday.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

5A. 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 prescribed in clause 5 hereof.

Provided that an employee who fails to attend for work on the working day 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.

EMPLOYMENT FOR LESS THAN FULL WEEK.

6. Subject to clause 5 persons who are employed for less than 40 hours during any week shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

SICK LEAVE.

7. (*a*) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations :—

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year ; and upon such statement the employer shall be entitled to rely and act.

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion, the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

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

Attendance at Hospital, &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 HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, (No. 6111), and any amendments which may be made thereto from time to time.

DEFINITION.

9. "Year" means the period between the 1st day of June in each year and the next 31st day of May

PERIODICAL ADJUSTMENT OF WAGES.

10. The wages rates set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 11.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Victoria	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

11. (*a*) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(*b*) Until the beginning of the first pay period to commence in February, 1954, the amount of the basic wage shall be as prescribed in clause 10.

(*c*) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

In addition to the basic wage prescribed by clause 10, any adult employee of a classification specified hereunder shall be paid the margin hereinafter assigned to that classification :—

Classification.	Margin.
	s. d.
Die Sinker, by hand and/or by machine	65 0
Badge Toolmaker	43 0
Steel Stamp Cutter	53 0
Engravers by hand	48 0
Engravers, copperplate	48 0
Pantagraph Operator (other than die sinking or steel stamp cutting)	37 0
Stencil Plate Cutter	27 0
Drop Hammer Stamper who sets dies and makes force	24 0
Press Operator	22 0
Other Employees with not less than three months' experience in the industry	8 0
All Others	2 0

JUNIOR RATES.

12. The wage rates for junior employees shall be the under-mentioned percentages of the basic wage. Such rates shall be calculated to the nearest 6d. half or less than half of 6d. to be disregarded.

Apprentices or Improvers.

—	Apprentices. Commencing Age. Under 16 Years.	Apprentices. Commencing Age. 16 or 17 Years.	Apprentices. Commencing Age. Over 17 Years.	Improvers.
	%	%	%	%
1st year's experience ..	26	34	43	30
2nd year's experience ..	39	48	60	45
3rd year's experience ..	52	65	82	57
4th year's experience ..	69	86	100 + 13s.	76
5th year's experience ..	86	100 + 13s.	..	91
6th year's experience ..	100 + 13s.	..	..	100 + 19s. 6d.

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.

	%
Under 16 years of age	26
16 years of age	33
17 years of age	41
18 years of age	56
19 years of age	69
20 years of age	86

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

J. W. RYAN, Secretary.

Melbourne, 4th December, 1953.

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Factories and Shops Acts.

DETERMINATION OF THE NON-FERROUS METALS BOARD.

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

(b) On the 7th March, 1950, the powers of the Jewellers Board and of the Non-ferrous Metals Board were adjusted by depriving the said Non-ferrous Metals Board of the power to determine the lowest prices or rates which may be paid to any person employed in the process, trade, or business of a manufacturing jeweller at producing rods, bars, sections, angles, sheets, strips, ingots, tubes, or wire from brass, copper, or other non-ferrous metals, and conferring such power exclusively on the said Jewellers Board.

(c) Until the date of coming into operation of this Determination the wages and conditions of persons now provided for herein, were provided for in the Determination of the Engineers and Brassworkers (Unskilled) Board.

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 in the process, trade, or business of producing rods, bars, sections, angles, sheets, strips, ingots, tubes, or wire from brass, copper, or other non-ferrous metals;"

has made the following Determination, namely—

1. That as from the 2nd December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Adults.	Wages per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Furnaceman—caster tilting furnace	14 3 0	14 9 6	14 0 0
Furnaceman remelt other	14 1 0	14 7 6	13 18 0
Assistant remelt furnaceman	13 14 0	14 0 6	13 11 0
Leading chargemaker	14 2 0	14 8 6	13 19 0
Chargemaker	13 3 0	13 9 6	13 0 0
Metal sorter	13 3 0	13 9 6	13 0 0
Bundler, baler, and/or Briquetter	13 3 0	13 9 6	13 0 0
Press operator (Automatic with dual control)	14 9 0	14 15 6	14 6 0
Press operator	14 3 0	14 9 6	14 0 0
Butt handler	13 3 0	13 9 6	13 0 0
Leader out	13 2 0	13 8 6	12 19 0
Draw bench leading hand	13 15 0	14 1 6	13 12 0
Draw bench operator	13 2 0	13 8 6	12 19 0
Die attendant	13 11 0	13 17 6	13 8 0
Pointer, Hammer, and Swager	13 5 0	13 11 6	13 2 0
Stretcher and/or straightener	13 5 0	13 11 6	13 2 0
Copper wire drawing machine operator	13 3 0	13 9 6	13 0 0
Butt welder	13 1 0	13 7 6	12 18 0
Furnaceman other	13 17 0	14 3 6	13 14 0
Furnaceman assistant	12 19 0	13 5 6	12 16 0
Other machine operator	13 3 0	13 9 6	13 0 0
Machine assistant	12 19 0	13 5 6	12 16 0
Mill assistant	12 19 0	13 5 6	12 16 0
Examiner	13 5 0	13 11 6	13 2 0
Pickler	13 3 0	13 9 6	13 0 0
Weighman	13 7 0	13 13 6	13 4 0
Sawyer	13 7 0	13 13 6	13 4 0
Saw Sharpener	13 9 0	13 15 6	13 6 0
Crane chaser	13 2 0	13 8 6	12 19 0
Labourer (yard)	12 13 0	12 19 6	12 10 0
Labourer sweeper and cleaner	12 7 0	12 13 6	12 4 0

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

JUNIOR LABOUR.

3. (*a*) Subject to the exceptions hereinafter provided, the minimum rates of wage for male juniors shall be as follows :—

WAGES PER WEEK OF 40 HOURS.

—	Percentage of Basic Wage.	Additional Amounts.	Total Wage Payable. Within 20 miles of G.P.O., Melbourne; within 10 miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	s. d.	£ s. d.	£ s. d.	£ s. d.
		Foundries.			
Under 16 years of age	24	3 0	3 0 0	3 1 6	2 19 0
16 years of age	32	4 3	4 0 0	4 2 0	3 19 0
17 years of age	58	8 0	7 5 6	7 9 0	7 3 6
18 years of age	73	10 0	9 3 0	9 8 0	9 1 0
19 years of age and over	88	11 6	11 0 0	11 6 0	10 17 6
		Elsewhere.			
Under 16 years of age	24	2 0	2 19 0	3 0 6	2 18 0
16 years of age	34	3 0	4 3 6	4 6 0	4 2 6
17 years of age	46	4 0	5 13 0	5 16 0	5 11 6
18 years of age	58	5 0	7 2 6	7 6 0	7 0 6
19 years of age	73	6 0	8 19 0	9 4 0	8 17 0
20 years of age	88	7 0	10 15 6	11 1 6	10 13 0

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

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

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

(*b*) Except in the case of employees in foundries, the minimum rate payable to a junior male of eighteen years or more with less than six months' experience under this Determination shall, until he has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his age and in addition thereto the constant loading prescribed for such an employee.

Prohibited Occupations.

(*c*) Junior employees shall not be employed—

(i) if under the age of 16 years on oil or gas burners or fires used for heating of small articles; or
(ii) if under 18 years as furnacemen or assistants to furnacemen; or
(iii) if under 18 years as a roller or an extrusion press operator.

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

SPECIAL RATES.

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

Wet Places.

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

Confined Spaces.

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

Hot Places.

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

Dirty Work.

(*d*) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature—4d. per hour extra.

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

Special Rates not Cumulative.

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

Rates not Subject to Penalty Additions.

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

Hours of Work.

Day Workers.

5. (*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 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

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

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

Five-Days' Week.

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

(i) detriment to the public interest;

(ii) loss in the value of goods handled or to be handled;

(iii) reducing the efficiency of production: or

(iv) reducing the efficacy of the necessary service—

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

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

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

Emergency Provisions.

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

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

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

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

(1) for work performed on Mondays to Friday from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

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

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

(1) for day work or day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

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

(4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

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

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

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

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

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

Shift Work.

6. (*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 twenty-four hours of each of at least six consecutive days without interruption, except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight, and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(*b*) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

(i) 8 in any one 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 8 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 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours; or
(ii) 80 in 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than 6 shifts in any week.
(iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than 6 shifts in any week.

Such ordinary hours shall be worked continuously, except for meal breaks, at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

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

Variation by Agreement.

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

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

Afternoon or Night Shift Allowances.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ 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.

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

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

(i) if employed on continuous work be paid at the rate of double time; or
(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter,

except in each case when the time is worked—

(iii) by arrangement between the employees themselves;
(iv) for the purpose of effecting the customary rotation of shifts; or
(v) is due to the fact that the relief man does not come on duty at the proper time; or
(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 12 (*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 4 hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Compulsory Overtime.

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

Sundays and Holidays.

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

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 9 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

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

Junior Employees.

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

MIXED FUNCTIONS.

7. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift, he shall be paid the higher rate for the time so worked.

OVERTIME.

8. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work; provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour whichever is the higher.

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

Rest Period After Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(*c*) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime work in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (*b*) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-Days' Week.

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

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

Meal Hours—General.

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

Meal Hours—Maintenance Employees.

(*g*) Subject to the provisions of the second part of sub-clause (*f*) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(*h*) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

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

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(*i*) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 4s., and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised he shall be paid as above prescribed for meals which he has provided, but which are surplus.

Transport of Employees.

(*j*) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

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

Holidays and Sunday Work.

9. (a) Employees shall be entitled to the following public holidays, without loss of pay, as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this provision shall apply only to the day so substituted.

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

(b) Except as provided in sub-clause (h) of clause (6) an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, such double time to continue until he is relieved from duty.

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

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

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

9A. 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 prescribed in clause 9 hereof.

Provided that an employee who fails to attend for work on the working day 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.

Extra Rates not Cumulative.

10. Extra rates in this Determination, except rates prescribed in clause 4, are not cumulative so as to exceed the maximum of double the ordinary rates.

Payment of Wages.

11. (a) Wages shall be paid weekly or fortnightly.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work, shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.

(e) On or prior to pay day, the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

Contract of Employment.

Weekly Employment.

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

(b) Employment shall be terminated by a week's notice on either side given at any time during the week, or by the payment or forfeiture of a week's wages, as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases the wages shall be paid up to the time of dismissal only; or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

(c) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he performs, plus 10 per cent.

Late Comers.

(d) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

Sick Leave.

13. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only, such employee, if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

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

Attendance at Hospital, &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 HOLIDAY.

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

MISCELLANEOUS.

Accommodation and Conveniences—Boiling Water.

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

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-Aid Outfit.

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

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

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

Lockers.

(iv) An employer shall at some reasonable convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employee's clothes.

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

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

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

(b) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Goggles.

(ii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Tools.

(iii) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

Dressing Castings.

(c) Where practicable, the dressing of castings shall not be carried out in close proximity to employees not doing that work.

Ladles.

(d) (i) All ladles of a holding capacity of 15 cwt. or more in use at the time of the making of this Determination shall be fitted with safety-worm gear or an equivalent safety fitting; and all ladles of a holding capacity of 10 cwt. or more hereafter brought into operation shall be fitted with safety-worm gear.

(ii) Where molten metal is carried in ladles by hand the weight of molten metal shall not exceed :—
Single-handed ladles—60 lb., including the weight of the ladle.
Other ladles—¾ cwt. per man.

(iii) Where molten metal is carried by hand, a clear passageway not less than 2 ft. 6 in. wide shall be made.

Ventilation.

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

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

(ii) the atmosphere may otherwise become vitiated,

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

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

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

SHOP STEWARDS.

16. An employee appointed shop steward in the shop or department in which he is employed shall, upon notification thereof to his employer, be recognized as the accredited representative of the union of 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 workshop or plant during working hours, subject to the following conditions :—

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

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

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

(iv) That he conducts himself properly.

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

(Name of organization.)

This is to certify that is a duly accredited representative of the abovenamed organization.

General / State Secretary.

(SEAL) Date

Specimen signature of holder.

Strictly not transferable.

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 organizer of any division suspects that a breach of the Determination has been committed : Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

NOTICE BOARD.

19. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or counter signed by the representative posting same.

DEFINITIONS.

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

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

"Furnace man" means an employee in charge of a furnace used for smelting metals or ores, boiler plate furnaces, case hardening and/or annealing furnaces, and such heating furnaces where the weight of individual pieces of material is 5 cwt. or more or the area of the material exceeds 4 square feet.

PERIODICAL ADJUSTMENT OF WAGES.

21. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 22.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Victoria— Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts	11 17 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

22. (*a*) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(*b*) Until the beginning of the first pay period to commence in February, 1954, the amount of the basic wage shall be as prescribed in clause 21.

(*c*) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

MARGINAL RATES.

23. In addition to the basic wage provided in clause 21, the margins set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins Per Week.
	s. d.
Furnaceman—caster tilting furnace	46 0
Furnaceman remelt other	44 0
Assistant remelt furnaceman	37 0
Leading chargemaker	45 0
Chargemaker	26 0
Metal sorter	26 0
Bundler, baler, and/or briquetter	26 0
Press operator (Automatic with dual control)	52 0
Press operator	46 0
Butt handler	26 0
Leader out	25 0
Draw bench leading hand	38 0
Draw bench operator	25 0
Die attendant	34 0
Pointer, hammer, and swager	28 0
Stretcher and/or straightener	28 0
Copper wire drawing machine operator	26 0
Butt welder	24 0
Furnaceman other	40 0
Furanceman assistant	22 0
Other machine operator	26 0
Machine assistant	22 0
Mill assistant	22 0
Examiner	28 0
Pickler	26 0
Weighman	30 0
Sawyer	30 0
Saw sharpener	32 0
Crane chaser	25 0
Labourer (Yard)	16 0
Labourer sweeper and cleaner	10 0

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

J. W. RYAN, Secretary.

Melbourne, 2nd December, 1953.

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VICTORIA

GOVERNMENT GAZETTE.

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No. 123] **FRIDAY, MARCH 26.** **[1954**

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 15 (GROCERS).

NOTE.—This Determination applies to the following parts of Victoria, viz.:—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder, the cities of Ballarat, Bendigo, Geelong, Geelong West, Warrnambool and Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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 business of a grocer, including a seller of tea," has made the following Determination, namely:—

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

2.

Apprentices or Improvers.

WAGES.	Percentage of Basic Wage.	Per Week of 40 Hours. s. d.
Under 15 years of age	27	64 0
15 years of age..	35	83 0
16 years of age..	48	114 0
17 year of age ..	59	140 0
18 years of age..	73	173 0
19 years of age..	92	218 0
20 years of age..	100+1/6	238 6

Provided that any apprentice or improver without previous experience entering the trade at 16, 17, or 18 years of age may be paid for his first and second years' service 20 per cent. less than the rates fixed above.

The Board has prescribed a form of indenture which must be used.

PROPORTION (in any shop or place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 267s. per week of 40 hours.

Improvers.

One improver to every three workers receiving not less than 267s. per week of 40 hours.

"Worker" includes an owner or partner acting as working manager.

Other Employees.

	Wages per Week of 40 Hours.* Within the Metropolitan District. s. d.	Outside the Metropolitan District Wherever this Determination Applies. s. d.
(*a*) Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager	305 0	302 0
(*b*) Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits	285 6	282 6
(*c*) Canvasser, i.e., an employee soliciting or collecting orders	270 0	267 0
(*d*) Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	264 9	261 9
(*e*) Driver of motor vehicle with a carrying capacity of over 25 cwt.	267 6	264 6
(*f*) Driver of three or more horses ..	270 0	267 0
(*g*) Driver of two horses	267 6	264 6
(*h*) Driver of one horse	264 9	261 9
(*i*) Stableman	262 0	259 0
(*j*) All others	270 0	267 0

* The ordinary hours of employees classified as (*d*), (*e*), (*f*), (*g*), and (*h*) include time occupied in attending to horses or motor vehicles.

No. 123.—12485/53.—PRICE 6D.

3. TIMES OF BEGINNING AND ENDING WORK.

—	Drivers, Stablemen and Employees not making Direct Sales to the Public.		All Others.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
On Saturday	8 a.m.	noon	9.5 a.m.	noon
On the other working days of the week	8 a.m.	5.30 p.m.	9.5 a.m.	5.30 p.m.

OVERTIME.

4. The following rate shall be paid for overtime :—

Outside the hours fixed in clause 3 .. .. } Time and a half.
Within the hours fixed in clause 3 in excess of the number of hours fixed for an ordinary week's work .. .. }

ORDINARY WEEK'S WORK.

5. The number of hours which shall constitute an ordinary week's work shall be 40.

TIME WAGES.

6. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for each hour worked up to 20 hours, as follows :—

(a) in any week in which two or more public holidays occur — At the ordinary wages rate with an addition of fifty per centum.

(b) in any other week .. .. — At the ordinary wages rate, with an addition of thirty-three and one-third per centum.

For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

Provided that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing sick leave under this Determination.

ALLOWANCES.

7. (a) Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 7s. per week in addition to the ordinary rate.

(b) Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance of one shilling for each day or part thereof upon which he is so required to use such bicycle.

TERMINATION OF EMPLOYMENT.

8. Except in a case where an employee has been guilty of misconduct, seven days' notice of termination of employment shall be given by either employer or worker. If such notice be not given, a week's wages shall be paid or forfeited, as the case may be, in lieu thereof. This clause shall not apply where the period of service is three weeks or less.

MEAL INTERVAL.

9. A meal interval of at least one hour shall be allowed between the hours of noon and 2 p.m. daily.

SUNDAYS AND HOLIDAYS.

10. Treble time shall be the special rate payable for all work done on Easter Saturday (i.e., the Saturday immediately succeeding Good Friday), and double time for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day, and Boxing Day and within the Metropolitan District, Melbourne Show Day and Melbourne Cup Day, but, if any other day be substituted by Act of Parliament or Proclamation for any of the above-named holidays, the special rate shall be payable for work done only on the day so substituted.

All employees shall be entitled to the above-named holidays without deduction of pay.

10A. 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 prescribed in clause 10 hereof.

Provided that an employee who fails to attend for work on the working day 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.

MEAL MONEY.

11. For each day upon which more than one hour's overtime is worked, each person who works such overtime shall be paid 5s. meal money in addition to the prescribed overtime rate.

ANNUAL LEAVE.

12. 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.

REFERENCES.

13. Every employee, on the termination of his engagement, shall be given by the employer, if the employee so desires, a certificate setting out the employee's length of service and qualifications.

RENT OF RESIDENCE.

14. The employer shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such employer is carried on, a greater sum as rent for such premises than 10s. per week.

SICK LEAVE.

15. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows :—

(i) During the first year—3½ hours' ordinary pay for each complete month of service;

(ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st August, 1948, shall be disregarded. No employer shall terminate the services of an employee with the object of ending his obligations under this sub-clause.

PAY DAY.

16. Payment of wages, including overtime, meal money, special rates, and allowances shall be made not later than Thursday of each week.

TIME AND WAGES RECORD.

17. The employer shall keep a time and wages record showing the name of each worker, the number of hours worked each week, and the wages and overtime paid each week. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia or of the Grocers' Association of Victoria.

PAYMENT OF FARES.

18. Where an employee is required by his employer to work at a shop or branch other than that at which he is ordinarily employed, he shall be paid the additional fares, if any, incurred by him in so doing. Provided that this clause shall not apply to any employee who is transferred to another store or branch for a period of not less than one week.

REST PERIOD.

19. A rest interval of ten minutes shall be given to all employees during each morning and afternoon (Monday to Friday inclusive), and shall be counted as time worked.

FIRST-AID OUTFIT.

20. In each shop where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees an adequate first-aid outfit.

PERIODICAL ADJUSTMENT OF WAGES.

21. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such Basic Wage as prescribed by clause 22.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	Per Week. £ s. d.	
Within the area to which this Determination applies	11 17 0	Melbourne.

ADJUSTMENT OF BASIC WAGE.

22. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1954, the amount of the basic wage shall be as prescribed in clause 21.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages of apprentices or improvers shall be the appropriate percentages as set out in Clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 14th December, 1953.

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