

DETERMINATION OF THE POULTRY FARM WORKERS BOARD.

NOTE.

Notice of appeal to the Industrial Appeals Court has been lodged against the Determination.

Section 45 (b), Act 5771, provides that, when an appeal is made in accordance with that Act, the Determination appealed against shall not come into operation until the Appeal has been dealt with by the Court.

9970/54.

CONTRACT OF EMPLOYMENT.

5. (a) Except as hereinafter provided, employment shall be by the week. An 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 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.

(c) An employee not attending for duty shall, except as provided by clause 13 hereof, lose his pay for the actual time of such non-attendance.

CASUAL LABOUR.

6. Any person employed other than on a weekly basis shall be paid 10 per cent. in addition to the appropriate rate prescribed in clause 2.

MEAL INTERVAL.

7. All employees shall be allowed a mid-day meal interval of not less than 45 minutes.

MEAL ALLOWANCE.

8. Any employee required to work more than 1½ hours after the usual finishing time shall be paid a meal allowance of 4s. 6d. unless supplied with a meal by the employer.

HOLIDAYS.

9. An employee shall be entitled to the following holidays without deduction of pay, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Show Day, Melbourne Cup Day, Christmas Day and Boxing Day, or any day by Act of Parliament or Proclamation substituted for any of the above-named holidays.

Provided that by mutual agreement between the employer and the employee another day or days, as the case may be, may be substituted for Melbourne Show Day or Melbourne Cup Day.

SPECIAL RATES FOR HOLIDAYS.

10. Any employee required to work on a holiday prescribed in clause 9 hereof shall be paid at the rate of time and a half with a minimum payment as for 4 hours work.

SPECIAL RATES FOR SUNDAY.

11. Any employee required to work on a Sunday shall be paid at the rate of double time with a minimum payment as for 4 hours work.

ANNUAL HOLIDAYS.

12. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

13. (a) When a weekly employee is disabled by personal ill health, proof of which sickness is given to the employer, by medical certificate or other satisfactory evidence within 24 hours of the employees' consequential absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work one day in each two months, or for a proportionate aggregate in a longer period, but not exceeding 44 hours of working time in any year of employment.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 132 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 purposes of this sub-clause service prior to the 27th September, 1954, shall be disregarded.

PROVISION OF OVERALLS AND GLOVES.

14. When an employee is required to handle creosote, tar, or any similar substance the employee shall be provided with overalls and gloves.

CLEANSING MATERIAL.

15. A suitable solvent and cotton waste shall be provided by the employer where required by the employee in the course of his duties.

DRYING CONVENIENCES.

16. The employer shall provide adequate conveniences for employees to dry their clothes.

PROVISION OF AND DEDUCTION FOR KEEP.

17. (a) Where the employer provides an employee with board and lodging the standard thereof shall be reasonably adequate and the standard of accommodation provided shall be in accordance with the following, that is to say, there shall be a sufficiency of necessary furniture, bedding, blankets and bedroom and washing utensils and sufficient provision made for lighting, heating, bathing, ventilation and sanitation. The sleeping quarters provided shall contain not less than 480 cubic feet of air space for each person accommodated therein and not more than two persons shall be accommodated in any one sleeping apartment. The food provided shall be sufficient and well prepared and cooked.

(b) Subject to compliance with the provisions of sub-clause (a) hereof the employer shall be entitled to deduct from the wages payable to an employee provided by him with board and lodging an amount to compensate himself for the cost thereof at the following rates:—

	£	s.	d.
Adult males at the rate of	3	0	0 per week
Adult females and junior males at the rate of	2	0	0 per week
Junior females at the rate of	1	10	0 per week

provided that such rates are adjustable by adding or subtracting, as the case may be, to or from the rates prescribed an amount of 4d. in the case of adult males, and 3d. in all other cases for each variation of 1s. in the male basic wage.

PROVISION OF LIVING PREMISES FOR EMPLOYEE.

18. Where an employer provides an employee with living premises for the use of the employee and his family as a requisite of employment the employer shall be entitled to make a charge for the use of such premises and the employee shall pay each week the amount of such charge as agreed to in writing by both parties at the commencement of the employment. A copy of such agreement shall be lodged within seven days thereafter with the Secretary of the Australian Workers Union, Melbourne.

Within 24 hours of the termination of his employment an employee shall be required to vacate the said premises.

PAYMENT OF WAGES.

19. (a) The full amount of each employee's wage shall be paid each week in the employer's time.
 (b) A casual employee whose employment is terminated by the employer shall be paid all monies due to him at the termination of his employment. Where the employment is terminated by the employee such payment shall be made within 48 hours of such termination.
 (c) The employer shall pay at any time the written order of the employee any obligatory contributions or charitable donations out of the amount for the time being due to the employee; provided that the employer shall not be required to make payment in respect of any such order which may be presented to him than twenty-four hours prior to the time fixed for payment.

FIRST-AID OUTFIT.

20. The employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit, which shall consist of the following articles and quantities:—

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
Petroleum, carbolyzed	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	} An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

TIME BOOK.

21. An employer shall supply each employee with a time-sheet or book and the employee shall record thereon in ink the hours worked on each day during a week and deliver same to the employer at the end of each working week. Upon delivery of this time-sheet or book the employer shall record the classification, actual wages paid and the deduction for keep in respect of such employee.

It shall be the responsibility of the employer to ensure that the provisions of this clause are complied with.

RIGHT OF ENTRY OF UNION OFFICIALS.

22. The Secretary, or any other Official of the Australian Workers Union authorized in writing by the Secretary, shall not be prevented on production of such authority by any employer from visiting and conversing with any employee or employees at a time during working hours mutually agreed upon by the employer and the said Secretary or Official.

PERIODICAL ADJUSTMENT OF WAGES.

23. The wages rates of "other employees" set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 24.

Basic Wage.

Place.	Basic Wage- (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 16 0	Melbourne

The female basic wage shall be 75 per cent. of the above male basic wage calculated to the nearest 6d., half or less than half of 6d., to be disregarded.

ADJUSTMENT OF BASIC WAGE.

24. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.
 (b) Until the beginning of the first pay period to commence in November, 1954, the amount of the basic wage shall be as prescribed in clause 23.
 (c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.
 (d) The wages of improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

Melbourne, 14th September, 1954.



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[1954

Labour and Industry Act 1953.

DETERMINATION OF THE COMMERCIAL ARTISTS BOARD.

NOTE.—This Determination applies throughout the State of Victoria.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of any Wages Board heretofore appointed) engaged in the process, trade, business or occupation of making (for reproduction by means of printing processes) original designs, drawings, illustrations or lettering, in colour or otherwise, for advertising purposes, for use in connexion with commerce or industry, or in connexion with the marketing of commodities" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in September, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES (Adult Artists, other than Apprentices or Improvers).

2. All employees £15 3 0 per week of 40 hours.

JUNIORS.

3. (a) No person other than a senior artist shall be employed at any work covered by this Determination otherwise than—

- (i) under a contract of apprenticeship as hereinafter provided; or
- (ii) as a female improver.

(b) *Proportion.*—The proportion of apprentices or improvers in any place shall not exceed:—

Where the Number of Senior Artists Employed is	Number of Apprentices.	Number of Improvers.
One	One or	One
Two	One or—Two*	and One, Nil
Three or Four	Two* or—Three*	and One, Nil
Five	Three or—Four	and One, Nil
Six, Seven, or more	Three or—Four or—Five	and Two, and One Nil

* Provided one is a senior apprentice. A senior apprentice is one who receives not less than the fourth year rate of pay.

A senior artist is any adult employee other than an apprentice or an improver.

(c) *Contract of Apprenticeship.*—Every contract of apprenticeship hereinafter made shall be on the form of indenture prescribed by the Commercial Artists Board.

(d) *Period of Apprenticeship.*—(i) Subject to the provisions of paragraph (ii) hereof the periods of apprenticeship shall be as follows :—

If the apprentice when indentured is under the age of 18 years—5 years. If over the age of 18 years—4 or 5 years, at the option of the contracting parties.

(ii) A student who has obtained a qualification or has in whole or in part completed a prescribed course of study shall be deemed to have served a period of apprenticeship as hereinafter prescribed, which shall be taken into account when indentures of apprenticeship are being entered into, and the pay to which he or she shall be entitled shall be appropriate to the advanced year of apprenticeship. The said period of apprenticeship so deemed to have been served plus the period of apprenticeship stated in the indentures shall not exceed the appropriate period prescribed in paragraph (i) hereof.

Qualification Obtained or Completed Course of Study.	Period of Apprenticeship deemed to have been Served
Where a student has completed a full-time Commercial Art course at a school approved by the Wages Board—	
(a) of not less than three years	One year
(b) of not less than four years	Two years
Where a student has obtained or passed, as the case may be—	
(c) The Department of Education Diploma of Advertising or Art of the Book and is, required to complete one or two years' practical experience in commercial art work before qualifying for a diploma	Three years
(d) The Department of Education third year examination of the Diploma of Advertising Art Course	Two years
(e) The Department of Education Certificate of Art examination	One year

(e) *Wages of Apprentices.*—The minimum weekly wages of apprentices shall be :—

	Percentage of Basic Wage.	£ s. d.
(i) Five-year term—		
First year	35	4 2 6
Second year	47	5 11 0
Third year	64	7 11 0
Fourth year	85	10 0 6
Fifth year	100 + 16s.	12 12 0
(ii) Four-year term—		
First year	42	4 19 0
Second year	64	7 11 0
Third year	85	10 0 6
Fourth year	100 + 16s.	12 12 0

(f) *Wages of Improvers.*—The minimum weekly wages of improvers shall be :—

First year	35	4 2 6
Second year	47	5 11 0
Third year	64	7 11 0
Fourth year	85	10 0 6
Fifth year	100 + 16s.	12 12 0

The provisions of paragraph (ii) of sub-clause (d) of this clause shall apply in the case of improvers with the exceptions that the last sentence in the pre-ambule of the said paragraph shall be omitted, and the expression "period of service" shall replace the expression "period of apprenticeship" or "year of apprenticeship" appearing therein.

(g) *Probationary Period.*—Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first nine months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

(h) *Attendance at approved Art Schools.*—

- (i) During the currency of the indenture an apprentice shall be permitted by the employer to absent himself during working hours for the purpose of attending art classes or examinations at a school approved by the Commercial Artists Board for a period or periods not exceeding in the aggregate four hours in any week.
- (ii) The apprentice shall also attend evening classes at an Art school approved by the said Board on two evenings each week.
- (iii) An apprentice attending a school or schools as prescribed in sub-clauses (i) and (ii) hereof and presenting reports of satisfactory progress and attendance, to his employer shall be reimbursed all fees paid for such tuition.
- (iv) The above provisions shall not apply to a student who has passed the 4th year examination of the Diploma of Advertising Art and/or Diploma of Art of the Book.
- (v) Until further order schools approved by the said Board shall be :—

- Melbourne Technical College;
- Swinburne Technical College, Glenferrie;
- Gordon Institute of Technology, Geelong;
- Prahran Technical School;
- Technical Art School, Ballarat;
- Caulfield Technical School.

(i) *Cancellation or Suspension of Indenture.*—Subject to the approval of the Secretary for Labour and Industry but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

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

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect.

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

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

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

(l) *Overtime.*—An apprentice under the age of eighteen years shall not be required to work overtime unless he so desires.

(m) *Payment by Results.*—An apprentice or improver shall not work under any system of payment by results.

HOURS.

4. (a) The hours of duty of employees shall not exceed eight hours on Monday to Friday inclusive and four hours on Saturday, and shall not exceed 40 hours in any week, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, and between 8 a.m. and noon on Saturday.

(b) The daily working hours of each office shall be conspicuously displayed in each workroom, and shall continue unchanged until altered by agreement between the employer and his employees.

(c) When the employer desires to work the ordinary working hours in a five-day week, he may do so. The employer and the employees may thereupon agree upon the hours of commencing and finishing work with a starting time not earlier than 7.30 a.m., and a finishing time not later than 6 p.m., and in the event of such agreement being made, the hours so agreed shall be substituted for the hours fixed by this Determination, notwithstanding anything to the contrary contained in clauses 4 (b), 5 (b), and (f) hereof.

OVERTIME.

5. (a) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(b) All duty performed by employees in excess of or outside the hours mentioned in clause 4 hereof shall be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter. The maximum overtime worked shall not exceed 24 hours in four consecutive weeks.

(c) (i) Where a weekly employee works on any day of his annual leave or on any public holiday mentioned in clause 7 hereof when he is entitled to be away from his employment, he shall be paid therefor at not less per hour than the hourly rate of his weekly wage, in addition to the weekly wage, and shall be given not less than four hours' work, or pay equivalent thereto.

(ii) Should a weekly employee who has worked on a holiday within the hours of his ordinary working day, work on such holiday before the ordinary hour of commencing work or after the ordinary hour of finishing work, he shall be paid double the ordinary timework rate for the hours worked before the ordinary hour of commencing work or after the ordinary hour of finishing work.

(d) (i) Double time shall be paid for all work done on Saturday afternoon, and (with a minimum of four hours' work or pay equivalent thereto) on Sunday.

(ii) Where the hours of the ordinary working week are worked within five days any work done on the sixth day shall be paid for at time and a half for the first four hours worked before noon and at double time thereafter.

(e) Any employee required to work more than six successive days without a clear interval of 36 hours after the sixth day shall be paid double rates for all work performed by him after the sixth day until he shall have had a clear interval of 36 hours before being required to resume duty.

(f) No employee under 16 years of age shall be employed on overtime. No employee under 17 years of age, nor any female, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day, subject to clause 4 hereof.

(g) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(h) An employee, if called upon to work overtime in excess of one hour after the usual finishing time on any day, shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given to an employee during the previous day, or where notice of overtime has been given to him, but overtime has not been worked, 5s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work.

TERMS OF EMPLOYMENT AND SICK PAY.

6. (a) No person shall be employed except as—

- (i) a weekly employee; or
- (ii) a casual employee.

(b) A weekly employee, to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) (i) A weekly employee not attending for duty shall lose his pay for the actual time lost unless he produces or forwards within twenty-eight hours of the commencement of such absence evidence or a message satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but notwithstanding that he may be employed by different employers he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 40 hours in each year. Such year shall begin on the 11th April, 1945.

(ii) If an employer within 48 hours after the receipt by him of a written message sent by (or on behalf of) an absent employee, alleging that his absence is due to personal ill-health, fails to despatch or give to the employee a written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to personal ill-health.

(iii) If an employer within 48 hours after the receipt by him of such message despatches, or gives to the employee a written notice that he does not accept such message as satisfactory evidence of personal ill-health, but requires further evidence, the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of personal ill-health, he shall pay or refund any fee and incidental expenses necessarily paid or incurred by the employee. The employee shall submit to medical examination at the employer's expense if so required, and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(iv) In any case where the period of 48 hours referred to in paragraphs (ii) and (iii) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day, and in any case where illness commences after the finish of such last working day the said period of 48 hours shall be deemed to commence at the starting hour of the next ordinary working day.

(v) A weekly employee shall not be entitled to the sick pay benefits of this clause until he has worked in the employment of his employer for a period of three working weeks.

(d) Notwithstanding anything contained in sub-clause (c) (i) 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 without deduction of pay.

(e) (i) The employment of a weekly employee may be terminated by a week's notice on either side or by the employer at his option by payment of a week's wages in lieu of notice, and such notice may be given on any day of the week to take effect one week after the day on which it is given. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed through any stoppage of work for any cause for which the employer cannot be held responsible.

Provided always that the notice referred to in this paragraph shall not be given so as to take effect concurrently with any annual leave to which the employee may be entitled, and such notice or payment in lieu of notice shall be additional to any bonus payable to the employee under clause 8 of this Determination.

(ii) In the event of work being temporarily stopped by any cause for which the employer cannot be held responsible, and the employee has lost at least two days' pay the employee may inform the employer of his intention to terminate his employment, whereupon the employment shall be terminated without the employee being required to give the week's notice mentioned in paragraph (i) hereof, and he shall be paid such moneys as are due to him under this Determination.

(f) If an employee's services be terminated during the course of the week, he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within 24 hours thereafter. Without prejudice to his liability to legal proceedings in respect of such non-observance, an employer not observing this provision shall pay such employee an extra full day's pay for each day after the employer's usual pay day upon which he applies at the employer's place of business for payment of the amount due to him, and does not receive it.

HOLIDAYS.

7. (a) An employee shall be entitled to be absent from his employment without deduction of pay on any holiday. In this Determination "holiday" means the day observed as any of the following days:—New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, Boxing Day, Australia Day, Queen's Birthday, and, within the Metropolitan District, Melbourne Cup Day.

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

(c) Where an employee is dismissed within one week before any holiday (or within one week before the first day of several holidays), his re-engagement by the same employer within one week after such holiday (or, as the case may be, within one week after the last day of such several holidays), shall be prima facie evidence that his employment was terminated in breach of sub-clause (b) hereof.

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

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

(f) When an employee is absent from his or her employment for a period exceeding fourteen days through illness, or with the consent of the employer, the employee shall not be entitled to payment for any public holidays occurring during such period of absence in excess of the period of fourteen days.

(g) The provisions of this clause shall apply only to weekly employees.

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

CASUAL EMPLOYEES.

9. (a) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual. Except where this is done the employee shall be a weekly employee. A casual employee, after two weeks of continuous employment as a casual employee, shall become a weekly employee.

(b) If a casual employee commences duty on any day, or is directed to attend for duty and actually attends on any day such employee shall in respect of such day be paid at the rate herein provided and for six hours at the least, except on Saturday, when he shall be paid for three hours at the least.

(c) A casual employee shall be paid the hourly rate prescribed for such work, with the addition of 12½ per cent.

(d) A casual employee, when working overtime shall have his rate of pay as a casual employee increased by the same proportion (i.e., one-half, or double as the case may be) as the weekly worker's rate applicable to the class of work done by the casual employee directed to be increased under this Determination for work done on overtime, with the addition of 12½ per cent.

WAGES AND PAY DAY.

10. (a) Subject to clause 6 (e) hereof, an employee shall be paid his wages on Thursday or Friday in each week, and not more than two days' pay shall be kept in hand by the employer.

(b) Notwithstanding anything to the contrary contained herein, an employer shall not be required to pay to an employee any amount which is in dispute as sick pay (should the employee become entitled to the sick pay claimed) until the pay day of the pay week following the pay week in which the claim for sick pay was made to the employer.

EMPLOYEE MISSING USUAL CONVEYANCE.

11. Whenever the finishing time of any employee working overtime is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at the expense of the employer.

MEAL PERIOD.

12. (a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of not less than three-fourths of his employees may agree to a reduced period, but not less than half an hour.

(b) Where an employee is required to work during his usual meal period he shall be paid one-half extra on the hourly rate of his weekly wage for the time so worked, and be allowed his usual meal period as soon as it can be arranged.

(c) The lunch period of any employee shall be between the hours of noon and 2 p.m.

SIGNING WORK.

13. Senior Commercial or Industrial Artists shall be entitled to initial or sign any original work they produce wherever permissible by the employer.

ASSOCIATION OFFICIAL VISITING ESTABLISHMENT.

14. Duly accredited representatives of the Australian Commercial and Industrial Artists Association shall have the right to enter employers' working establishments during the midday meal time for the purpose of interviewing employees on legitimate association business, on the following conditions :—

- (a) That the representative produces his authority to the employer or his representative.
- (b) That the representative interviews employees only at places where they are taking their meals.
- (c) That not more than two such representatives shall at any one time visit or be in any one working establishment, and if there are two representatives they shall both be there at the same time.
- (d) That if a working establishment shall have been visited by any such representative during a week it shall not be visited afterwards during the same week by any such representative.

REST PERIOD.

15. Each employee shall be granted a rest period of not less than ten minutes each morning and afternoon. Such rest periods shall be counted as time worked.

Reasonable facilities shall be provided by the employer for the employee to have refreshments during such intervals, if the employee so desires.

ACCOMMODATION.

16. An employer in addition to ensuring that the provisions of sub-clauses (a), (b), and (c) hereof are complied with, shall provide as far as possible every convenience and comfort for employees :—

- (a) A minimum working space of 40 square feet shall be allowed for each employee.
- (b) For both day and night work, the illumination for any part of an employee's desk shall be at least of 50 foot candles.
- (c) In places of work where the flooring is of stone, concrete, brick, or other like material, or in any place of work where the flooring is damp or wet because of the nature of the work (as in the case of industrial modellers or sculptors) adequate insulating material such as wood, linoleum, or coir matting, or similar dry material shall be provided to cover the immediate area in which the employee is working.
- (d) Any employee whose work requires him to be seated shall be provided with a reasonably comfortable chair.
- (e) The employer shall provide a suitable place for employees to wash their hands.
- (f) Proper facilities shall be provided by the employer so that the clothing of employees taken off during working hours may be protected from the dust of the workroom.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wage rate set out in clause 2 is based upon the following basic wage and pursuant to and in accordance with the provisions of section 33 of the *Labour and Industry Act 1953*, this Board hereby determines that the said rate shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 18.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1954, the amount of the basic wage shall be as prescribed in clause 17.

(c) During each future successive quarterly period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number for the quarter immediately preceding the adjustment 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. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 9th August, 1954.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, DECEMBER 24.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

NOTE.—1. On the 9th March, 1921, this Board was appointed in lieu of the Drapers Board and the Men's Clothing Board.

2. This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Labour and Industry Act 1953* 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 *Labour and Industry Act 1953*, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of—

(a) any article of men's or boys' clothing (whether made to order or otherwise), mercery, or wearing apparel, including underclothing, hats, and caps;

(b) goods usually sold by drapers or haberdashers, including mantles, costumes, millinery, gloves, stockings, and underclothing," has made the following Determination, namely:—

1. That as from the 1st September, 1954, the last previous Determination of this Board, shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.					Other Employees.		
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.		
Age.	Females Employed in Dress, Manchester, Drapery Furnishings, Prints, Silks, or Men's Clothing Departments, and All Males.		Other Females.		Males.	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.		s. d.	s. d.
Under 15 years of age	40	94 6	48	85 0			
At 15 years of age ..	42	99 0	51	90 6			
At 16 years of age ..	48	113 6	55	97 6	Manager (other than department manager), i.e., a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop ..	293 6	290 6
At 17 years of age ..	63	148 6	62	109 6	Department manager, i.e., a person in control of three or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department ..	283 6	280 6
At 18 years of age ..	80	189 0	73	129 0	Person in charge of an order tailoring establishment ..	287 6	284 6
At 19 years of age ..	97	229 0	83	147 0			
At 20 years of age ..	100 + 15s.	251 0	97	171 6			

Apprentices or Improvers.	Other Employees.		
	*Wages per Week of 40 Hours.		
		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
PROPORTION (in any Shop or Place).	Males.	<i>s. d.</i>	<i>s. d.</i>
APPRENTICES.	Pattern-men, assemblers, or salesmen	273 0	270 0
<i>Males.</i>	Canvassers, who are in any way connected with the sale of goods	276 0	273 0
One male apprentice to every three or fraction of three male workers receiving not less than 270s. per week of 40 hours.	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods	276 0	273 0
<i>Females.</i>	Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	272 6	269 6
One female apprentice to every three or fraction of three female workers receiving not less than 189s. per week of 40 hours.	Packers or storemen	268 0	265 0
An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.	Porters	260 0	257 0
IMPROVERS.	All others	273 0	270 0
One male improver to every male person receiving not less than 270s. per week of 40 hours.	<i>Females.</i>		
Two female improvers to one female person	Manageress (other than department manageress)—		
Four female improvers to two female persons, and thereafter—	(a) A person (other than a person provided for under (b) hereof) entrusted with the control or superintendence of a shop stocking dress or Manchester goods, drapery furnishing, prints, silks, men's clothing, or female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop	287 6	284 6
One female improver to each additional female person	(b) A person working singly or in control of not more than three salesmen or saleswomen entrusted with the control or superintendence of a shop stocking female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his or her whole time to the management of the said shop	225 0	222 0
Provided that two improvers may be permitted where a shop is operated by a male proprietor or manager as the only senior.	Department or section manageress—		
Provided further that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.	(a) In control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing, departments, or section thereof, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof	279 0	276 0
	(b) In control of three or more saleswomen 21 years of age or over in any other department, or section thereof notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof	212 6	209 6
	Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments	273 0	270 0
	Other saleswomen or pattern women, or assemblers	192 6	189 6
	Packers	235 6	232 6
	Canvassers who are in any way connected with the sale of goods	192 6	189 6
	Porters	235 6	232 6
	All others	192 6	189 6

FLOOR SUPERVISORS, FLOOR WALKERS AND/OR SUPERINTENDENTS.

3. Floor supervisors, floor walkers and/or superintendents shall be paid 5 per centum over and above the rate fixed for persons 21 years or over, provided that any person acting as floor supervisor, floor walker and/or superintendent for less than 20 hours in any one week shall be entitled to the additional 5 per centum.

4. TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
On the usual half-holiday	9.5 a.m.	noon.
On the other working days of the week	9.5 a.m.	5.30 p.m.

OVERTIME.

a. The following rates shall be paid for all work done :—

- (a) By persons (including apprentices and improvers) employed as salesmen or saleswomen—
 - (1) Before 9 a.m. Five time the ordinary rate.
 - (2) Outside the times of ending work Double time.
 - (3) Within the times of beginning and ending work in excess of 40 hours Double time.
- (b) By all other persons (1) Outside the times of beginning and ending work Double time.
- (2) Within the time of beginning and ending work in excess of 40 hours Double time.

CLOTHING.

6. Where any employee is required by his employer to wear any special uniform, dress, or clothing, it shall be supplied, paid for, and if necessary, laundered by the employer. Any such garment shall remain the property of the employer.

MEAL MONEY.

7. Any employee required to work after the usual finishing hour of work or before the usual commencing hour of work beyond one hour shall be paid not less than 5s. meal money in addition to the overtime rates as prescribed for in this Determination.

TERMS OF EMPLOYMENT.

(a) Weekly Employment.

8. Except as hereinafter provided employment shall be by the week and a weekly employee who is ready willing and available to work the number of hours prescribed herein as a week's work shall be paid the full weekly wage fixed herein irrespective of the number of hours worked not exceeding 40: provided however, that such an employee not attending for duty except as provided by clause 14 (sick leave) hereof shall lose his or her pay for the actual time of such non-attendance.

Provided further 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.

(b) Part Time.

A weekly employee not ready willing and available to work the full number of hours normally worked by employees of similar classification with the same employer, but who is ready willing and available to work a specified lesser number of hours at his or her own request shall be paid *pro rata* the wages prescribed herein for 40 hours' work according to the number of hours worked: provided that the proportion of part time employees in any shop shall not exceed one for each three or fraction of three engaged as weekly employees.

(c) Casual Employment.

Where a person is ready willing and available to work the number of hours required by an employer, such being less than the number of hours prescribed herein as a week's work, he or she shall be paid as follows:—

(i) For time worked up to the first 20 hours—

In any week in which two or more Public Holidays occur—at the ordinary wages rates plus 50 per cent.
In any other week—at the ordinary wages rate plus 33½ per cent.

(ii) For time worked beyond the 20 hours aforesaid—the ordinary wages rate, provided that the total amount payable, excluding any overtime, shall not exceed the wage prescribed for a week's work.

(iii) An employee shall be entitled to a minimum payment as for 2 hours 55 minutes' work on a Saturday or for four hours' work on any other day.

(iv) Any employee who is required to work—

less than 20 hours in any week, or
less than 25 hours in any week, if any period of such work occurs during a Friday or a Saturday,

shall be deemed a casual employee and paid accordingly.

MEAL INTERVALS.

9. All employees who work more than four hours in the day shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals viz. :—

From Monday to Friday, one hour for lunch between noon and 3 p.m.

REST PERIOD.

10. All employees shall be allowed two rest intervals on each day (Monday to Friday inclusive) as follows:—(a) The first of ten minutes to be allowed between the time of commencing work and the usual meal interval; (b) the second of ten minutes to be allowed between the usual meal interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

TERMINATION OF EMPLOYMENT.

11. Except in a case where an employee or an employer has been guilty of misconduct, or where an employee has been engaged temporarily for a period not exceeding six weeks in duration, seven days' notice of termination of employment shall be given by either party or one week's wages paid or forfeited, as the case may be, in lieu thereof.

NOTICE OF INTENTION TO RATION.

12. Where an employer owing to slackness of trade desires to ration his employees, he shall give seven days' notice to each employee of his intention to ration such employee.

ANNUAL HOLIDAY.

13. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

14. (a) Any employee who, having had a 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 during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

15. The special rates for all work done on Sundays or the undermentioned Holidays shall be—
- Sunday Double time.
 - New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday }
Melbourne Cup Day (Metropolitan District only), Christmas Day, Boxing Day, and after }
12 noon on Show Day in such localities mentioned in the Sixth Schedule to the *Public Service* }
Act 1946 as are within the area to which this Determination applies } Double time.
 - Easter Saturday—
 - (a) In the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street in the City of Melbourne Five times the ordinary rate.
 - (b) In all other places where this Determination applies Double time.
- 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.

PUBLIC HOLIDAYS.

15a. New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Christmas Day, Boxing Day, and within the Metropolitan District, Melbourne Cup Day or any other day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as Public Holidays.

HOLIDAYS.

16. A weekly employee shall be entitled to the Public Holidays mentioned in clause 15 without deduction of pay.

FIRST-AID OUTFIT.

17. 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.

BICYCLE ALLOWANCE.

18. Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 1s. for each day, or part thereof on which he is required to use such bicycle in addition to the ordinary wage shall be paid to such employee.

REFERENCE.

19. An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and qualifications. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

TIME AND WAGES RECORDS.

20. An employer shall keep time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia. Provided that an inspection shall not be demanded unless the Secretary or other paid official of the union suspects that a breach of the Determination has been committed.

PAYMENT OF WAGES.

21. All wages due shall be paid not later than Thursday in each week, and must be paid during working hours.

PERIODICAL ADJUSTMENT OF WAGES.

22. 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 33 of the *Labour and Industry Act* 1953, 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 23.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 11 16 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1954, the amount of the basic wage shall be as prescribed in clause 22.

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

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females, provided that adult females selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments and a manageress, or department or section manageress associated with a shop or department selling the same class or classes of goods shall from time to time have their rates adjusted to accord with the rates prescribed for adult males selling goods usually sold in the said departments.

(e) 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. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 27th August, 1954.

NOTE.—This Determination was made pursuant to the provisions of the *Labour and Industry Act* 1953, and in his or her own interest each employer of labour should obtain a copy of the said Act which may be purchased from the Government Printer, Melbourne.



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FRIDAY, DECEMBER 24.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE ASBESTOS-CEMENT WORKERS BOARD.

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

(b) On the 27th November, 1934, the Cement Articles 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 process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material, and such power was conferred exclusively on the Asbestos-Cement Workers Board.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which since 24th April, 1939, has had the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons:—

employed in the process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material; has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in November, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a) WAGES.

Apprentices or Improvers.			Other Employees.	
	Per Week of 40 Hours.			Wages.
	Percentage of Basic Wage.	Wages.		Per Week of 40 Hours.
		s. d.		s. d.
16 and under 17 years of age	50	117 0	Wet sheet machine leading hand ..	202 0
17 and under 18 years of age	58	135 6	Wet sheet machine operator ..	258 0
18 and under 19 years of age	70	164 0	Mixer operator—in sole charge of Tide mill	258 0
19 and under 20 years of age	86	201 0	Mixer operator—other	255 0
20 and under 21 years of age	100+2s.	236 0	Asbestos treatment operator ..	257 0
			Cutter-off in charge	262 0
			Cutter-off	254 6
			Plateman or stacker	255 0
			Corrugating machine operator ..	255 0
			Hand corrugator	253 6
			Wet trimmer (Power guillotine only)	255 0
			Leading hand in charge of dry trimming	262 0
			Dry trimmer—operating power cutting machine	255 0
			Accessories hand moulder—welded or grafted mouldings	257 0
			Accessories hand moulder—plain mouldings	255 0

No apprentices or improvers under the age of sixteen years to be engaged.

WAGES—continued.

Apprentices or Improvers.	Other Employees.	
	Wages.	
	Per Week of 40 Hours.	
	s. d.	
PROPORTION (IN ANY PLACE).	Operator cement bulk handling	257 0
	Pipe machine leading hand	266 0
	Mazza machine control operator	257 0
	Pressure pipe curing tank hand	254 6
	Operator pressure pipe turning and socket boring machine	254 6
	Operator pressure pipe turning and socket boring machine (who sets up machine) ..	259 6
	Pressure pipe socket fitter	254 6
	All others	252 0

(b) An employee appointed as a leading hand or an employee temporarily in charge of three or more men shall be paid the rate herein prescribed for the class of work done, plus an allowance at the rate of 10s. per week, or the rate herein prescribed for his ordinary duties, whichever is the higher.

HOURS OF EMPLOYMENT.

Day Workers.

3. The hours of employment shall be 40 per week to be worked in five days. The commencing and finishing times once having been determined shall be alterable only by agreement, or by the employer giving the employees at least seven days' notice of the alteration.

Shift Workers.

- (i) The ordinary hours of a shift shall be eight, inclusive of 20 minutes for a meal break.
- (ii) Shift workers whilst on afternoon or night shift shall be paid ten per cent more than ordinary rates for such shifts. Provided that an employee who is specifically required by his employer to work on a night shift which does not rotate with some other shift or with day work so as to give him at least one quarter of his working time off night shift, shall be paid at the rate of time and a quarter for the ordinary working hours on such night shifts. Where it is mutually agreed between employer and employees to commence work earlier than midnight, as starting time for the night shift, work done between such commencing time and midnight shall be regarded as work done on the following day, and shall be paid for at the rate applying to that day's work.
- (iii) Shift rosters shall specify the commencing and finishing times of the ordinary working hours of the respective shifts. These times once having been determined may be varied by agreement between the employer and the majority of the men concerned or failing agreement, by seven days' notice given by the employer to the men concerned.
- (iv) "Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.
- "Night shift" means any shift finishing after midnight and at or before 9 a.m.

OVERTIME.

4. Time and a half for the first four hours and double time thereafter shall be paid for all work done:—
- (a) outside the usual starting and finishing times;
- (b) within the usual starting and finishing times and in excess of 8 hours per day. Provided that where an employee is late for work he shall not be entitled to be paid at overtime rates until he has worked 8 hours for that day.

WEEKLY EMPLOYMENT.

5. (a) 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 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 usefully be 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.

EMPLOYMENT FOR LESS THAN A FULL WEEK.

6. Employees who work during any week for less than 40 hours shall be paid for the first 20 hours at the rate of time and a quarter and for all time thereafter ordinary time up to but not exceeding the ordinary wages rate for an ordinary week's work. Provided that an employee shall be paid only for the time actually worked in any week the ordinary rate of wages where—
- (a) he voluntarily terminates his employment,
- (b) he is dismissed for misconduct or neglect of duty,
- (c) he voluntarily absents himself for any part of such week,
- (d) he attends but is not capable of satisfactorily carrying out his duties,
- (e) he commences, what is intended to be continuous employment, after the beginning of the normal working week.

This clause shall not apply in the case of a shiftworker who, subject to clause 4, is paid three weeks' wages in respect of three consecutive weeks' work; nor in the event of any breakdown of machinery or plant which prevents the continuation of production.

HOLIDAYS.

7. All employees shall be entitled to the holidays hereinafter mentioned without any deduction from the weekly rate of pay viz.:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays then this condition shall apply only for the day so substituted.

This shall not affect the right of an employer to require any employee to work on any such day (except Anzac Day) provided that such employee is paid the extra rates as set out in clause 8; an employee who, without permission from the employer, is absent on the working day immediately preceding such holiday or who likewise fails to resume work on the working day immediately following such holiday shall not be entitled to such payment.

SPECIAL RATE FOR SUNDAYS AND HOLIDAYS.

8. Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, 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-named holidays then the special rate shall be payable only for the day so substituted.

ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

MEAL ALLOWANCE.

10. A meal allowance of 3s. 6d. shall be paid to an employee in respect of any day on which he is required to work for a period of not less than two hours after the usual finishing time, unless he is notified by the employer on the previous day that he will be required to work such extra time.

SICK LEAVE.

11. (a) Where an employee has been in the service of an employer for a period of not less than three months, and is disabled by personal ill health, proof of which sickness is given to the employer by the production of a certificate from a legally qualified Medical Practitioner, statutory declaration, or other satisfactory evidence, within 48 hours of the employee's consequential absence, he shall, on account thereof, be entitled without deduction of pay at ordinary rates to absent himself from work for a period not exceeding in the aggregate 40 hours of working time in any year of employment in the industry.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed herein 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.

(c) For the purpose of this clause the year shall be deemed to commence on July 1st, (beginning on July 1st, 1946) and to end on the next following June 30th, and for the purpose of sub-clause (b) hereof service prior to 1st July, 1946, shall be disregarded.

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates for adults set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, 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 13.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

13. (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, 1955, the amount of the basic wage shall be as prescribed in clause 12.

(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 weekly rates of apprentices and improvers shall be the appropriate percentages as set out in clause 2, such rates shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 18th October, 1954.



VICTORIA
GOVERNMENT GAZETTE

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No. 1167]

FRIDAY, DECEMBER 24.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE SEWER BUILDERS BOARD.

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

(b) On the 13th September, 1927, the powers of the Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed as labourers in connexion with the construction of main storm water drains, whether open or closed, with a capacity not less than that of a circular drain of a diameter of 2 feet 6 inches.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed as Labourers in connexion with the construction of sewers" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in November, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES.

2. NOTE.—Additional rates are provided for persons employed by Contractors. See clause 5.

(a) <i>Apprentices or Improvers.</i>			<i>Juveniles.</i>		
Wages. Per Week of 40 Hours.			Wages. Per Week of 40 Hours.		
	Percentage of Basic Wage.	s. d.		Percentage of Basic Wage.	s. d.
1st year }	75	175 6	Persons under 19 years of age (other than apprentices or improvers) employed— (a) carrying tools; (b) as toolsmith's assistant	80	187 0
2nd year }					
3rd year }					
PROPORTION.					
<i>Apprentices.</i>					
One apprentice to every three or fraction of three employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".					
<i>Improvers.</i>					
One improver to every fifty or fraction of fifty employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".					

All Other Employees.

(b) (i) Day shift:—

	Wages Per Week of 40 Hours.		
	£	s.	d.
Borer, leading (i.e., employee in charge of borers testing the ground)	13	11	6
Borer testing ground	13	4	0
Cement gun nozzle operator	13	14	0
Concrete floater	13	11	6
Concrete gauger, mixer, or handler	13	4	0
Concrete mixer-driver doing repairs	13	16	6
Concrete mixer-driver not doing repairs	13	11	6
Concrete patcher	13	11	6
Compressor employee in charge doing repairs	13	16	6
Compressor employee in charge not doing repairs	13	9	0
Foreman's assistant	13	4	0
Hammer and drill hand	13	9	0
Jumperman	13	4	0
Leading hand in charge of six to ten other employees	13	19	0
Leading hand in charge of more than ten other employees	14	3	0
Machine borer	13	16	6
Manhole builder	13	19	0
Manhole sinker using pneumatic pick	13	16	6
Manhole sinker (any shape)	13	14	0
Leading pipe layer and/or leading jointer	13	16	6
Pipe layer and/or jointer	13	14	0
Pitcher setter	13	9	0
Ploughman	13	9	0
Ploughman's assistant	12	19	0
Pneumatic pick or scabbler or vibrator user	13	14	0
Powder monkey	13	19	0
Pump employee in charge of pump pumping water and doing repairs	12	19	0
Reinforcement placer or wiper	13	4	0
Renderer in open drains	14	4	0
Renderer in pipes, tunnels, or covered drains	14	16	6
Rigger's assistant, vent erecting	13	9	0
Rigger in charge, vent erecting or dismantling	13	19	0
Scoop filler	13	4	0
Sinker—with less than three months' experience	13	4	0
Sinker (other than manhole sinker) with three months' experience or over	13	9	0
Slurry refiller	12	19	0
Timber drawer in drives or working below 12 feet in shafts	13	9	0
Timber cutter, preparer or measurer	13	9	0
Timberman, timbering in trenches immediately behind power excavator	13	19	0
Toolsmith	13	11	6
Topman	12	19	0
Trimmer, leading (i.e., an employee in charge of trimmers)	13	14	0
Trimmer, other than leading trimmer	13	11	6
Tunneller including an employee excavating in drives	13	9	0
Vent erector or dismantler	13	4	0
Windlass hand, working alone on tripod windlass	13	4	0
Windlass hand—other	12	19	0
Employee not elsewhere classified	12	19	0

(ii) afternoon and night shift.

The wages rates provided in clause 2 (b) (i) plus an additional 5s. per shift.

EXCESS FARES AND TRAVELLING TIME ALLOWANCE.

3. (a) *Metropolitan*.—The following payments shall be made in lieu of fares and travelling time when the place of work is within the radii named from the G.P.O., at the corner of Bourke and Elizabeth-streets, Melbourne:—
 Up to and including 12 miles 3s. per day.
 Over 12 miles and including 20 miles 3s. 6d. per day.
 Over 20 miles and including 30 miles 4s. 6d. per day.

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. per day travelling allowance shall be paid.

(b) *Country*.—On country work where camping facilities are not provided and travel cannot be made by a public conveyance, an employee required to travel to and/or from the place of work shall, unless a conveyance be provided by the employer (free of charge), be paid allowances in accordance with the following scale:—
 Two miles each way but not more than 5 miles each way 1s. 6d. per day.
 Over 5 miles each way 3s. per day.

(c) *Employees of Provincial Sewerage Authorities*.—Where the workman is compelled to travel to or from his work in excess of two miles from the centre of the municipality, he shall be paid ordinary rates for the time so spent in travelling, provided always that the parties may agree to starting points other than the centre of the municipality.

Provided further that where more than one starting point is fixed, each employee shall be attached to one starting point only, provided that such employee may be transferred to another starting point at any time by agreement.

When an employee travels to and from his home by vehicle drawn by a heavy dray horse, the time allowed for travelling shall be computed at the rate of four miles per hour. When an employee travels on a bicycle, or by a light horse, or by a vehicle drawn by a light horse, the time allowed for travelling shall be computed at the rate of eight miles per hour.

Should an employee have to walk to and from his work, the time allowed for travelling shall be computed at the rate of three miles per hour.

Where an employee is sent from one place to another and cannot reasonably return to his home each night, he shall be paid an allowance of 10s. per day or part thereof for the first five days and 45s. per week thereafter, except where board and lodging are provided by the employer.

ADDITIONAL ALLOWANCES.

4. (a) *Depth Allowance*.—Any person classified as an apprentice, improver, juvenile worker, topman, or an employee not elsewhere classified working at a depth of 8 feet or more, and any other employee working at a depth of 12 feet or more shall be paid an additional 3d. per hour.

(b) *Compressed Air Work*.—An employee working in an airlock or compressed air up to 20 lbs. per square inch pressure, 3s. per eight hour shift. The working hours and conditions shall be those prescribed by the Standards Association Code for work in compressed air.

(c) *Plan Allowance*.—An employee, engaged on work for which he is supplied with a plan, shall be paid an additional 2s. 6d. per day.

(d) *Special Trimmer*.—A trimmer engaged in trimming an excavation where concrete is to be placed directly against the bottom, sides, or roof of the excavation or user of pneumatic pick while engaged in trimming—1s. per day.

(e) *Wet Pay*.—An employee who is required to work in any excavation in which water, other than rain, is continually falling or dripping from overhead or from the sides of the excavation to such an extent that the employee's clothing is wetted, or any employee who, during the normal course of his work in any excavation, is required to stand in water exceeding 2 inches in depth, shall be paid an additional 3s. per day or portion of a day.

Where in the opinion of the supervising officer conditions are exceptionally wet payment of 6s. per day shall be made.

The payment of either of these allowances shall relieve an employer from any liability to supply such an employee with rubber boots.

(f) *Work in Rain*.—An employee required to work in heavy rain, 6s. per day. (Rain shall be deemed to be heavy when, if the employee works therein as required, his clothing shall become saturated.)

The payment of this allowance shall relieve an employer from any liability to supply such an employee with rubber boots.

(g) *Slurry Refiller*.—A slurry refiller when so engaged shall not be entitled to wet pay but shall receive an additional 3s. per day or portion of a day.

(h) An employee on live sewer work, as defined shall be paid an additional 9d. per hour.

(i) *Bicycle Allowance*.—An employee required to use his bicycle in the course of his duties shall be paid an allowance of 1/- for each day or part thereof on which he is required to use such bicycle.

(j) Any sinker required to timber any shaft, drive or trench (other than one working under direct supervision) shall be paid an allowance of 1s. per day or part thereof.

CONTRACTORS' EMPLOYEES.

5. *Allowance in lieu of Payment for Holidays*.—Persons employed by Contractors shall be paid the following amounts in addition to the rates set out in clause 2 in lieu of holidays set forth in clause 9.

Apprentices or Improvers	7s. 4d. per week.
Juvenile Workers	7s. 10d. per week.
All other Employees	15s. 3d. per week.

WORKING HOURS.

6. (a) Except as in this Determination otherwise provided, the ordinary weekly total hours of work shall not exceed 40 per week, and shall be worked 8 hours per day continuously, except for meal breaks, Monday to Friday inclusive between the hours of 7 a.m. and 5.30 p.m. Provided, however, the spread of hours herein prescribed shall not apply to men employed on shift work.

(b) Where special circumstances exist and a majority of employees desire to work longer hours on any day they may, subject to the consent of the employer and the consent of the union secretary, be permitted to do so without payment of any penalty rate provided the longer hours so worked on any one day do not exceed two (2) and the prescribed working week of 40 hours is not exceeded.

SHIFTS.

7. The employer may require employees to work such ordinary weekly total on a shift or relay being one of either two or three shifts or relays worked in the 24 hours, but only subject to the following conditions:—

(a) Each shift shall be worked in one period with no break except for recognized meal or smoke oh intervals.

(b) In each shift during which the employee does not receive the same amount of time for a meal interval as that which day workers receive under this Determination he shall be allowed twenty minutes crib time, to be paid for as ordinary working time.

(c) For work done at any time during a shift, which shift comprises within its period any time falling within the time beginning at 7 p.m. and ending at the next following 6 a.m., the ordinary rate of pay shall be increased by ten per cent.

(d) Where practicable, shifts shall be changed in rotation each week.

(e) "A shift worker who during a period of engagement on shift works on night shift and without some regular weekly rotation with some other shift, or with day work, shall be paid at the rate of time and a quarter for all time worked during ordinary working hours for such shift, provided such shift continues for not less than five successive nights."

(f) "Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination for shift work, shall be paid at the rate of double time."

OVERTIME.

8. (a) Except as in this Determination otherwise provided, all time worked in excess of or outside the ordinary hours of work shall be paid at one and a half times the ordinary prescribed rate for the first two hours and at double the ordinary prescribed rate for all time thereafter. In computing overtime each day's work shall stand alone.

(b) An employee recalled to work after the expiration of his customary working time for the day, and after he has left work for the day, or called out to work on a Saturday, shall be paid for a minimum of three hours' work at one and a half times the ordinary prescribed rate for each time he is so recalled.

Provided that the employee, if required to work for two hours or more, shall be paid for a minimum of three hours' work calculated at one and a half times the ordinary prescribed rate for two hours and at double the ordinary prescribed rate for one hour.

(c) For the purpose of computation of overtime under this clause, a day shall mean all the time between the normal commencing time of one day and the normal commencing time of the next succeeding day, but a Saturday shall mean all the time between midnight Friday and midnight Saturday, and a Sunday shall mean all the time between midnight Saturday and midnight Sunday.

PAYMENT FOR HOLIDAYS.

9. All employees other than those employed by Contractors shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, and Anzac Day. If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this condition shall only apply to the day so substituted.

Provided that for employees employed at work beyond a radius of 25 miles of the General Post Office, Melbourne, another day may, by agreement between the employer and the Union, be substituted for Melbourne Cup Day.

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.

SPECIAL RATES.

10. An employee required to work on Sunday or on any holiday prescribed in clause 9 or on any day by Act of Parliament or Proclamation substituted for such holiday shall be paid at double the ordinary prescribed rate. In the latter case the payment of double the ordinary rates shall apply to the substituted day only.

ANNUAL HOLIDAY.

11. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

SICK PAY.

12. After one month's continuous service an employee who is absent from work on account of personal illness or injury by accident for which he is not entitled to workers' compensation shall, on production within twenty-four hours of evidence of his illness or injury satisfactory to his employer, be entitled to leave of absence on the prescribed rate of pay for a period of one week of working time in any one year. Such sick leave shall be cumulative.

PAYMENT OF WAGES.

13. All employees shall be paid weekly.

MEAL ALLOWANCE.

14. An employee required to work overtime for two hours or more without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 4s., or if the work extends into a second meal hour, he shall be paid an additional 2s. 8d. for a subsequent meal, but such payment need not be made to employees living in the same locality as the job who can reasonably return home for meals.

MINIMUM PAYMENT.

15. An employee who starts work on a Sunday or Holiday shall be entitled to a minimum payment of three hours at double time. Provided that an employee who presents himself for work when directed on a Sunday or Holiday, and who is unable to commence work for reasons set out in clause 17, shall be entitled to a minimum payment of three hours at one and a half times the ordinary rate.

MIXED FUNCTIONS.

16. (a) With the exception of live sewer work, an employee engaged for more than two hours in any one day on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for the whole of such day. If he works for two hours or less in such higher classification he shall be paid at the higher rate for the time so worked.

(b) Live sewer work shall be paid for at the live sewer rate with a minimum payment of two hours at the live sewer rate.

(c) In the event of live sewer work being of an unusually offensive nature, the effects of which are experienced by the employee after such live sewer work has ceased, such an employee shall be paid at the live sewer rate from the time the work is commenced until the completion of the day's work.

(d) The decision as to the operation of sub-clause (c) above shall be made by the Inspector or other person in charge of the job, if necessary, after consultation with the Union representative on the job.

EMPLOYEE PRESENTING HIMSELF FOR WORK.

17. An employee who presents himself for work at the usual starting time on any day from Monday to Friday inclusive, and who is unable to commence work on that day for any of the following reasons, namely, wet weather, waiting until shafts or trenches are bailed out, shortage of material or any other reasons over which the employer has no control, shall be paid:—

(a) A full day's pay if such employee holds himself in readiness for the whole working day or if he leaves with the consent of the employer before the end of the working day.

(b) The actual time for which such employee holds himself in readiness if he leaves without the consent of the employer before the end of the working day. Provided that an employee shall not be entitled to payment as aforesaid unless he attends and remains at his place of employment and is available and willing to perform under cover, when requested to do so, such other duties as may be allotted to him.

EMPLOYEE ON JUMP UPS.

18. (a) An employee working on jump ups shall be supplied with assistance.

(b) An employee working on a House Branch Sewer for which a separate plan has been issued shall when the excavation reaches a depth of six feet or more be provided with assistance.

CHANGE HOUSE.

19. (a) Where two men are employed the employer shall provide canvas shelter covers.

(b) Where three or more men are employed, the employer shall provide a sufficiently roomy and enclosed roofed structure with floor boards for the use of employees, and where necessary, suitable separate facilities for drying clothes.

FIRST-AID OUTFIT.

20. A first-aid outfit shall be provided on all jobs by the employer.

SANITARY ACCOMMODATION.

21. The employer shall satisfy himself that reasonable sanitary facilities are available on all jobs and where necessary make provision for such facilities.

PROVISION OF STAGE OR WINDLASS.

22. An employee engaged on shaft sinking shall be provided with a stage or windlass at a suitable depth having regard to the nature of the ground. The determination of a suitable depth for the provision of such stage or windlass shall be made by the Inspector or other person in charge of the job, if necessary, after consultation with the Union representative on the job.

SHEETING SHAFTS.

23. All shafts sunk in sandy country to a greater depth than 8 feet shall be sheeted.

TOOLS.

24. The employer shall supply all tools necessary, which the employee shall return in good condition (fair wear and tear excepted).

SUPPLY OF FIREWOOD.

25. The employer shall provide, free of cost, an adequate supply of firewood on all jobs.

REST PERIODS.

26. Two rest periods, each of seven and a half minutes duration, shall be granted each day without deduction of pay at times convenient to the employer's representative in charge of the work.

DRY BORING.

27. No employee shall do dry boring work with a pneumatic rock drilling machine.

DEFINITIONS.

28. (a) *Live Sewer Work*.—Live sewer work is work carried out in situations where there is direct aerial connexion with a sewer through which sewage is flowing. Where aerial connexion with such sewer is blocked by a disc, plug, water seal, or other means, the live sewer rate shall not apply.

(b) *Slurry Refiller*.—A slurry refiller is an employee who by means of hand tools mixes soil with water to a suitable consistency and/or shovels the resultant mixture into an excavation.

(c) *Renderer*.—A renderer is an employee who applies by hand a continuous coat of cement mortar to a brick, masonry, or set concrete surface, and finishes it to a true and smooth surface by means of a trowel or float.

(d) *Trimmer*.—A trimmer is an employee who, after the bulk of the material to be excavated has been removed, trims the balance of the excavation to the correct line, grade, or cross section.

PERIODICAL ADJUSTMENT OF WAGES.

29. The wages rates for other employees set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, 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 30.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State of Victoria	£ s. d. 11 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

30. (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, 1955, the amount of the basic wage shall be as prescribed in clause 29.

(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 1.03 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 and juveniles shall be the appropriate percentages as set out in clause 2 such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

MARGINAL RATES.

31. In addition to the basic wage provided in clause 29 the margins set out in this clause shall be the minimum rate payable to employees therein provided:—

Classification.	Margins Per Week.		
	£	s.	d.
Borer, leading (i.e., employee in charge of borers testing the ground)	1	17	6
Borer testing ground	1	10	0
Cement gun nozzle operator	2	0	0
Concrete floater	1	17	6
Concrete gauger, mixer or handler	1	10	0
Concrete mixer-driver doing repairs	2	2	6
Concrete mixer-driver not doing repairs	1	17	6
Concrete patcher	1	17	6
Compressor employee in charge doing repairs	2	2	6
Compressor employee in charge not doing repairs	1	15	0
Foreman's assistant	1	10	0
Hammer and drill hand	1	15	0
Jumperman	1	10	0
Leading hand in charge of six to ten other employees	2	5	0
Leading hand in charge of more than ten other employees	2	10	0
Machine borer	2	2	6
Manhole builder	2	5	0
Manhole sinker using pneumatic pick	2	2	6
Manhole sinker (any shape)	2	0	0
Leading pipe layer and/or leading jointer	2	2	6
Pipe layer and/or jointer	2	0	0
Pitcher setter	1	15	0
Ploughman	1	15	0
Ploughman's assistant	1	5	0
Pneumatic pick or scabbler or vibrator user	2	0	0
Powder monkey	2	5	0
Pump employee in charge of pump pumping water and doing repairs	1	15	0
Reinforcement placer or wiper	1	10	0
Renderer in open drains	2	10	0
Renderer in pipes, tunnels, or covered drains	3	2	6
Rigger's assistant, vent erecting	1	15	0
Rigger in charge, vent erecting or dismantling	2	5	0
Scoop filler	1	10	0
Sinker—with less than three months' experience	1	10	0
Sinker (other than manhole sinker) with three months' experience or over	1	15	0
Slurry refiller	1	5	0
Timber drawer in drives or working below 12 feet in shafts	1	15	0
Timber cutter, preparer or measurer	1	15	0
Timberman, timbering in trenches immediately behind power excavator	2	5	0
Toolsmith	1	17	6
Topman	1	5	0
Trimmer, leading (i.e., an employee in charge of trimmers)	2	0	0
Trimmer, other than leading trimmer	1	17	6
Tunneller including an employee excavating in drives	1	15	0
Vent erector or dismantler	1	10	0
Windlass hand, working alone on tripod windlass	1	10	0
Windlass hand, other	1	5	0
Employee not elsewhere classified	1	5	0

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

J. W. RYAN, Secretary.

Melbourne, 22nd October, 1954.

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FRIDAY, DECEMBER 24.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE UNDERTAKERS BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act 1953*, 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 wheresoever employed in the business or occupation of an undertaker, or maker of coffins," has made the following Determination, viz. :—

1. That as from the beginning of the first pay period to commence in November, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.*

Apprentices.			Improvers.			Other Employees.	Within the Metropolitan District.	Outside the Metropolitan District.
WAGES.			WAGES.			WAGES.	<i>s. d.</i>	<i>s. d.</i>
—	Percentage of Basic Wage.	—	Age.	Percentage of Basic Wage.	—	Workers engaged in making coffins of wrought timber for either polishing or varnishing ..	<i>s. d.</i>	<i>s. d.</i>
		<i>s. d.</i>			<i>s. d.</i>	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals	294 6	291 6
1st year ..	39	91 6	Under 18..	58	135 6	Chauffeurs who make adjustments and attend to actual running repairs to motor hearses, coaches, or wagons ..	281 6	278 6
2nd " ..	54	126 6	18 ..	77	180 0	Other chauffeurs who drive and may be required to change tyres, oil, and/or plugs, or grease, clean, and/or polish a motor vehicle ..	281 0	278 0
3rd " ..	68	159 0	19 ..	99	231 6	All others ..	271 0	268 0
4th " ..	90	210 6	20 ..	100 +	259 6		271 0	268 0
5th " ..	100 + 17/6	251 6		25/6				
PROPORTION (within any factory or place). One apprentice to every two or fraction of two workers receiving not less than 268s. per week. An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.			PROPORTION (within any factory or place). One improver to every seven or fraction of seven employees receiving not less than 268s. per week.			Provided that employees who live at either principal or branch establishments shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s.		

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).

Allowances.—For allowances under this Determination see clause 10.

TIMES OF BEGINNING AND ENDING WORK.

3. The ordinary times of beginning and ending work shall be between 8 a.m. and 5.30 p.m. Monday to Friday inclusive. A meal interval of 60 minutes shall be allowed, and taken between the hours of 11 a.m. and 2 p.m.

No. 1168.—11717/54.—PRICE 6D.

WEEK-END BURIAL OR CREMATION.

4. Within a radius of 25 miles from the Post Office situated at the corner of Bourke and Elizabeth streets, Melbourne, no employee shall be required to participate in the conduct of any burial or cremation on a Saturday or Sunday, subject to the following exceptions:—

- (a) Unless such burial or cremation is by direction of the District Officer of Health and—
 (i) the deceased has died from an acute infectious disease; or
 (ii) the body is in a state of obvious decomposition at the time when the funeral arrangements are being made;
 (b) the deceased person died between the hours of midday and midnight on the preceding Thursday; or
 (c) where any of the holidays prescribed in clause 17 of this Determination occurs on the following Monday, save and except when the preceding Saturday is also prescribed as a holiday in the said clause 17.

OVERTIME.

5. Outside the hours fixed as the times of beginning and ending work
 Within the hours so fixed in excess of the number of hours as fixed for a week's work } Time and a half.
 Provided that any employee required to do any removal work occupying any time between midnight and 6 a.m. on any day shall be paid a minimum of £1 5s. for each occasion he is so required to work.
 An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

TERMS OF ENGAGEMENT.

6. Any employee (other than a casual employee) willing and available to work shall, in respect of each week of his employment, be paid the full weekly wage fixed by this Determination and shall, in addition, be paid at overtime rates for work done in excess of or outside the ordinary hours of employment.

CASUAL LABOUR.

7. Casual employees, i.e., persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter, with a minimum of one pound per day.

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

PAYMENT OF WAGES.

9. All wages must be paid on Thursday, and in the employer's time. Each pay envelope shall be endorsed with the gross amount payable to the employee, and an itemised statement as to the amounts of deductions therefrom.

ALLOWANCES.

10. (i) To the amounts otherwise prescribed in this Determination shall be added the following:—(a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive and/or clean such unit, 1s. per day; (b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit, 1s. per day.
 (ii) Suitable overalls and gloves shall be provided by the employer for employees cleaning gas producer units.
 (iii) An employer shall reimburse an employee the cost of any telephone calls made under instructions by him or in the case of an emergency in connexion with the duties of such employee.

HOLIDAYS.

11. All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day, and
 (i) within the Metropolitan District as defined in the *Labour and Industry Act 1953*—Melbourne Cup Day and Show Day;
 (ii) outside the said Metropolitan District—Melbourne Cup Day and Show Day or in lieu of such days, holidays to be mutually agreed upon between any employer and a majority of his employees;
 but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays this condition shall only apply for the day so substituted, or should any such holiday occur on a Saturday or a Sunday and a day is not so substituted employees whether called upon to work on such day or not shall be entitled to a holiday in lieu of same on a day to be arranged between the employees and the employer concerned.

SICK LEAVE.

12. (a) Any employee (other than a casual employee) who has had not less than six months' service with the same employer shall be entitled to leave of absence on account of ill-health, provided he has submitted, within 24 hours of the commencement of such absence, satisfactory evidence that same is not the result of his own misconduct. If the conditions hereinbefore stated have been complied with, the employee shall be entitled to leave of absence (without deduction of pay) for a period not exceeding in the aggregate 40 hours of working time in any year of service.
 (b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed therein is not taken in any year such portion as is not taken shall, provided the employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year and also cumulative upon any sick leave (not exceeding 120 hours of working time) which may have been standing to the credit of the employee on the 1st May, 1953.
 (c) 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 sub-clause (b) hereof.

SUNDAY WORK.

13. All employees assisting in the carrying out of funerals or removals on any Sunday shall be paid a minimum of 20s. for such work.

PICNIC DAY.

14. The third Wednesday in February in each year shall be observed as a holiday within a radius of 25 miles of the General Post Office, Melbourne, and at Ballarat, Bendigo, Geelong, and Warrnambool.

EXTENDED JOURNEY.

15. A motor driver shall not be required to travel on any journey extending over 110 miles from the employer's headquarters unless accompanied by a male adult employee who shall also be a licensed motor driver.

TERMINATION OF EMPLOYMENT.

16. 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, or a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

SPECIAL RATES.

17. Time and a half, with a minimum payment of 10s., shall be paid for all work done on a Saturday, and double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Picnic Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and,

(i) within the Metropolitan District as defined in the *Labour and Industry Act 1953*—Melbourne Cup Day and Show Day;

(ii) outside the said Metropolitan District—Melbourne Cup Day and Show Day or in lieu of such days, holidays to be mutually agreed upon between any employer and a majority of his employees;

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.

17a. Notwithstanding anything contained in clause 11 and 17 hereof, Saturday the 25th December, 1954, shall, for the purposes of those clauses be Christmas Day and the provisions as regards the substitution by Proclamation of another holiday in lieu of such Saturday shall not apply.

Tuesday the 28th December, 1954, shall be a working day, but work done on such day shall be paid for at the rate of double time.

PROVISION FOR PROTECTIVE CLOTHING.

18. Gum boots shall be provided for employees whilst washing vehicles. Raincoats and rubber gloves for the use of employees when same are necessary, shall be provided by the employer.

STANDING BY TIME.

19. An employee called upon to stand by, that is, to hold himself available if wanted, shall be paid the following rates:—

(a) Between the hours of 5.30 p.m. and midnight (Monday to Friday)—3s. per night;

(b) Between 1 p.m. on Saturday, and 6 a.m. on the following Monday, 6d. per hour for each hour he is so required to stand by;

(c) The allowances prescribed in sub-clauses (a) and (b) hereof shall be in addition to appropriate payments for any work done during the hours therein mentioned;

(d) Notwithstanding anything contained in sub-clauses (a) or (b) hereof, an employee required to stand by at an employer's place of business shall be entitled to be paid at the rate prescribed for a chauffeur who makes adjustments and attends to actual running repairs to motor hearses, coaches, or wagons for all time he is so required to stand by.

EXHUMATIONS.

20. Any undertaker's assistant required to do any work in a cemetery in connexion with an exhumation shall receive an allowance of £1 in addition to his ordinary wage.

PIECEWORK.

21. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

SCHEDULE.

All Inside Measurements (Head to Heel).	If made Throughout by Hand—			If made with the Aid of Machinery Actually Installed on Employer's Premises, and Driven by Steam, Gas, Oil, Water, or Electric Power—		
	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.
	Each.	Each.	Each.	Each.	Each.	Each.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long	105 8	112 2	118 6	92 4	99 6	107 6
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth)	94 6	101 5	107 9	83 3	89 5	96 0
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long	79 6	82 5	88 8	69 10	74 2	78 0
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long	63 9	68 6	74 1	56 8	61 1	67 11
Common coffins, over 4 ft. 9 in. long	14 3	15 11	17 10	12 5	14 0	15 11
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness	15 11	17 10	19 11	14 0	15 11	17 10
	s. d.			s. d.		
Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long	58 11 each			49 11 each		
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long	48 5 "			38 11 "		
Common coffins, up to 2 feet long	63 9 per dozen			49 3 per dozen		
Common coffins, over 2 feet and up to 3 feet long	86 0 "			68 7 "		
Common coffins, over 3 feet and up to 4 ft. 9 in. long	116 7 "			91 8 "		
Inside shells for lead coffins	42 6 each			28 7 each		
Cover lids, up to 2 feet wide	59 1 per dozen			40 1 per dozen		
Cover lids, over 2 feet wide	64 6 "			63 8 "		
	s. d.			s. d.		
Extra for common coffins or coverlids if glued	.. .. .			.. 3 6 each		
Extra for lids made with two or three decks	.. .. .			.. 22 6 "		

DEFINITION.

22. "Best" coffin means a coffin which bears any ornamentation other than a plinth.

PERIODICAL ADJUSTMENT OF WAGES.

23. 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 33 of the *Labour and Industry Act 1953*, this Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 24. Provided that piecework prices shall be adjusted proportionately to adjustments of the basic wage such adjustments to be to the nearest 1d.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

24. (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, 1955, the amount of the Basic Wage shall be as prescribed in clause 23.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, a 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 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. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 19th October, 1954.



VICTORIA GOVERNMENT GAZETTE.

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No. 1169]

FRIDAY, DECEMBER 24.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE CEMETERY EMPLOYEES BOARD.

NOTE.—1. This Determination applies to whole of the State of Victoria.

2. On the 25th September, 1946, the powers of the Cemetery Employees Board were varied to enable it to "determine the lowest prices or rates which may be paid to any person employed in or about a crematorium".

IN accordance with the provisions of the *Labour and Industry Act 1953*, and the Orders in Council thereunder, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person employed:—

- (a) in or about a cemetery as a grave digger, grave decorator, gatekeeper, labourer, or gardener;
(b) in or about a crematorium"

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in November, 1954, 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.				Other Employees.			
		Percentage of Basic Wage.	s. d.	Wages.			
				Within the Metropolitan District.		All Other Parts of Victoria.	
				Per Hour.	Per Week.	Per Hour.	Per Week.
1st year	.. ..	27	63 0	s. d.	s. d.	s. d.	s. d.
2nd year	.. ..	31	72 6	6 7 ¹³ / ₂₀	265 6	6 6 ¹ / ₂	262 6
3rd year	.. ..	36	84 0	6 4 ¹ / ₂	256 0	6 3 ⁹ / ₁₀	253 0
4th year	.. ..	43	100 6	THROUGHOUT THE STATE.			
5th year	.. ..	53	124 0	Per Hour.		Per Week.	
				s. d.		s. d.	
PROPORTION (WITHIN ANY PLACE).				(a) In or about a ceme- tery—			
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.				Grave diggers			
				* Operator in charge ..			
				Other operator			
				All others			

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

ALLOWANCES.

3. (a) Any employee who is required to set and/or fire explosives shall be paid 5s. extra per day for each day or part of a day on which he performs such operations, and any person who has been directed by the management to assist such an employee shall be paid 2s. 6d. extra per day for each day or part of a day on which he is so required to assist.

(b) Any employee who is engaged in boring holes in stone by hand or machine for any period in excess of two hours on any day shall be paid 2s. 6d. per day extra for each day on which he is so required to work.

EXHUMATIONS.

4. (a) Any workman employed in the opening and/or entering of a grave for the purposes of an exhumation or exhumations shall be paid for the first body removed the sum of 30s., and for each additional body removed from the same grave a further 15s.;

(b) Any workman required to assist, but not to open and/or enter a grave, in connection with an exhumation or exhumations from the same grave shall be paid an allowance of 7s. 6d.

TIME OF BEGINNING AND ENDING WORK.

5. The ordinary times of beginning and ending work shall be between the following hours :—

8 a.m. to 5.15 p.m. Monday to Friday inclusive.

A meal interval of not less than 45 minutes shall be allowed each employee between noon and 1.30 p.m. each day.

WEEK-END BURIAL OR CREMATION.

6. Within a radius of 25 miles from the Post Office situated at the corner of Bourke and Elizabeth-streets, Melbourne, no employee shall be required to participate in the conduct of any burial or cremation on a Saturday or Sunday, subject to the following exceptions—

(a) unless such burial or cremation is by direction of the District Officer of Health ;

(b) the deceased person died prior to midnight on the preceding Thursday ; or

(c) where any of the holidays prescribed in clause 8 of this Determination occurs on the following Monday, save and except when the preceding Saturday is also prescribed as a holiday in the said clause 8.

OVERTIME.

7. All work done outside the hours specified as the times of beginning and ending work, or any work done within such hours in excess of 40 hours in any week, shall be paid for at the rate of time and a half.

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.

8. (a) Employees shall, as far as practicable, be entitled to the following holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day, and,

(i) within the Metropolitan District as defined in the Factories and Shops Acts—Melbourne Cup Day and Show Day ;

(ii) outside the said Metropolitan District—Melbourne Cup Day and Show Day or in lieu of such days, holidays to be mutually agreed upon between any Cemetery Trust and a majority of its employees ;

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this condition shall only apply for the day so substituted, or should any such holiday occur on a Saturday or a Sunday and a day is not so substituted employees whether called upon to work on such day or not shall be entitled to a holiday in lieu of same on a day to be arranged between the employees and the Trust concerned.

Provided that should an employee be required to work on any day specified in this sub-clause such work shall not include the digging of stock graves, but may include :—

(i) any necessary maintenance work ;

(ii) the filling in of a grave ;

(iii) the preparation of an ordered grave.

(b) Any employee who having been instructed to report for work on any holiday mentioned in sub-clause (a) hereof shall if he so reports be entitled to payment as follows :—

(i) An allowance of 5s. if not given a start at work ;

(ii) for work done with a minimum payment as for four hours.

The allowance or wage provided for in (i) and (ii) hereof is in addition to the payment of a day's pay to which an employee is entitled under sub-clause (a).

8a. Notwithstanding anything contained in clause 8 hereof, Saturday the 25th December, 1954, shall, for the purposes of that clause be Christmas Day and the provisions as regards the substitution by Proclamation of another holiday in lieu of such Saturday shall not apply.

Tuesday the 28th December, 1954, shall be a working day but work done on such day shall be paid for at the rate of double time.

SUNDAYS.

9. All work done on Sundays shall be paid for at double time. Provided that any employee who is required to be on duty solely for the purpose of acting as a patrolman or as a supervising attendant shall receive a minimum payment of 20s., and any employee called on duty to do any other work shall receive a minimum payment of 30s. for each Sunday he is so required to work.

SATURDAYS.

10. Subject to the provisions of clause 8 hereof time and a half with a minimum payment of 20s. shall be paid for all work done on a Saturday.

EMPLOYEE OPENING OR CLOSING A CEMETERY ON A SATURDAY, SUNDAY, OR A PUBLIC HOLIDAY.

11. Notwithstanding anything contained in clauses 8, 9, or 10 hereof any employee who is required only to open and/or close the gates of a cemetery on a Saturday, Sunday, or a Public Holiday specified in clause 8, shall be paid at the appropriate rate specified for work done on any such day with a minimum payment of 15s. for any such work.

NOTICE OF WORK ON A SUNDAY OR HOLIDAY.

12. If at all possible, 24 hours' notice that his services will be required on such day, shall be given to an employee required to work on a Sunday or a holiday specified in clause 8.

PICNIC DAY.

13. The 3rd Wednesday in February in each year shall be observed as a holiday within a radius of 20 miles of the General Post Office, Melbourne, and at Ballarat, Bendigo, and Geelong. Employees (except those required to carry out essential services) shall be entitled to such holiday without deduction of pay.

Employees required to carry out essential services may receive ordinary rates of pay only for work done on such day, but shall within one month receive another day off in lieu of such picnic holiday or have one day added to the annual leave provided for in clause 16.

FARE ALLOWANCE.

14. Any employee residing outside a radius of five miles from his place of employment shall in addition to any other amounts to which he may be entitled under this Determination receive the sum of five shillings per week as a fare allowance

TERMS OF ENGAGEMENT.

15. Any employee (other than a casual employee) willing and available to work shall, in respect of each week of his employment, be paid the full weekly wage fixed by this Determination.

ANNUAL HOLIDAY.

16. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, No. 5111, and any amendments which may be made thereto from time to time.

PAYMENT OF WAGES.

17. Wages shall be paid not later than Thursday in each week.

SICK LEAVE.

18. (a) Any employee (other than a casual employee) who has not less than twelve months' service with the same employer shall be entitled to leave of absence on account of ill health or accident, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that same is not the result of his own misconduct. If the conditions hereinbefore stated have been complied with, the employee shall also be entitled during such absence in any year to payment as follows:—

- (i) For the first two weeks, full pay.
- (ii) For the next two weeks, half pay.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave, as prescribed above is not taken during the employee's fourth, or any subsequent year of continuous service, such portion as is not taken in such fourth or any subsequent year of service, shall be cumulative from year to year up to a period not exceeding eight weeks on full pay, and a further eight weeks on half pay, provided that for each two weeks of any such sick leave, a medical certificate, or other satisfactory evidence of injury or illness shall be furnished by the employee if so required.

(c) Notwithstanding anything contained in sub-clauses (a) or (b) hereof, for absence on account of ill-health or injury for any period not exceeding two consecutive working days, and not exceeding in the aggregate four working days in any one year, the production of a medical certificate shall not be necessary.

(d) Where, under any scheme of insurance or an accident relief or provident fund, to secure the benefit of which the employer has paid the necessary premium, or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage as is prescribed by sub-sections (a) and (b) hereof than is sufficient with such compensation to make up the full or half pay as the case may be.

CLOTHING, ETC.

19. Employees required to work in wet places shall be provided with leather or rubber knee boots.

An employee whilst engaged at grave digging shall be supplied with overall trousers, which shall be replaced from time to time where necessary.

Suitable and adequate overhead covering shall be provided for all employees engaged in grave digging.

An employee engaged in filling in a grave in rain shall be provided with suitable protective clothing.

An employee required to attend at a grave during a funeral shall be provided with a suitable dustcoat to cover his working clothes during such period.

PROTECTION FROM FALLING EARTH OR MASONRY.

20. Where an employee is working in sand or loose earth at a depth of 5 ft. 6 in. or greater, or in any earth at a depth below 7 feet, he shall be assisted by another employee, or given protection by means of timbering or other adequate protection to obviate danger from falling earth or masonry. Where a grave is dug or re-opened in sand or loose earth, planking must be provided by the Cemetery Trust, and used by the grave digger for the safe conduct of the funeral for which preparation is being made.

DEFINITION.

21. A casual employee is a person who is not required to report for duty on each of every ordinary working day, but who is called upon to do certain specified work at irregular intervals.

DINING ACCOMMODATION, ETC.

22. Where four or more men are ordinarily employed in a cemetery suitable dining accommodation with a fireplace, or other means of providing boiling water, and with adequate tables and forms shall be provided for the use of employees when having meals. This accommodation shall be kept clean and used for no other purpose.

Suitable drying accommodation with heating facilities when necessary shall also be provided in each such cemetery.

TERMINATION OF EMPLOYMENT.

23. Except in a case where an employee or an employer has been guilty of misconduct seven days' notice of termination of employment shall be given by either employer or worker, or a week's wages shall be paid or forfeited, as the case may be, in lieu thereof. This clause does not operate in the case of a casual employee.

PERIODICAL ADJUSTMENT OF WAGES.

24. 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 33 of the *Labour and Industry Act 1953*, 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 25.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1955, the amount of the basic wage shall be as prescribed in clause 24.

(c) During each future successive period beginning with the first pay period to commence in a 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. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 19th October, 1954.



VICTORIA
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No. 1170]

FRIDAY, DECEMBER 24.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE BREAD TRADE BOARD.

NOTES (i).—This Determination applies to the whole of the State of Victoria as follows:—

(a) Clauses 1 to 17, inclusive, apply to the Metropolitan District as defined in the *Labour and Industry Act 1953*, and such portion of the Shires of Doncaster and Templestowe (other than the township of Warrandyte) as is not included within the said District; the cities of Ballarat, Bendigo, Chelsea, Geelong, Geelong West, Mildura, Mordialloc, Warrnambool, and of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; the township of Allansford; the township of Merbein; the township of Kangaroo Flat in the Shires of Marong and of Strathfieldsaye; the township of Spring Gully, in the Shire of Strathfieldsaye; such portion of the Shire of Broadmeadows as is south of Somerton-road; the Shire of Dandenong; the Doutta Galla Riding of the Shire of Keilor, and such portion of the Maribyrnong Riding of the said Shire as is within 3 miles of the St. Alban's Post Office; the Shire of Mulgrave; such portions of the Shire of South Barwon and of the Moorpanyal Riding of the Shire of Corio as are within a radius of 5 miles of the Geelong Post Office; and portions of the Shire of Werribee as are within a radius of 3 miles of the Altona Post Office; and such portions of the Shire of Mildura as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office, respectively.

(b) Clause 1 and clauses 18 to 32, inclusive, apply to the whole of the State *outside and excepting* those parts enumerated in the preceding paragraph.

(ii) On 31st May, 1938, the Bread Board, the Country Bread Board, and the Provincial Bread Board were deprived of the power to "determine the lowest prices or rates of payment for bread making or baking", and such power was conferred exclusively on the Bread Trade Board.

(iii) The Board has prescribed a form of apprenticeship indenture.

(iv) Breadmaking and baking were proclaimed on 12th December, 1938, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (Price 3d.)

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of breadmaking or baking" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in November, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 1170.—12110/54.—PRICE 6D.

WITHIN THE AREA SET OUT IN NOTE (i) (a).

2.		WAGES.		Other Employees.										
* Apprentices.		* Improvers.		Per Hour.										
Per Week of 40 Hours. s. d.		Per Week of 40 Hours. £ s. d.		s. d.										
1st Year—		1st six months ..	} 13 18 4	Doughmakers ..										
1st six months ..	76 3	2nd ..												
2nd ..	83 10	3rd ..			<table border="1"> <tr> <th>Ordinary Days</th> <th>Double Days</th> <th>Treble Days</th> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>			Ordinary Days	Double Days	Treble Days				
Ordinary Days	Double Days	Treble Days												
2nd Year—		4th ..												
1st six months ..	91 7	5th ..												
2nd ..	99 1	6th ..			<table border="1"> <tr> <th colspan="3">Per Hour.</th> </tr> <tr> <th colspan="3">s. d.</th> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>			Per Hour.			s. d.			
Per Hour.														
s. d.														
3rd Year—		7th ..												
1st six months ..	114 5	8th ..												
2nd ..	129 9													
4th Year—		and thereafter the minimum wage.		Foremen or single hands ..	7 9½									
1st six months ..	152 7													
2nd ..	175 5			All others engaged in the making and/or baking of bread ..	7 6½									
5th Year—		PROPORTION (within any factory or place).												
1st six months ..	206 3	One improver to every eight workers receiving not less than 30s. 8d. per week of 40 hours.												
2nd ..	236 6													
and thereafter the minimum wage.														
PROPORTION (within any factory or place).														
One apprentice to every three or fraction of three workers receiving not less than 30s. 8d. per week of 40 hours.														

* Except those subject to the jurisdiction of the Apprenticeship Commission.

NOTE.—The rates shown in clause 2 herein include 1½d. per hour for "foremen or single hands" and "all others engaged in the making and/or baking of bread" required to work the hours and times prescribed in clause 17. Pro-rata of this amount has been included in the rates of apprentices and improvers.

HOURS OF WORK. (See clause 17. Limitation of Hours of Employment.)

3. That the number of hours to be worked on each day (including the time spent at the doughmaking necessary for such day's work) shall be:—

	Apprentices.	Other Employees.
Ordinary days	7 hours	7 hours
Double days	9 "	10 "
Treble days	9 "	10 "

OVERTIME.

4. (a) That any employee (other than an apprentice) who works either—

- (i) for any time in excess of the number of hours fixed in clause 3; or alternatively
- (ii) during any week for any time in excess of 40 hours;

shall be paid for such extra time at the wages rate of double time.

(b) Any apprentice who works for any time in excess of seven hours on an ordinary night or nine hours on any other night shall be paid by the employer for such extra time at the rate of time and a half, calculated on the same rate of pay as the employer may for the time being be obliged to pay to journeymen employed by him in the same trade. Provided, however, that any apprentice during the last year of his apprenticeship may be required to work up to ten hours on a night other than an ordinary night at ordinary rate of pay.

WEEKLY HOURS.

5. That the number of hours to constitute an ordinary week's work shall be 40.

TIME RATE.

6. (a) That any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 20 hours, at the ordinary wages rate with an addition of 33 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.

(b) In addition to any other rate to which he is entitled, any person employed for not more than 20 hours in any one week shall be paid, in respect of each night he is employed, fares from the Trades Hall, Melbourne, to his place of employment and return to the Trades Hall, Melbourne, by the cheapest means of regular rail, tram, or bus service available to him at the times of beginning or ending work as the case may be.

This shall include the fare charged by any available all-night service to employees travelling outside the times of ordinary services.

Provided that this sub-clause shall apply only to work done within the Metropolitan District as defined in the *Labour and Industry Act 1953*, and the Orders in Council thereunder.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

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

(b) When two or more holidays as provided for in sub-clause (a) hereof occur in any one week, an employee shall be paid a full week's wages in addition to any penalty rates to which he may be entitled in such week; provided that any employee covered by this sub-clause who loses time during such week without the approval of his employer, shall be paid pro-rata for the work performed by him in such week.

UNION REPRESENTATIVE.

8. That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, shall be permitted to inspect the time-book and conditions relating to the persons employed therein, and interview employees where breaches or suspected breaches of this Determination are occurring or suspected of occurring.

DEFINITIONS.

9. (a) "Foreman" shall mean a person in charge of a bakehouse. No person shall be classed as a foreman unless he is a tradesman, and is present during substantially the whole of the working hours.

(b) "Double day," shall mean a day on which bread is baked to supply all the employer's customers for two days so as to obviate the necessity for any work being done on the following day.

(c) "Treble day" shall mean a day on which bread is baked to supply all the employer's customers for three or more days so as to obviate the necessity for any work being done on the following two days.

(d) The making of bread shall be deemed to mean each of the following acts:—

- (i) The dividing of bread dough
- (ii) The weighing of bread dough;
- (iii) The kneading or moulding of bread dough;
- (iv) The placing of bread dough in boxes or tins or on trays.

(e) The baking of bread shall be deemed to mean—

- (i) the setting of dough in the oven;
- (ii) the withdrawal of bread from the oven.

ANNUAL HOLIDAY.

10. (a) The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

(b) Where a public holiday mentioned in clause 7 occurs during any period of an annual holiday taken by an employee, the period of the holiday shall be increased by one day in respect of that public holiday.

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 prescribed above is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause, service prior to the 1st June, 1949, shall be disregarded.

REST PERIODS.

12. That, on double and treble days, employees shall be allowed two rest periods of ten minutes each which shall be counted as part of time worked. One of such rest periods shall be taken before the meal interval, and the other rest period shall be taken after the meal interval. In addition to such rest periods where an employee is required to work more than two hours' overtime and the hours worked on that occasion exceed ten hours he shall be entitled to a further rest period of ten minutes.

MEAL INTERVAL.

13. That a meal interval of not more than thirty minutes shall be allowed after the completion of not less than 2½ hours' work and not more than 5 hours' work.

CONTINUITY OF WORK.

14. The work of each employee (except a doughmaker) on each day or shift, shall be continuous with the customary break for a meal.

LAUNDERING AND/OR MAINTENANCE OF WORKING CLOTHES.

15. An employee who works for more than 20 hours in any week for the same employer shall be paid an allowance of 5s. per week towards the cost of laundering and/or maintenance of working clothes; provided an employee who works for less than 20 hours in any week shall be paid 1s. for each night he is employed, with a maximum of 5s. per week.

CHANGING ROOMS, LOCKERS, LUNCH ROOMS, WASHING FACILITIES, &c.

16. Suitable changing rooms, lockers, lunch rooms, washing facilities, including hot and cold showers, and reasonable facilities for making tea, shall be provided by the employer where there are more than two employees.

LIMITATION OF HOURS OF EMPLOYMENT.

17. No person shall be employed at breadmaking or baking, as defined in clause 9 hereof, outside the hours specified hereunder, and no person shall be required to work in such employment for more than 12 hours at any one time inclusive of paid crib breaks.

Type of Week.	Sunday.	Monday.	Tuesday.	Wednesday.	Thursday.	Friday.	Saturday.
1. Ordinary week, i.e., a week in which no public holiday occurs during that week or on the following Monday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
2. The week previous to a week in which Monday is a public holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
3. Week in which Monday is a public holiday	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
4. Week in which Tuesday is a single public holiday	..	Midnight Sunday to noon Monday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
5. Week in which Wednesday is a single public holiday	..	4 a.m. to 4 p.m.	Midnight Monday to noon Tuesday	..	4 a.m. to 4 p.m.	Midnight Thursday to 2 p.m. Friday	..
6. Week in which Thursday is a single public holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	Midnight Tuesday to noon Wednesday	..	Midnight Thursday to 2 p.m. Friday	..
7. Week in which Friday is a single public holiday and is not followed by a Monday public holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Wednesday to 2 p.m. Thursday	..	..
8. Week in which Good Friday occurs	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Wednesday to noon Thursday	10 p.m. to midnight	Midnight Friday to noon Saturday
9. Week which follows Easter week-end	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
10. Week in which Saturday is a public holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
11. The week previous to a week in which Monday and Tuesday are public holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	4 a.m. to 4 p.m., 10 p.m. to midnight	Midnight Friday to noon Saturday
12. Week in which Monday and Tuesday are public holidays	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
13. Week in which Tuesday and Wednesday are public holidays	..	Midnight Sunday to 2 p.m. Monday	..	..	4 a.m. to 4 p.m.	Midnight Thursday to 2 p.m. Friday	..
14. Week in which Wednesday and Thursday are public holidays	..	4 a.m. to 4 p.m.	Midnight Monday to 2 p.m. Tuesday	..	..	Midnight Thursday to 2 p.m. Friday	..
15. Week in which Thursday and Friday are public holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	Midnight Tuesday to 2 p.m. Wednesday	..	..	Midnight Friday to noon Saturday
16. Week in which Friday and Saturday are public holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Wednesday to 2 p.m. Thursday	..	..
17. Week in which Saturday and the Monday in the following week are public holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..

Notwithstanding the provisions of clause 17 hereof for the period 23rd December, 1954 to 5th January, 1955, the following shall apply.

Thursday 23rd December, 1954.	Friday, 24th December, 1954.	Saturday, 25th December, 1954.	Sunday, 26th December, 1954.	Monday, 27th December, 1954.	Tuesday, 28th December, 1954.	Wednesday, 29th December, 1954.
5 a.m. to 5 p.m.	Midnight Thurs- day to 2 p.m. Friday	..	..	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.
Thursday 30th December, 1954	Friday 31st December, 1954	Saturday 1st January, 1955	Sunday 2nd January, 1955	Monday 3rd January, 1955	Tuesday 4th January, 1955	Wednesday 5th January, 1955
5 a.m. to 5 p.m.	Midnight Thurs- day to 2 p.m. Friday.	..	..	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.

18.

WITHIN THE AREA SET OUT IN NOTE (i) (b).

Apprentices.	Improvers	Other Employees.
Per Week of 40 Hours. s. d.	Per Week of 40 Hours. £ s. d.	
1st Year—	1st Year ..	Foremen or single hands .. 7s. 7½d. per hour, or 305s. per week of 40 hours
1st six months .. 72 5	2nd " ..	
2nd " .. 74 8	3rd " ..	
2nd Year—	4th " ..	
1st six months .. 78 9	PROPORTION (within any factory or place). One improver to every eight workers receiving not less than 294s. 2d. per week of 40 hours.	
2nd " .. 89 10		
3rd Year—	Makers or bakers of rye bread, Vienna bread, or rolls } Persons not provided for elsewhere in this Determination } 7s. 4½d. per hour, or 294s. 2d. per week of 40 hours	
1st six months .. 102 1		
2nd " .. 119 10		
4th Year—		
1st six months .. 140 7	Makers or bakers of rye bread, Vienna bread, or rolls } Persons not provided for elsewhere in this Determination } 7s. 4½d. per hour, or 294s. 2d. per week of 40 hours	
2nd " .. 164 0		
5th Year—		
1st six months .. 193 10		
2nd " .. 225 11	Makers or bakers of rye bread, Vienna bread, or rolls } Persons not provided for elsewhere in this Determination } 7s. 4½d. per hour, or 294s. 2d. per week of 40 hours	
and thereafter the minimum wage.		
PROPORTION.		
One apprentice to every three or fraction of three workers receiving not less than 294s. 2d. per week of 40 hours.		

OVERTIME.

19. (a) That any employee (other than an apprentice) who works in any week for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.

(b) That any apprentice who works in any week for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half for the first four hours, and thereafter at the rate of double time.

WEEKLY HOURS.

20. That the number of hours to constitute an ordinary week's work shall be 40.

TIME RATE.

21. That any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 20 hours, at the ordinary wages rate with an addition of 33 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.

UNION REPRESENTATIVE.

22. That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, shall be permitted to inspect the time-book and conditions relating to the persons employed therein, and interview employees where breaches or suspected breaches of this Determination are occurring or suspected of occurring.

SUNDAY WORK.

23. The Board determines, pursuant to the provisions of section 103 of the *Labour and Industry Act 1953*, that, where a public holiday occurs upon a Tuesday, bread may be made or baked on the preceding Sunday after the hour of 8 p.m.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

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

(b) When two or more holidays as provided for in sub-clause (a) hereof occur in any one week, an employee shall be paid a full week's wages in addition to any penalty rates to which he may be entitled in such week; provided that any employee covered by this sub-clause who loses time during such week without the approval of his employer, shall be paid pro rata for the work performed by him in such week.

ANNUAL HOLIDAY.

25. (a) The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendment which may be made thereto from time to time.

(b) Where a public holiday mentioned in clause 24 occurs during any period of an annual holiday taken by an employee, the period of the holiday shall be increased by one day in respect of that public holiday.

SICK LEAVE.

26. (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 June, 1949, shall be disregarded.

LIMITATION OF HOURS.

27. (a) No bread of any kind shall be made or baked for trade or sale whether in the form of loaves, rolls, or any other form in any area to which Parts 2 and 3 of the Determination of the Bread Carters Board apply between the hour of twelve noon on the day immediately preceding every Wednesday other than any such Wednesday which occurs in any week in which any public holiday occurs on some other day or days and six o'clock in the evening of such Wednesday.

(b) No bread of any kind shall be made or baked for trade or sale, whether in the form of loaves, rolls, or any other form in any area to which Parts 2 and 3 of the Determination of the Bread Carters Board apply, between the hour of twelve noon on the day immediately preceding any Saturday being a holiday prescribed by the said Determination and the hour of eleven o'clock in the evening of the following Sunday.

(c) No bread of any kind shall be made or baked for trade or sale, whether in the form of loaves, rolls, or any other form in any area to which Parts 1, 2, 3, and 4 of the Determination of the Bread Carters Board apply between the hour of twelve noon on the day immediately preceding any holiday prescribed by section 104 of the *Labour and Industry Act 1953*, and the hour of six o'clock in the evening on such holiday.

(d) No bread of any kind shall be made or baked for trade or sale whether in the form of loaves, rolls, or any other form on Saturday, 25th December, 1954, and Saturday, 1st January, 1955.

MEAL INTERVAL.

28. That a meal interval of not more than thirty minutes shall be allowed after the completion of not less than 2½ hours' work and not more than 5 hours' work.

CONTINUITY OF WORK.

29. The work of each employee (except a doughmaker) on each day or shift, shall be continuous with the customary break for a meal.

LAUNDERING AND/OR MAINTENANCE OF WORKING CLOTHES.

30. An employee who works for more than 20 hours in any week for the same employer, shall be paid an allowance of 5s. per week towards the cost of laundering and/or maintenance of working clothes, provided an employee who works for less than 20 hours in any week shall be paid 1s. for each night he is employed, with a maximum of 5s. per week.

CHANGING ROOMS, LOCKERS, LUNCH ROOMS, WASHING FACILITIES, &c.

31. Suitable changing rooms, lockers, lunch rooms, washing facilities, including hot and cold showers, and reasonable facilities for making tea, shall be provided by the employer where there are more than two employees.

DEFINITION.

32. "Foreman" shall mean a person in charge of a bakehouse. No person shall be classed as a foreman unless he is a tradesman, and is present during substantially the whole of the working hours.

PERIODICAL ADJUSTMENT OF WAGES.

33. The wages set out in Clauses 2 and 18 are based upon the following basic wage, and, pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 34.

Basic Wage.

Place.	Basic Wage. (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1955, the amount of the basic wage shall be as prescribed in Clause 33.

(c) During each future successive period beginning with the first pay period to commence in a 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 for "Other Employees" in clauses 2 and 18 shall be adjusted in accordance with the following table:—

TABLE.

Index Number Divisions.		Amount of Adjustment Per Hour.
		<i>d.</i>
Decreases	2229-2237	1½
	2238-2247	1½
	2248-2257	1
	2258-2266	½
No Change	2267-2276	½
	2277-2286	Nil
	2287-2296	½
	2297-2305	½
Increases	2306-2315	1
	2316-2325	1½
	2326-2334	1½
	2335-2344	1½
	2345-2354	2
	2355-2364	2½
	2365-2373	2½
	2374-2383	3

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

(e) Apprentices and Improvers.—Apprentices within the area set out in Note (i) (a) shall be adjusted proportionately to the increase or decrease in the "All others rate". Apprentices within the area set out in Note (i) (b) and all improvers shall be adjusted proportionately to the increase or decrease in the basic wage. Such adjustments shall be calculated to the nearest 1d. half or less than half of one penny to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 10th November, 1954.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, DECEMBER 24.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE BREAD CARTERS BOARD.

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

(2) On the 18th of December, 1944, the Bread Carters Wages Board, the Determination of which was operative over an extended area, was appointed to take the place of the Bread Carters Board appointed on the 18th August, 1908, the Determination of which was limited to portion of the State only.

IN accordance with the provisions of the *Labour and Industry Act 1953* the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (i) wheresoever employed in carting or driving or assisting in carting or driving or in delivering bread in connexion with the business of a baker or a seller of bread;
- (ii) employed in or in connexion with any stable in which are stabled the horses used in his trade or business by a baker or a seller of bread"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in November, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART 1.

This Part applies to:—

The Metropolitan District as defined in the *Labour and Industry Act 1953*, and such portion of the Shire of Doncaster and Templestowe (other than the township of Warrandyte) as is not included within the said District; the cities of Ballarat, Bendigo, Chelsea, Geelong, Geelong West, Mildura, Mordialloc, Warrnambool; and of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; the township of Merbein; the township of Kangaroo Flat, in the Shires of Marong and of Strathfieldsaye; the township of Spring Gully, in the Shire of Strathfieldsaye; such portion of the Shire of Broadmeadows as is south of Somerton-road; the Shire of Dandenong; the Doutta Galla Riding of the Shire of Keilor and such portion of the Maribyrnong Riding of the said Shire as is within three miles of the St. Albans Post Office; the Shire of Mulgrave; such portions of the Shire of South Barwon and of the Moorpanyal Riding of the Shire of Corio as are within a radius of 5 miles of the Geelong Post Office; such portions of the Shire of Werribee as are within a radius of 3 miles of the Altona Post Office; and such portions of the Shire of Mildura as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office, respectively.

1.

	Wages per Week of 40 Hours.	Other Employees.	
		Wages per Week of 40 Hours.	
		Mildura District.	Elsewhere.
	s. d.	s. d.	s. d.
Under 16 years of age	133 9		
16 years of age	163 0		
17 years of age	191 3		
18 years of age	217 9	Stable Workers	259 0
19 years of age	247 9	All Others	279 0
20 years of age	262 9		

PROPORTION—Wherever this Section applies.

(In any place.)

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

* The Board has determined that no person shall be taken on as an apprentice.

TIMES OF BEGINNING AND ENDING WORK.

2. That the times of beginning and ending work for all persons (other than stable workers) shall be:—

Time of Beginning.	Time of Ending.
7 a.m.	5 p.m. on ordinary days, provided that the carting and/or delivering of bread before 8 a.m. is prohibited other than to established depots for the loading of carts.
5 a.m.	6 p.m. on days during which bread for more than one day's consumption is delivered, provided that the delivering of bread before 6 a.m. is prohibited.

DELIVERY OF BREAD.

3. (a) The delivery of bread shall be confined to the days Monday to Friday inclusive of each week and no bread shall be delivered on any Sunday or Saturday except a Saturday which is within a period of more than two successive days upon which the carting and delivering of bread would, apart from this provision, be prohibited.

(b) Notwithstanding the provisions of sub-clause (a) hereof, every baker shall permit every person employed by him in delivering bread to have and take a holiday for the whole of Saturday, 25th December, 1954, and Saturday, 1st January, 1955.

OVERTIME.

4. (a) For stable workers—

In excess of 40 hours in any week Time and one third for the first 2 hours and thereafter time and a half.

(b) For any other person—

Within the hours fixed, in excess of the number of hours fixed as the week's work Time and one third for the first 2 hours and thereafter time and a half.

ALLOWANCE.

5. Any employee who is required to wear clean, washable outer garments shall be paid 4s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

6. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Show Day (in such localities mentioned in the Sixth Schedule to the *Public Service Act 1946* as are within the area to which this Section applies), Christmas Day, or 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.

Any employee who absents himself from work on the working day preceding or the working day following a holiday or holidays shall not be entitled to payment for the working days he absents himself from work and/or the holiday or holidays unless he produces or forwards evidence satisfactory to his employer that his absence was due to a good and satisfactory cause.

SPECIAL RATE FOR SATURDAYS.

7. All employees (other than stable workers) shall be paid double time for all work done on a Saturday.

MEAL TIME.

8. Not more than one hour per day shall be deducted for meals.

TIME RATE.

9. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 20 hours, at the ordinary rate with an addition of 33 per centum.

For the 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 Section for an ordinary week's work, together with any overtime rate which is applicable.

SICK LEAVE.

10. (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 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 June, 1949, shall be disregarded.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

11. Thursday, at 5.30 p.m., shall be the day and the latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

12. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

ANNUAL HOLIDAY.

13. (a) The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953* and any amendments which may be made thereto from time to time.

(b) Where a public holiday mentioned in clause 6 occurs during any period of an annual holiday taken by an employee, the period of the holiday shall be increased by one day in respect of that public holiday.

UNION REPRESENTATIVE.

14. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Section to inspect the entries in the time-book required to be kept under the provisions of the *Labour and Industry Act 1953*.

DEFINITION.

15. The expression "Mildura District," wherever occurring herein, shall be deemed to mean—

- (a) the City of Mildura, and
- (b) the Township of Merbein in the Shire of Mildura and such portions of the said Shire as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.

PART 2.

This Part applies to :—

- (a) The City of Hamilton, the town of Colac, the boroughs of Echuca and Wonthaggi,
- (b) the Shires or portions of the Shires (if any) set forth below in the column opposite the name of the Shire :—

Name of Shire.	Shire or Portion of the Shire within which Determination shall be Operative.
Colac	Such portions as are within a radius of 2 miles of the Colac Post Office
Frankston and Hastings	The Seaford Riding and Township of Frankston
Hampden	Such portions as are within a radius of 2 miles of the Camperdown Post Office

* Improvers.		Other Employees.	
		Wages per Week of 40 Hours.	
		s. d.	
Under 16 years of age	133 9		
16 years of age	163 0		
17 years of age	191 3	Stable Workers	267 0
18 years of age	217 9	All Others	279 0
19 years of age	247 9		
20 years of age	282 9		

PROPORTIONS—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving not less than the minimum wage.

* The Board has determined that no person shall be taken on as an apprentice.

TIMES OF BEGINNING AND ENDING WORK.

2. The times of beginning and ending work for all persons (other than stable workers) shall be—

Time of Beginning.	Time of Ending.
5 a.m.	6 p.m. on ordinary days.
5 a.m.	7 p.m. on days during which bread for more than one day's consumption is delivered.

BREAD CARTERS' HOLIDAY.

3. Every baker shall permit every person employed by him in delivering bread to have and take a holiday for the whole of :—

- (a) each public holiday, other than Easter Tuesday and the day after Good Friday; and
- (b) (excepting in the case of the township of Frankston and the Seaford Riding in the Shire of Frankston and Hastings) and the shire of Hampden (such portions as are within a radius of 2 miles of the Camperdown Post Office) every Wednesday in each month, other than any such Wednesday which occurs in any week in which any public holiday occurs on some other day or days.
- (c) In the case of the township of Frankston and the Seaford Riding in the Shire of Frankston and Hastings, and the shire of Hampden (such portions as are within a radius of 2 miles of the Camperdown Post Office) every Saturday, other than any Saturday which is within a period of more than two successive days upon which the carting and delivery of bread would apart from this provision be prohibited.
- (d) Notwithstanding the provisions of sub-clause (c) hereof, Saturday, 25th December, 1954, and Saturday, 1st January, 1955.

OVERTIME.

- 4. (a) For stable workers—
In excess of the number of hours fixed for a week's work Time and one third for the first 2 hours and thereafter time and a half.
- (b) For any other person—
Within the hours fixed, in excess of the number of hours fixed as the week's work Time and one third for the first 2 hours and thereafter time and a half.

ALLOWANCE.

5. Any employee who is required to wear clean washable outer garments shall be paid 4s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

6. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Show Day (in such localities mentioned in the Sixth Schedule to the *Public Service Act 1946* as are within the area to which this Section applies), Christmas Day, or 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.

Any employee who absents himself from work on the working day preceding or the working day following a holiday or holidays shall not be entitled to payment for the working days he absents himself from work and/or the holiday or holidays unless he produces or forwards evidence satisfactory to his employer that his absence was due to a good and satisfactory cause.

MEAL TIME.

7. Not more than one hour per day shall be deducted for meals.

TIME RATE.

8. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to one-half the number of hours fixed for an ordinary week's work, at the ordinary rate with an addition of 33 per centum.

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

SICK LEAVE.

9. (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 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 June, 1949, shall be disregarded.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

10. Thursday, at 5.30 p.m., shall be the day and the latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

11. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

ANNUAL HOLIDAY.

12. (a) The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

(b) Where a public holiday mentioned in clause 6 occurs during any period of an annual holiday taken by an employee, the period of the holiday shall be increased by one day in respect of that public holiday.

UNION REPRESENTATIVE.

13. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Section to inspect the entries in the time-book required to be kept under the provisions of the *Labour and Industry Act 1953*.

PART 3.

This Part applies to the cities of Ararat, Horsham, Shepparton and Sale; the towns of Castlemaine, Portland, St. Arnaud and Terang; the townships of Belgrave, Chewton, Cobden, Cockatoo, Derrinallum, Emerald, Gembrook, Harcourt, Kallista, Lake Bolac, Lismore, Lower Ferntree Gully, Maldon, Monbulk, Mooroopna, Mortlake, Newstead, Noorat, Ollinda, Rochester, Shepparton East, Timboon, Upper Ferntree Gully, Upway, and Yapeen; the boroughs of Benalla, Clunes, Daylesford, Inglewood, Korolit, Maryborough, Port Fairy, Queenscliff, Stawell, Swan Hill and Wangaratta.

1.

Improvers.		Other Employees.	
		Wages per Week of 40 Hours.	
		s. d.	
Under 16 years of age	116 9		Wages per Week of 40 Hours.
16 years of age	143 3		
17 years of age	176 0		
18 years of age	203 3		
19 years of age	232 6		
20 years of age	249 6		
Proportion.—Wherever this section applies:—			s. d.
One Improver to every four or fraction of four workers receiving not less than the minimum wage.		Stable workers	251 6
* The Board has determined that no apprentices shall be taken to this Section.		All others	261 6

TIMES OF BEGINNING AND ENDING WORK.

2. The times of beginning and ending work for all persons (other than stable workers) shall be—

Time of Beginning.	Time of Ending.
5 a.m.	7 p.m.

BREAD CARTERS' HOLIDAY.

3. Every baker shall permit every person employed by him in delivering bread to have and take a holiday for the whole of:—

- (a) each public holiday, other than Easter Tuesday and the day after Good Friday; and
- (b) (excepting in the case of the cities of Ararat, Horsham, and Shepparton; the towns of Castlemaine and Terang; the boroughs of Benalla, Maryborough, and Wangaratta; the townships of Chewton, Cobden, Derrinallam, Harcourt, Lake Bolac, Lismore, Maldon, Mooropna, Mortlake, Newstead, Noorat, Rochester, Shepparton East, Timboon and Yapeen) every Wednesday in each month, other than any such Wednesday which occurs in any week in which any public holiday occurs on some other day or days.
- (c) In the case of the cities of Ararat, Horsham, and Shepparton; the towns of Castlemaine and Terang; the boroughs of Benalla, Maryborough and Wangaratta; the townships of Chewton, Cobden, Derrinallam, Harcourt, Lake Bolac, Lismore, Maldon, Mooropna, Mortlake, Newstead, Noorat, Rochester, Shepparton East, Timboon and Yapeen, every Saturday, other than any Saturday which is within a period of more than two successive days upon which the carting and delivery of bread would apart from this provision be prohibited.
- (d) Notwithstanding the provisions of sub-clause (c) hereof, Saturday, 25th December, 1954, and Saturday, 1st January, 1955.

OVERTIME.

4. (a) For stable workers—
In excess of the number of hours fixed for an ordinary week's work Time and one third for the first 2 hours and thereafter time and a half.
- (b) For any other person—
Within the hours fixed, in excess of the number of hours fixed as the week's work Time and one third for the first 2 hours and thereafter time and a half.

ALLOWANCE.

5. Any employee who is required to wear clean washable outer garments shall be paid 4s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

6. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Show Day (in such localities mentioned in the Sixth Schedule to the *Public Service Act 1946* as are within the area to which this Section applies), Christmas Day, or 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.

Any employee who absents himself from work on the working day preceding or the working day following a holiday or holidays shall not be entitled to payment for the working days he absents himself from work and/or the holiday or holidays unless he produces or forwards evidence satisfactory to his employer that his absence was due to a good and satisfactory cause.

MEAL TIME.

7. Not more than one hour per day shall be deducted for meals.

SICK LEAVE.

8. (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— $3\frac{1}{2}$ 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 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 June, 1949, shall be disregarded.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

9. Thursday, at 5.30 p.m. shall be the day and latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

10. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid, or forfeited, as the case may be, in lieu thereof.

ANNUAL HOLIDAY.

11. (a) The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953* and any amendments which may be made thereto from time to time.

(b) Where a public holiday mentioned in clause 6 occurs during any period of an annual holiday taken by an employee the period of the holiday shall be increased by one day in respect of that public holiday.

UNION REPRESENTATIVE.

12. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Determination to inspect the entries in the time-book required to be kept under the provisions of the *Labour and Industry Act 1953*.

PART 4.

This Part applies to all other parts of the State not covered by Parts 1, 2, or 3.

1.

* Improvers.		Other Employees.	
		Wages per Week of 40 Hours.	Wages per Week of 40 Hours.
		s. d.	s. d.
Under 16 years of age		116 9	
16 years of age		143 3	
17 years of age		176 0	
18 years of age		203 3	
19 years of age		232 6	
20 years of age		249 6	
Proportion.—Wherever this section applies :— One Improver to every four or fraction of four workers receiving not less than the minimum wage.			
* The Board has determined that no apprentice shall be taken to this Section.			
		Stable workers	251 6
		All others	261 6

TIMES OF BEGINNING AND ENDING WORK.

2. The times of beginning and ending work for all persons (other than stable workers) shall be—

Time of Beginning.	Time of Ending.
5 a.m.	7 p.m.

OVERTIME.

3. (a) For stable workers—
In excess of 40 hours in any week Time and one third for the first 2 hours and thereafter time and a half.
- (b) For any other person—
Within the hours fixed, in excess of the number of hours fixed as the week's work Time and one-third for the first 2 hours and thereafter time and a half.

ALLOWANCE.

4. An employee who is required to wear clean washable outer garments shall be paid 4s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

5. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Show Day (in such localities mentioned in the Sixth Schedule to the Public Service Act 1946 as are within the area to which this Section applies), Christmas Day, or 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.

Any employee who absents himself from work on the working day preceding or the working day following a holiday or holidays shall not be entitled to payment for the working days he absents himself from work and/or the holiday or holidays unless he produces or forwards evidence satisfactory to his employer that his absence was due to a good and satisfactory cause.

MEAL TIME.

6. Not more than one hour per day shall be deducted for meals.
7. (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 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 June, 1949, shall be disregarded.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

8. Thursday, at 5.30 p.m., shall be the day and latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

9. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

ANNUAL HOLIDAY.

10. (a) The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

(b) Where a public holiday mentioned in clause 5 occurs during any period of an annual holiday taken by an employee, the period of the holiday shall be increased by one day in respect of that holiday.

WEEKLY HOLIDAY.

11. (a) The employer shall grant to each carter coming under this Part a half-holiday each week. The day of such half-holiday is not to be changed by the employer unless he gives to his carters one month's previous notice of such change.

(b) Notwithstanding the provisions of sub-clause (a) hereof, every baker shall permit every person employed by him in delivering bread to have and take a holiday for the whole of Saturday, 25th December, 1954, and Saturday, 1st January, 1955.

UNION REPRESENTATIVE.

12. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Determination to inspect the entries in the time-book required to be kept under the provisions of the *Labour and Industry Act 1953*.

PART 5.

All Persons to whom this Determination Applies.

PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates for adults set out in clause 1 of Parts 1, 2, 3, and 4 are based upon the following basic wage rates, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 2 of this Part. Provided that the wages of improvers, set out in clause 1 of Parts 1, 2, 3, and 4, shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence to be disregarded.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 14 0	Five Towns Victoria.

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, 1955, 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.

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

J. V. WILLOX, Secretary.

Melbourne, 10th November, 1954.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It highlights the need for consistent data collection procedures and the use of advanced analytical techniques to derive meaningful insights from the data.

3. The third part of the document focuses on the implementation of data-driven decision-making processes. It provides a detailed overview of how data is used to inform strategic planning, resource allocation, and performance evaluation across different departments.

4. The fourth part of the document addresses the challenges and risks associated with data management. It discusses the importance of data security, privacy, and compliance with relevant regulations, and offers strategies to mitigate these risks.

5. The fifth part of the document concludes by summarizing the key findings and recommendations. It stresses the need for a continuous and collaborative effort to improve data management practices and to leverage data as a strategic asset for the organization's long-term success.

6. The sixth part of the document provides a detailed overview of the data management framework, including the roles and responsibilities of various stakeholders and the integration of data management with other organizational processes.

7. The seventh part of the document discusses the future trends and opportunities in data management. It explores the potential of emerging technologies such as artificial intelligence and big data analytics to further enhance data management capabilities and drive innovation.

8. The eighth part of the document provides a detailed overview of the data management framework, including the roles and responsibilities of various stakeholders and the integration of data management with other organizational processes.

9. The ninth part of the document discusses the future trends and opportunities in data management. It explores the potential of emerging technologies such as artificial intelligence and big data analytics to further enhance data management capabilities and drive innovation.

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VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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No. 1172]

FRIDAY, DECEMBER 24.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE FLOCK BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which now has the power to determine the lowest prices or rates which may be paid to any persons employed—

(a) in the process, trade, or business of—

(i) making flock, mungo, felt, or wadding;

(ii) cleaning wool by beating, blowing, or similar machines where such work is not subject to the Determination of any Wages Board heretofore appointed;

(b) in connexion with any process, trade, or business set out in paragraph (a)—

(i) as a storeman, packer, or sorter;

(ii) in assisting a storeman, packer, or sorter;

(iii) as an assembler, collector, or checker of goods in course of receipt or despatch—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in November, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

IMPROVERS.				OTHER EMPLOYEES.			
Wages per Week of 40 Hours.				Wages per Week of 40 Hours.			
Age.	Males.		Females.		MALES.	s. d.	
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.			
Under 16 years ..	30	70 0	35	61 6	Person employed in the cotton wool bleaching department	267	0
16 years ..	38	89 0	39	68 6	Woolen pickers	264	0
17 years ..	51	119 6	46	80 6	Feeders of—		
18 years ..	56	131 0	55	96 6	Rag machines	262	0
19 years ..	73	171 0	66	116 0	Other machines	262	0
20 years ..	83	194 0	75	131 6	Rippers	262	0
					Persons operating milling machine, hardening machine, or tentering machine	262	0
					Persons operating other machines	262	0
					Assistant to persons operating milling machine, hardening machine, or tentering machine ..	260	0
					Assistant to persons operating other machines	260	0
					Cotton pickers	259	0
					All others	258	0
					Leading hands, if in charge of four or more workers	5s. a week	extra

IMPROVERS.	OTHER EMPLOYEES.																									
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.																									
<p style="text-align: center;">PROPORTION (IN ANY PLACE).</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One improver to every worker receiving not less than the minimum wage.</p> <p><i>Note.</i>—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment of 40 hours each each week on work covered by this Determination or in supervising work covered by this Determination.</p>	<p style="text-align: center;">FEMALES.</p>	<p style="text-align: center;"><i>s. d.</i></p> <table> <tr><td>Feeders of rag machines</td><td>197</td><td>9</td></tr> <tr><td>Feeders of machines other than rag machines ..</td><td>181</td><td>9</td></tr> <tr><td>Rippers</td><td>177</td><td>0</td></tr> <tr><td>Woolen pickers</td><td>183</td><td>6</td></tr> <tr><td>Cotton pickers</td><td>177</td><td>0</td></tr> <tr><td>Weighers and wrappers of cotton wool ..</td><td>177</td><td>0</td></tr> <tr><td>All others</td><td>177</td><td>0</td></tr> <tr><td>Leading hands, if in charge of four or more workers</td><td>5s.</td><td>a week extra</td></tr> </table>	Feeders of rag machines	197	9	Feeders of machines other than rag machines ..	181	9	Rippers	177	0	Woolen pickers	183	6	Cotton pickers	177	0	Weighers and wrappers of cotton wool ..	177	0	All others	177	0	Leading hands, if in charge of four or more workers	5s.	a week extra
Feeders of rag machines	197	9																								
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Rippers	177	0																								
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Cotton pickers	177	0																								
Weighers and wrappers of cotton wool ..	177	0																								
All others	177	0																								
Leading hands, if in charge of four or more workers	5s.	a week extra																								

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

EXTRA RATES.

- 3. (a) Employees engaged in the hair felt section shall be paid a disability allowance of 4d. per hour or part thereof.
- (b) Employees required to work in wet or steamy conditions shall be paid an additional 1s. per day or part thereof with a maximum of 5s. per week.

SHIFT WORK.

4. (a) By mutual agreement between the employer and employees, shifts may be worked between 11 p.m. on Sunday and midnight on the following Saturday.

(b) A shift worker employed on an afternoon shift or on a night shift shall, for work done during the ordinary hours of any such shift, be paid ordinary rates plus an additional 7½ per cent. for an afternoon shift, or an additional 10 per cent. for a night shift: Provided that—

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.

(c) Shift workers shall not be required to work in excess of 56 hours in any one week.

TIME OF BEGINNING AND ENDING WORK.

5. For workers other than shift workers:—

	Time of Beginning.	Time of Ending.
Monday to Friday inclusive	7.30 a.m.	5.30 p.m.

ORDINARY HOURS FOR A WEEK'S WORK.

6. (a) The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 16 occur.

(b) In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

OVERTIME.

7. The following rates shall be paid for all work done:—

(a) By Shift Workers—

- (i) In excess of 8 hours per shift during weeks in which five shifts are worked
 - (ii) In excess of 8 hours 48 minutes per shift during weeks in which less than five shifts are worked
- } Time and a half for the first three hours and thereafter double time.

(b) By Other Workers—

- (i) On Saturday
 - (ii) Outside the times of beginning and ending work prescribed on clause 5 herein in any day
 - (iii) Within such times of beginning and ending work in excess of the hours prescribed as an ordinary week's work in clause 6
- } Time and a half for the first three hours and thereafter double time.

PROHIBITION OF EMPLOYMENT.

8. No person under the age of eighteen years shall be engaged in the operation of feeding a rag machine.

REST PERIODS.

9. *Males.*—A rest period of ten minutes shall be allowed to male employees without any deduction from wages. Such rest period shall be given at a time arranged by the employer so as not to interfere with the continuity of work.

Females.—A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

MEAL BREAK.

10. Where three shifts are worked an employee shall not be required to work more than four and a half hours without being permitted a break of twenty minutes which shall be regarded and paid for as time worked.

MEAL MONEY.

11. Any employee required to work overtime for a period in excess of one and a half hours after the usual finishing time shall be allowed 4s. meal money in addition to overtime rates as prescribed for in this Determination.

TERMS OF ENGAGEMENT.

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

(b) After one full week's work, such notice may be given to a weekly employee at any time but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(e) Where an employer is not observing the provisions of the Wages Board Determination and declines to observe such provisions, or where an employer or his representative is insulting or uses abusive language to an employee, or where an employer or his representative acts violently towards an employee, or threatens violence to an employee, then the employee shall be under no obligation to give a week's notice of termination of employment, but may leave his employment instantly.

(f) An employer shall have the right to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any other stoppage of work by any cause for which the employer cannot reasonably be held responsible.

CASUAL WORK.

13. Casual work, i.e., work for less than two weeks, shall be paid for at the rate of time and a quarter.

SICK PAY.

14. (a) Any employer 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 July, 1949, shall be disregarded. 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.

15. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

HOLIDAYS.

16. (a) An employee shall be entitled to be absent from his employment without deduction of pay on any of the following holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup 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.

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

(c) Where an employee is dismissed within a week of any such holiday the re-engagement of such employee within three days of such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

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

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

SPECIAL RATES.

17. Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, then the special rate shall be payable only for the day so substituted: Provided that a shift worker who commences work not earlier than 11 p.m. on a Sunday shall only be entitled to be paid at ordinary rates for work done on such Sunday.

PAYMENT OF WAGES.

18. Wages shall be paid during working hours not later than Thursday in each week.

DINING ROOMS, LOCKERS, ETC.

19. The employer shall provide for the use of employees suitable dining rooms, lockers, change rooms, and hot and cold showers.

FEMALES NOT TO LIFT HEAVY WEIGHTS.

20. Females over the age of 18 years shall not be required to lift more than 35 lbs.

RIGHT OF ENTRY OF UNION OFFICIAL AND INSPECTION OF RECORDS.

21. A duly accredited representative of the Federated Storeman and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purposes of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the employer or his representative.

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

(c) That not more than one representative in all be in any establishment at any one time.

(d) That no one representative visit an establishment more than once a fortnight.

(e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

(f) Each employer shall keep time and wages records showing the names of each employee, the hours worked each day, and the wages and overtime paid each week. The time and wages record shall be open for inspection to the said accredited representative, during the usual office hours, at the employer's office, or other convenient place, provided that only one demand for such inspection shall be made at the same establishment in any one fortnight, and such demand shall not be made unless the Secretary of the Union suspects that a breach of this Determination has been committed.

First Aid Outfit.

22. In each place 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 consisting of 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 receipt or prescription:— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	} An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

PIECEWORK.

23. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

Feeding a flock machine 1s. 2½d. per cwt. plus 10 per cent.

Flock Board.

Piece Rates.	Males per Cwt.		Females per Cwt.	
	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.
	s. d.	s. d.	s. d.	s. d.
Wool, shoddy or mantle clips	8 3	16 6	4 9	9 6
Hosiery	28 0	56 0	15 9	31 6
Wholesale tailoring factory clips	8 3	16 6	4 9	9 6
Bespoke tailors and dressmakers' clips	12 6	25 0	7 3	14 6
Shirt factory cottons	1 9	3 6	1 0	2 0
Cottons, other than shirt factory cottons	3 6	7 0	2 0	4 0
Sweepings	7 3	14 6	4 0	8 3
Rags (not including cutting and metalling)	2 0	4 0	1 0	2 3
	Ripping.		Ripping and Sorting to Grade or Quality.	
	Males.	Females.	Males.	Females.
Ripping woollens—	s. d.	s. d.	s. d.	s. d.
By machine	3 3 } plus 10	2 0 } plus 10	6 3 } plus 10	4 0 } plus 10
By hand	9 6 } per cent.	5 9 } per cent.	19 0 } per cent.	11 6 } per cent.

NOTE.—The above piecework prices shall be calculated on the weight of material supplied to the pieceworker.

PERIODICAL ADJUSTMENT OF WAGES.

24. 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 33 of the *Labour and Industry Act* 1953, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 25.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 14 0	Melbourne