



# VICTORIA GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

## DETERMINATION OF THE MUSICAL INSTRUMENTS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which has the power to determine the lowest prices or rates which may be paid to any person (other than persons subject to the jurisdiction of any Board heretofore appointed) employed—

(a) in manufacturing or tuning any musical instrument of which wood forms a part;

(b) in making or repairing brass or reed musical instruments or parts thereof—

has made the following Determination, namely:—

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

2.

### WAGES

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
<b>PART I.—ADULT MALES.</b>		
<b>SECTION "A"—WOOD MACHINISTS AND GENERAL.</b>		
<i>Machinist—"A" Grade.</i>		
	£ s. d.	£ s. d.
1. Boults carver .. .. .	14 8 0	14 5 0
2. Shaper—who grinds cutters and/or sets up and operates or who works freehand .. .. .	14 8 0	14 5 0
3. Moulder—who grinds cutters sets up and operates .. .. .	14 8 0	14 5 0
4. Wood turner—who grinds cutters, sets up and operates, or who works freehand .. .. .	14 8 0	14 5 0
5. Router—who grinds cutters and/or sets up and operates, or who works freehand .. .. .	14 8 0	14 5 0
6. Lindeman or similar jointer .. .. .	14 8 0	14 5 0
<i>Machinist—"B" Grade.</i>		
7. Band and/or jig sawyer .. .. .	13 18 0	13 15 0
8. Circular sawyer—who sets up and operates .. .. .	13 18 0	13 15 0
9. Dovetailer—who sets up and operates .. .. .	13 18 0	13 15 0
10. Buzzer—who sets up and operates .. .. .	13 18 0	13 15 0
11. Planer—who sets up and operates .. .. .	13 18 0	13 15 0
12. Thicknesser—who sets up and operates .. .. .	13 18 0	13 15 0
13. Glue jointer—who sets up and operates .. .. .	13 18 0	13 15 0
14. Tenoner—who sets up and operates .. .. .	13 18 0	13 15 0
15. Turner—copying or automatic lathe—who sets up and operates .. .. .	13 18 0	13 15 0
16. Morticer—who sets up and operates .. .. .	13 18 0	13 15 0
17. Sander—tripledrum—who sets up and operates .. .. .	13 18 0	13 15 0
18. Belt sander on veneers .. .. .	13 18 0	13 15 0
19. Multiple borer—three or more bits—who sets up and operates .. .. .	13 18 0	13 15 0
20. Moulder—who sets up and operates .. .. .	13 18 0	13 15 0

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
PART I.—ADULT MALES— <i>continued.</i>		
<i>Machinist—"C" Grade.</i>		
	£ s. d.	£ s. d.
21. Sander—others .. .. .	13 8 0	13 5 0
22. Borer—less than three bits .. .. .	13 8 0	13 5 0
23. All others—including employees of any of the above-named machines (except classes Nos. 1, 6 and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences .. .. .	13 8 0	13 5 0
<i>General.</i>		
24. Timber bender .. .. .	13 8 0	13 5 0
25. Timber stacker .. .. .	12 13 0	12 10 0
26. Yardman .. .. .	12 13 0	12 10 0
27. Tailer out .. .. .	12 13 0	12 10 0
28. Employees not elsewhere classified .. .. .	12 1 0	11 18 0
SECTION "B"—POLISHING &c.		
29. Polisher .. .. .	14 8 0	14 5 0
30. Spray hand— (a) engaged on finishing coats of any type .. .. .	13 18 0	13 15 0
(b) engaged on priming and/or undercoating, and/or sealing .. .. .	13 8 0	13 5 0
31. Employee cutting or papering down and/or filling and/or staining .. .. .	13 8 0	13 5 0
SECTION "C"—PIANOS.		
32. Action regulator .. .. .	14 8 0	14 5 0
33. Tuner and/or action repairer .. .. .	14 8 0	14 5 0
34. Player mechanic .. .. .	14 8 0	14 5 0
35. Part maker .. .. .	14 8 0	14 5 0
36. Side gluer .. .. .	14 8 0	14 5 0
37. Sound board maker .. .. .	14 8 0	14 5 0
38. Fly finisher .. .. .	14 8 0	14 5 0
39. Maker and/or repairer of musical instruments .. .. .	14 8 0	14 5 0
40. Player action assembler .. .. .	14 0 6	13 17 6
41. Piano action assembler .. .. .	14 0 6	13 17 6
42. Iron frame driller .. .. .	13 8 0	13 5 0
43. Iron frame finisher by hand or spray .. .. .	13 8 0	13 5 0
44. Spring and brass wire spinner .. .. .	13 8 0	13 5 0
45. Veneer presser .. .. .	13 8 0	13 5 0
46. Veneer scraper .. .. .	13 8 0	13 5 0
47. Gluer up .. .. .	13 8 0	13 5 0
PART II.—ADULT FEMALES.		
Veneer matcher .. .. .	9 18 6	9 16 0
Upholstress .. .. .	9 18 6	9 16 0

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

#### PART III.—SAVING.

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

#### SPECIAL RATES.

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

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

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

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

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

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

- (iii) Sixpence per hour to employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise;
- (iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

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

*Special Rates Not Cumulative.*

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

*Rates Not Subject To Penalty Additions.*

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

*Tool Allowance.*

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

**MIXED FUNCTIONS.**

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

**APPRENTICES AND IMPROVERS—RATES OF PAY.**

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

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

## APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

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

## APPRENTICESHIP.

7. (a) *Apprenticeship Trades*.—For the purpose of indentures the following shall be apprenticed trades:—
- Musical Instruments*.—Cabinet making (including piano and player piano case making), side gluing, fly finishing, veneer scraping and part making.
- Sound board making.
- Making of other musical instrument.
- Tuning.
- Player mechanics.
- Polishing.
- Machining*.—Instruction and practice in four of the following machines:—Boult's carver, or shaper, moulding machine, band saw, jig saw, circular saw, dovetailer, buzzer, planer, glue jointer, tenoner, copying lathe and automatic lathe.
- Provided that in all types of machining instruction and practice shall be given in one of the following machines, viz.:—shaper, moulder or router.
- (b) In such portions of the State of Victoria as come within the purview of the State Apprenticeship Commission, male juniors employed as cabinet makers, wood carvers, and wood turners, shall only be employed as apprentices.
- (c) Juvenile workers employed in any of the occupations referred to in sub-clause (b) hereof at the time of the making of this award may, if they so desire, be employed as apprentices and the time that they have been employed in the industry shall be counted as time of apprenticeship. If they do not elect to become apprenticed they may continue to be employed by the same employer as juvenile workers.
- (d) *Term of Apprenticeship*.—
- (i) *Males*.—The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years, and for those entering apprenticeship trades in their eighteenth and nineteenth years shall be four years.
- (ii) *Females*.—The term of apprenticeship for females shall be four years.
- (e) *General Conditions of Apprenticeship*.—
- (i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.
- (ii) All present contracts of apprenticeship shall be deemed to include and all future contracts of apprenticeship shall include the following provision:—
- If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.
- If there occurs a breakdown of power necessitating the standing down of adult employees apprentices may also be stood down over the same period.
- (f) *Technical Training*.—
- (i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.
- (ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

## CONTRACT OF EMPLOYMENT.

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

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

(ii) *Terminating Employment*.—

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

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

- (b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.
- (c) Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be *prima facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.
- (d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination for the employment.

#### Casual Employees.

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

#### EMERGENCY PROVISIONS.

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

- (i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—
  - (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
  - (2) where an employee commences work he shall be entitled to be paid for four hours' work;
  - (3) this sub-clause shall not apply to apprentices.
- (ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—
  - (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
  - (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.
  - (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

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

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

#### LIMITATION OF EMPLOYMENT.

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

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

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

#### DEFINITIONS.

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

#### HOURS OF WORK.

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

#### SHIFT WORK.

- 13. Shift work may be worked and where such shift work is worked the following conditions shall apply:—
  - (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid for at the rate of time and a half.
  - (b) Except as herein provided employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid 10 per cent. more than the ordinary rates.
  - (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
  - (d) Employees who during a period of engagement work only on night shifts shall be paid at the rate of time and a quarter.

- (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid ten per cent. above ordinary rates for both shifts.
- (f) When employees work day and afternoon shifts only, they shall change over week and week about and shall be paid ten per cent. extra for afternoon shifts.
- (g) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on shift shall not exceed—
- (i) 8 in any one day; or
  - (ii) 44 in any one week; or
  - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
- (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

## OVERTIME.

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

## MID-DAY MEAL.

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

## MEAL MONEY.

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

## MATERIALS TO BE PROVIDED.

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

## WASHING TIME FOR POLISHERS.

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

## TRAVELLING TIME ALLOWANCE AND BOARD.

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

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

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

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

(e) The aforementioned conditions shall not apply to piano tuners who are members of the staff of a retail selling organization as distinct from a factory.

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

## REST PERIOD.

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

## SEATING ACCOMMODATION.

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

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

## PAYMENT OF WAGES.

22. (a) All employees shall be paid weekly not later than Wednesday.
- (b) No employer shall hold more than two days' pay in hand except under the provisions of clause 25 of this Determination.
- (c) Any employee kept waiting for his pay on pay day for more than ten minutes after the usual time for ceasing work shall be paid overtime rates for that ten minutes and for ten minutes at the least.
- (d) Any employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.
- (e) Should an employee leave his employment without giving a week's notice as required by this Determination any moneys, due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.
- (f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

## HOLIDAYS.

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

23A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clause 23 hereof.

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

## PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

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

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

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

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

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

- (i) In all Sections where employers are under contract to service ships in port;
  - (ii) In Retail Shops for the purpose of servicing musical instruments;
  - (iii) In any other section where the said representatives of the parties consider special provision necessary.
- (b) Loaded rate shall provide credits from which payment for holidays, annual leave and sick pay shall be made under the following conditions:—
- (i) Each weekly wage employee including a piece worker or a task worker shall be credited by the employer with a sum equal to four hours' pay for each week of continuous service commencing at the beginning of the second week in each year and continuing until the end of the fifty-first week in each year.
  - (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time shall be ascertained.
  - (iii) If on the pay day following the holiday there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent the employer shall on that pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas–New Year holidays any payments due under this paragraph will be made on the day preceding such holidays.
  - (iv) If on the pay day following the holiday the amount standing to such credit is less than such wage equivalent the employer shall on that pay day pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas–New Year holidays any payment due under this paragraph will be made on the pay day preceding such holidays.
  - (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated the employee may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
  - (vi) On the pay day preceding the Christmas–New Year holidays the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
  - (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year the employer may reduce the amount to be credited to such employee by an amount *pro rata* to such absence.
  - (viii) If an employee lawfully leaves or his employment is terminated by the employer through no fault of the employee he shall be paid such amount as is then standing to his credit.
- (c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.
- (d) An employee whilst absent from duty on National Service Training shall be credited with two and two-fifths hours in respect of annual leave in lieu of four hours as prescribed in sub-clause (b) hereof.

## INSURANCE OF TOOLS.

26. Employers shall insure the tools of trade of each employee in the furniture section against loss by fire up to a maximum of £20.

## FIRST-AID OUTFIT AND ATTENDANT.

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

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

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

## AMENITIES.

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

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

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

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

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

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

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

(h) While any work is being carried on in any confined or enclosed space and/or on the following operations in which—

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

(ii) Furniture polishing is done where the atmosphere becomes vitiated, the employer shall install a suction exhaust apparatus through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed. Where it is impracticable to install such suction exhaust apparatus the employer shall, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

## TIME AND WAGES BOOK OR RECORD.

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

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

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

## RIGHT OF ENTRY OF UNION OFFICIAL.

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

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

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

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

(d) That no one representative visit a workshop more than once a week.

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Chief Inspector of Factories.

## SHOP STEWARDS.

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

## UNION DELEGATES.

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

## NOTICE BOARDS.

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

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

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



DETERMINATION TO BE POSTED.

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

WORK TO BE DONE IN FACTORY, SHOP OR PLACE.

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

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

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

PIECEWORK.

36. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be apprentices or improvers on piecework or otherwise.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week:—In the case of males, not less than the base rate; and in the case of females, not less than 75 per centum of the base rate.

CONTRACT WORK.

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

PERIODICAL ADJUSTMENT OF WAGES.

38. The wages rates set out in clause 2 are based upon the following basic wage for adult males, and, pursuant to the provisions of Section 21 of the *Factories and Shops Acts 1934*, shall be automatically adjusted as prescribed by clause 39.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne	£ s. d.	
Males	11 18 0	Melbourne
Within 10 miles of G.P.O., Geelong, same as the contemporaneous basic wage and minimum wage for Melbourne		
Warrnambool, same as the contemporaneous basic wage and minimum wage for Melbourne		
Mildura and Gippsland districts, same as the contemporaneous basic wage and minimum wage for Melbourne		
Vallourn, until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week		
Elsewhere, 3s. less than the contemporaneous basic wage and minimum wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1954, the amount of the Basic Wage shall be as prescribed in clause 38.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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 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 highest shilling.

(d) The minimum rate of wage to be paid to adult females shall be 75 per cent. of the basic wage for adult males as provided in clause 38.

(e) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

MARGINS.

40. In addition to the basic wage prescribed in clause 38 and the minimum wage for females prescribed in clause 39, the following additional margins (including war loadings) shall be paid:—

Classification.	Margin.
PART I.—ADULT MALES.	
SECTION "A"—WOOD MACHINISTS AND GENERAL.	
<i>Machinist—"A" Grade.</i>	
	£ s. d.
1. Boults carver .. .. .	2 10 0
2. Shaper—who grinds cutters and/or sets up and operates or who works freehand .. .. .	2 10 0
3. Moulder—who grinds cutters, sets up and operates .. .. .	2 10 0
4. Wood turner—who grinds cutters, sets up and operates, or who works freehand .. .. .	2 10 0
5. Router—who grinds cutters and/or sets up and operates, or who works freehand .. .. .	2 10 0
6. Lindeman or similar jointer .. .. .	2 10 0

Classification.	Margin.
<b>PART I.—Adult Males—continued.</b>	
<i>Machinist "B" Grade.</i>	
	<i>£ s. d.</i>
7. Band and/or jig sawyer .. .. .	2 0 0
8. Circular sawyer—who sets up and operates .. .. .	2 0 0
9. Dovetailer—who sets up and operates .. .. .	2 0 0
10. Buzzer—who sets up and operates .. .. .	2 0 0
11. Planer—who sets up and operates .. .. .	2 0 0
12. Thicknesser—who sets up and operates .. .. .	2 0 0
13. Glue Jointer—who sets up and operates .. .. .	2 0 0
14. Tenoner—who sets up and operates .. .. .	2 0 0
15. Turner—copying or automatic lathe—who sets up and operates .. .. .	2 0 0
16. Morticer—who sets up and operates .. .. .	2 0 0
17. Sander—tripledrum—who sets up and operates .. .. .	2 0 0
18. Belt sander on veneers .. .. .	2 0 0
19. Multiple Borer—three or more bits—who sets up and operates .. .. .	2 0 0
20. Moulder—who sets up and operates .. .. .	2 0 0
<i>Machinist—"C" Grade.</i>	
21. Sander—others .. .. .	1 10 0
22. Borer—less than three bits .. .. .	1 10 0
23. All others—including employees of any of the abovenamed machines (except classes Nos. 1, 6 and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences .. .. .	1 10 0
<i>General.</i>	
24. Timber bender .. .. .	1 10 0
25. Timber stacker .. .. .	0 15 0
26. Yardman .. .. .	0 15 0
27. Tailer out .. .. .	0 15 0
28. Employees not elsewhere classified .. .. .	0 3 0
<b>SECTION "B"—POLISHING, &amp;c.</b>	
29. Polisher .. .. .	2 10 0
30. Spray hand—	
(a) engaged on finishing coats of any type .. .. .	2 0 0
(b) engaged on priming and/or undercoating, and/or sealing .. .. .	1 10 0
31. Employee cutting or papering down and/or filling and/or staining .. .. .	1 10 0
<b>SECTION "C"—PIANOS.</b>	
32. Action regulator .. .. .	2 10 0
33. Tuner and/or action repairer .. .. .	2 10 0
34. Player mechanic .. .. .	2 10 0
35. Part maker .. .. .	2 10 0
36. Side gluer .. .. .	2 10 0
37. Sound board maker .. .. .	2 10 0
38. Fly finisher .. .. .	2 10 0
39. Maker and/or repairer of musical instruments .. .. .	2 10 0
40. Player action assembler .. .. .	2 2 6
41. Piano action assembler .. .. .	2 2 6
42. Iron frame driller .. .. .	1 10 0
43. Iron frame finisher by hand or spray .. .. .	1 10 0
44. Spring and brass wire spinner .. .. .	1 10 0
45. Veneer presser .. .. .	1 10 0
46. Veneer scraper .. .. .	1 10 0
47. Gluer up .. .. .	1 10 0
<b>PART II.—ADULT FEMALES.</b>	
Veneer matcher .. .. .	1 0 0
Upholstrees .. .. .	1 0 0

41. The wages of apprentices and improvers shall be the under-mentioned percentages of the basic wage and in addition thereto the loading specified calculated to the nearest sixpence, threepence or less than threepence to be disregarded.

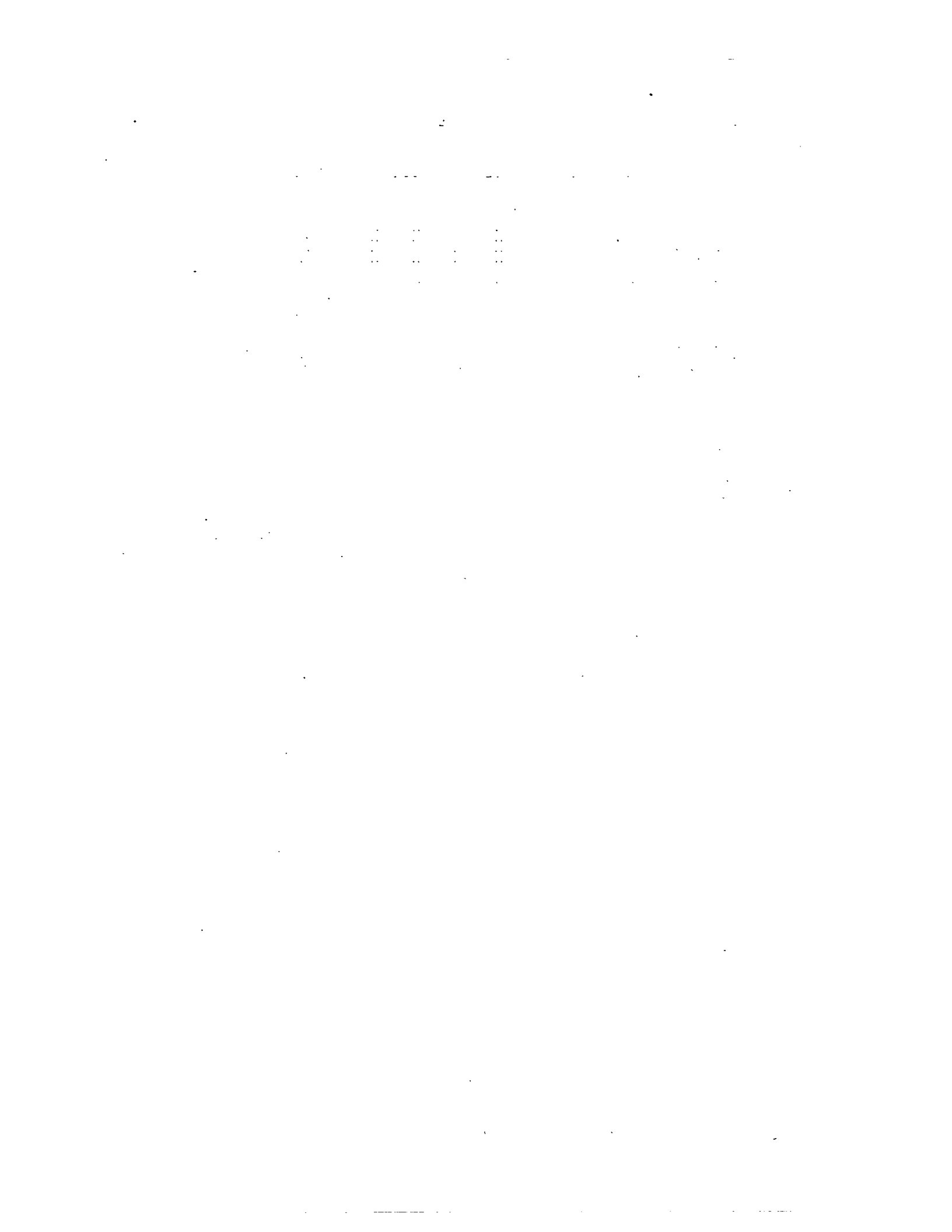
Male Apprentices.	Percentage of Basic Wage.	War Loading.
		<i>s. d.</i>
<b>Five-year Term—</b>		
1st year's experience .. .. .	32	..
2nd year's experience .. .. .	43	..
3rd year's experience .. .. .	54	..
4th year's experience .. .. .	83	..
5th year's experience .. .. .	100 plus 6s.	..
<b>Four-year Term—</b>		
1st year's experience .. .. .	34	..
2nd year's experience .. .. .	54	..
3rd year's experience .. .. .	83	..
4th year's experience .. .. .	100 plus 6s.	..

	Percentage of Basic Wage.	War Loading.
<i>Male Improvers.</i>		
		<i>s. d.</i>
Under 16 years of age .. .. .	24	..
16 and under 17 years of age .. .. .	29	0 9
17 and under 18 years of age .. .. .	39	1 0
18 and under 19 years of age .. .. .	52	1 6
19 and under 20 years of age .. .. .	82	2 3
20 and under 21 years of age .. .. .	100 plus 2s.	3 0
<i>Female Apprentices.</i>		
1st year's experience .. .. .	46	..
2nd year's experience .. .. .	65	1 6
3rd year's experience .. .. .	87	2 0
4th year's experience .. .. .	99	3 0
<i>Female Improvers.</i>		
16 years and under .. .. .	33	..
17 years .. .. .	46	..
18 years .. .. .	65	1 6
19 years .. .. .	87	2 0
20 years .. .. .	99	3 0

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

J. V. WILLOX, Secretary.

Melbourne, 16th February, 1954.





# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

## DETERMINATION OF THE VEHICLE BUILDING INDUSTRY BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 17th October, 1932, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business connected with or incidental to the manufacturing, making or repairing of—(a) carriages, carts, and other vehicles (other than perambulators) or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (b) motor car bodies, or any part or parts thereof such as the hoods or cushions; (c) tram cars or any part or parts thereof, such as the ironwork or bodies, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (d) motor cycle side-car bodies, or any part or parts thereof, such as the hoods or cushions; (e) aircraft; has made the following Determination, viz. :—

1. That on the 22nd February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### WAGES.

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
	£ s. d.	£ s. d.	£ s. d.
<b>MALES.</b>			
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>			
1. Brass finisher, tradesman .. .. .	14 10 0	14 16 6	14 7 0
2. Die maker (see classification number 23) .. .			
3. Die setter—			
When working on "try-outs" .. .	14 10 0	14 16 6	14 7 0
Other .. .	14 4 6	14 11 0	14 1 6
4. Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) .. .	14 14 6	15 1 0	14 11 6
5. Fitter and/or turner, tradesman .. .	14 10 0	14 16 6	14 7 0
6. Jigmaker, in wood or metal .. .	14 10 0	14 16 6	14 7 0
7. Machinist (metal) first class .. .	14 10 0	14 16 6	14 7 0
8. Machinist (metal) second class .. .	13 15 0	14 1 6	13 12 0
9. Machinist (metal) third class .. .	13 6 0	13 12 6	13 3 0
10. Machinist (wood) (see classification number 31) .. .			
11. Machine setter, as defined .. .	14 10 0	14 16 6	14 7 0
12. Marker-off (see classification number 25) .. .			
13. Motor body developer .. .	15 11 6	15 18 0	15 8 6
14. Motor mechanic .. .	14 10 0	14 16 6	14 7 0
15. Panel worker, tradesman .. .	14 10 0	14 16 6	14 7 0
16. Pattern maker .. .	15 3 0	15 9 6	15 0 0

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
<i>MALES—continued.</i>			
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>			
	£ s. d.	£ s. d.	£ s. d.
17. Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other wood-working tradesmen may be employed on making a part of a pattern provided that— (a) such tradesman shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a rate of .. .. .	14 14 6	15 1 0	14 11 6
18. Pipe fitter— (a) on high pressure work (i.e., live steam or hydraulic press work) .. .. . (b) on low pressure work .. .. .	14 10 0 13 15 0	14 16 6 14 1 6	14 7 0 13 12 0
19. Saw doctor .. .. .	14 14 6	15 1 0	14 11 6
20. Smith, tradesman .. .. .	14 11 6	14 18 0	14 8 6
21. Template maker .. .. .	14 16 0	15 2 6	14 13 0
22. Tooling smith .. .. .	14 13 0	14 19 6	14 10 0
23. Tool maker, tool hardener, and diemaker .. .. .	15 3 0	15 9 6	15 0 0
24. Tradesman's assistant .. .. .	13 1 0	13 7 6	12 18 0
25. Tradesman, the greater part of whose time is occupied marking off .. .. .	14 14 6	15 1 0	14 11 6
26. Trimmer, tradesman (on development work) .. .. .	14 10 0	14 16 6	14 7 0
27. Trouble chaser .. .. .	15 7 0	15 13 6	15 4 0
28. Turner (see classification number 5) .. .. .	14 14 6	15 1 0	14 11 6
29. Welder, tradesman .. .. .	13 7 0	13 13 6	13 4 0
30. Welder, other .. .. .	14 4 6	14 11 0	14 1 6
31. Wood machinist, first class .. .. .	13 17 0	14 3 6	13 14 0
<i>Production Repair and Reconditioning.</i>			
32. Acid washer (see classification number 110) .. .. .	13 17 0	14 3 6	13 14 0
33. Air hammer operator .. .. .	13 6 0	13 12 6	13 3 0
34. Air hammer operator, skiving machinist, camachine operator and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim) .. .. .	14 14 6	15 1 0	14 11 6
35. Angle iron smith and/or boiler smith .. .. .	14 0 6	14 7 0	13 17 6
36. Annealer and/or case hardener .. .. .	14 10 0	14 16 6	14 7 0
37. Assembler (aero engine) .. .. .	13 13 0	13 19 6	13 10 0
38. Assembler and/or wiper, chassis .. .. .	13 13 0	13 19 6	13 10 0
39. Assembler and/or wiper, tractor .. .. .	13 7 0	13 13 6	13 4 0
40. Assembler, cushion and squab spring .. .. .	13 13 0	13 19 6	13 10 0
41. Assembler, engine (final) .. .. .	13 17 0	14 3 6	13 14 0
42. Assembler when not on the line (other than process worker or a 1st or 2nd class body maker or other tradesman) .. .. .	14 4 6	14 11 0	14 1 6
43. Assembler of bodies or parts of bodies "on the line" .. .. .	13 13 0	13 19 6	13 10 0
44. Assembler of chassis parts independently of main assembly .. .. .	13 7 0	13 13 6	13 4 0
45. Assembler, windscreen frame .. .. .	14 10 0	14 16 6	14 7 0
46. Axle maker .. .. .	14 10 0	14 16 6	14 7 0
47. Axle turner .. .. .	14 10 0	14 16 6	14 7 0
48. Band and/or jig sawyer, trim .. .. .	13 17 0	14 3 6	13 14 0
49. Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments) .. .. .	14 0 0	14 6 6	13 17 0
50. Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work other than as prescribed in the definition of "garnish mould finisher" .. .. .	13 6 0	13 12 6	13 3 0
51. Body maker, first class .. .. .	14 10 0	14 16 6	14 7 0
52. Body maker, second class .. .. .	14 4 6	14 11 0	14 1 6
53. Body moulder .. .. .	13 10 0	13 16 6	13 7 0
54. Bulldozer operator— (a) setting up machine .. .. . (b) not setting up machine .. .. .	13 15 6 13 6 0	14 2 0 13 12 6	13 12 6 13 3 0
55. Chassis assembler (see classification number 38) .. .. .	14 1 0	14 7 6	13 18 0
56. Checker (chassis assembly) .. .. .	13 12 0	13 18 6	13 9 0
57. Cold setter .. .. .	14 4 6	14 11 0	14 1 6
58. Cushion and squab spring assembler and frame operative (see classification number 40 and 77) .. .. .	13 1 0	13 7 6	12 18 0
59. Cushion maker (see classification number 151) .. .. .	14 4 6	14 11 0	14 1 6
60. Cushion spring maker (by hand) .. .. .	13 1 0	13 7 6	12 18 0
61. Cutter, electric machine (trim) (see classification number 74) .. .. .	14 4 6	14 11 0	14 1 6
62. Degreaser at liquid or vapor bath .. .. .	13 0 0	13 6 6	12 17 0
63. Dent knocker (see classification number 115) .. .. .	13 6 0	13 12 6	13 3 0
64. Die setter, press .. .. .	13 13 0	13 19 6	13 10 0
65. Dipper and hanger (paint) .. .. .	13 6 0	13 12 6	13 3 0
66. Dipper, solder or tin .. .. .	13 6 0	13 12 6	13 3 0
67. Dismantler .. .. .	13 6 0	13 12 6	13 3 0
68. Disassembler and re-assembler .. .. .	13 2 0	13 8 6	12 19 0
69. Drier .. .. .	13 2 0	13 8 6	12 19 0

Wages per Week of 40 Hours.

	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
	£ s. d.	£ s. d.	£ s. d.
<b>MALES—continued.</b>			
<i>Production Repair and Reconditioning—continued.</i>			
70. Driller (panel) .. .. .	13 4 0	13 10 6	13 1 0
71. Driller (other) .. .. .	13 6 0	13 12 6	13 3 0
72. Drop hammer stamper .. .. .	13 2 0	13 8 6	12 19 0
73. Edge turner (see classification number 112)			
74. Electric machine cutter (trim) .. .. .	13 17 0	14 3 6	13 14 0
75. Electric stove attendant (see classification number 153)			
76. Folding machine operator .. .. .	13 7 0	13 13 6	13 4 0
77. Frame operative (cushion and squab) .. .. .	13 7 0	13 13 6	13 4 0
78. Furnace man .. .. .	13 7 0	13 13 6	13 4 0
79. Furnace man (foundry)—			
(a) cupola .. .. .	13 15 0	14 1 6	13 12 0
(b) electric .. .. .	13 14 0	14 0 6	13 11 0
(c) other .. .. .	13 12 0	13 18 6	13 9 0
80. Garnish mould finisher .. .. .	13 17 0	14 3 6	13 14 0
81. Garnish mould bender and/or shaper (see classification number 50)			
82. Grainer, transfer (see classification number 162)			
83. Grinder and/or buffer (metal) .. .. .	13 6 0	13 12 6	13 3 0
84. Grinder and/or buffer (metal) using portable machine .. .. .	13 11 0	13 17 6	13 8 0
85. Guillotine machinist .. .. .	13 7 0	13 13 6	13 4 0
86. Hammer driver, steam, pneumatic or other power .. .. .	13 3 0	13 9 6	13 0 0
87. Hanger, paint (see classification number 65) .. .. .			
88. Heat treater .. .. .	14 14 6	15 1 0	14 11 6
89. *Holder-up .. .. .	13 3 0	13 9 6	13 0 0
90. Kiln attendant (see classification number 157)			
91. Labourer assisting (Plating Department) .. .. .	12 16 0	13 2 6	12 13 0
92. Labourer assisting (Chassis Assembly) .. .. .	12 16 0	13 2 6	12 13 0
93. Liner .. .. .	14 4 6	14 11 0	14 1 6
94. Machinist (metal) first class .. .. .	14 10 0	14 16 6	14 7 0
95. Machinist (metal) second class .. .. .	13 15 0	14 1 6	13 12 0
96. Machinist (metal) third class .. .. .	13 6 0	13 12 6	13 3 0
97. Machinist (wood) (see classification numbers 179 180)			
98. Machine setter, as defined .. .. .	14 10 0	14 16 6	14 7 0
99. Machine setter, other .. .. .	13 15 6	14 2 0	13 12 6
100. Marker-out or scribe (using patterns or templates) .. .. .	13 6 0	13 12 6	13 3 0
101. Metal band sawyer (see classification number 49)			
102. Motor mechanic .. .. .	14 10 0	14 16 6	14 7 0
103. Motor tuner and tester .. .. .	14 10 0	14 16 6	14 7 0
104. Nickel polisher and/or grinder .. .. .	13 8 0	13 14 6	13 5 0
105. Painter, coach (brush) .. .. .	14 4 6	14 11 0	14 1 6
106. Painter, spray (on coats other than priming) .. .. .	14 4 6	14 11 0	14 1 6
107. Painter, spray and/or brush (on prime coats) .. .. .	13 15 0	14 1 6	13 12 0
108. Painter, brush and/or spray (on floors, chassis, under-carriages and gear) .. .. .	13 3 6	13 10 0	13 0 6
109. Painter's labourer .. .. .	12 18 0	13 4 6	12 15 0
110. Painter's wet rubber and/or polisher and/or acid washer .. .. .	13 15 0	14 1 6	13 12 0
111. Panel beater .. .. .	14 10 0	14 16 6	14 7 0
112. Panel edge turner .. .. .	13 17 0	14 3 6	13 14 0
113. Panel fixer, metal .. .. .	13 7 0	13 13 6	13 4 0
114. Panel machinist (other) .. .. .	13 6 0	13 12 6	13 3 0
115. Panel worker, dent knocker and/or metal finisher .. .. .	14 4 6	14 11 0	14 1 6
116. Paster trim .. .. .	13 8 0	13 14 6	13 5 0
117. Pickler .. .. .	13 6 0	13 12 6	13 3 0
118. Pleat stuffer .. .. .	13 6 0	13 12 6	13 3 0
119. Polisher, nickel (see classification number 104)			
120. Polisher, paint (see classification number 110)			
121. Power hammer driver (see classification number 86)			
122. Press operator (over 400 tons pressure) .. .. .	14 0 0	14 6 6	13 17 0
123. Press operator (over 250 tons pressure and up to and including 400 tons pressure) .. .. .	13 16 0	14 2 6	13 13 0
124. Press operator's assistant, directly assisting at press .. .. .	13 0 0	13 6 6	12 17 0
125. Press operator (light) .. .. .	13 5 0	13 11 6	13 2 0
126. Process worker .. .. .	13 0 0	13 6 6	12 17 0
127. Riveter (on motor truck or waggon body) .. .. .	14 4 6	14 11 0	14 1 6
128. Riveter, chassis .. .. .	13 10 0	13 16 6	13 7 0
129. Riveter, other (up to and including $\frac{3}{8}$ in. rivet) .. .. .	13 7 0	13 13 6	13 4 0
130. *Rivet heater .. .. .	13 3 0	13 9 6	13 0 0
131. Rotary buff operator—			
(a) while doing dent knocking .. .. .	14 4 6	14 11 0	14 1 6
(b) while not doing dent knocking (on the line) .. .. .	13 17 0	14 3 6	13 14 0
132. Rotary shearing machinist .. .. .	13 15 0	14 1 6	13 12 0
133. Sand blast operator (see classification number 140)			
134. Sand paper and emery machinist (wood work) .. .. .	13 7 0	13 13 6	13 4 0
135. Serever and/or tapper .. .. .	13 6 0	13 12 6	13 3 0
136. Scriber (see classification number 100)			
137. Sectional trimmer (see classification numbers 163, 164)			
138. Setter-up machine (see classification numbers 98, 99)			
139. Sewing machinist .. .. .	13 12 0	13 18 6	13 9 0
140. Shot and/or sand blast operator (where adequately protected)	13 6 0	13 12 6	13 3 0

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O. Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
<b>MALES—continued.</b>			
<i>Production Repair and Recondition—continued.</i>			
	£ s. d.	£ s. d.	£ s. d.
141. Smith (coachsmith wheelwright smith, drophammer smith, spring smith or general smith) .. .. .	14 11 6	14 18 0	14 8 6
142. Solderer "on the line," or solder loader and/or wiper using torch .. .. .	14 4 6	14 11 0	14 1 6
143. Solderer, other .. .. .	13 17 0	14 3 6	13 14 0
144. Spoke nave and fellow machinist .. .. .	13 18 0	14 4 6	13 15 0
145. Spotter and/or toucher-up .. .. .	14 4 6	14 11 0	14 1 6
146. Spray painter (see classification numbers 106, 107, 108)			
147. Spring coiling machinist, cushion and squab— (a) who is required to set up his own machine .. .. .	13 10 0	13 16 6	13 7 0
(b) other .. .. .	13 1 0	13 7 6	12 18 0
148. Spring fitter .. .. .	14 10 0	14 16 6	14 7 0
149. Spring maker, spiral (by hand) .. .. .	13 15 6	14 2 0	13 12 6
150. Spring service worker .. .. .	13 9 0	13 15 6	13 6 0
151. Squab and/or cushion maker .. .. .	14 4 6	14 11 0	14 1 6
152. Stopper-up .. .. .	13 10 0	13 16 6	13 7 0
153. Stove attendant, electric .. .. .	13 7 0	13 13 6	13 4 0
154. Striker .. .. .	13 1 0	13 7 6	12 18 0
155. Tapper (see classification number 135)			
156. Tester .. .. .	13 6 0	13 12 6	13 3 0
157. Timber kiln attendant .. .. .	13 5 0	13 11 6	13 2 0
158. Timber orderman .. .. .	13 11 6	13 18 0	13 8 6
159. Timber stacker .. .. .	13 2 0	13 8 6	12 19 0
160. Tool hardener .. .. .	15 3 0	15 9 6	15 0 0
161. Toucher-up (see classification number 145)			
162. Transfer grainer .. .. .	13 9 0	13 15 6	13 6 0
163. Trimmer, sectional (when working on bodies) .. .. .	14 4 6	14 11 0	14 1 6
164. Trimmer, sectional (when not working on bodies) .. .. .	13 15 0	14 1 6	13 12 0
165. Trimmer, tradesman (including cutter by hand) .. .. .	14 4 6	14 11 0	14 1 6
166. Trouble chaser .. .. .	15 7 0	15 13 6	15 4 0
167. Tyre fitter (see classification number 44)			
168. Vyceman .. .. .	13 9 0	13 15 6	13 6 0
169. *Waggon repairer, first class (railway rolling stock) .. .. .	14 10 0	14 16 6	14 7 0
170. *Waggon repairer, second class (railway rolling stock) .. .. .	14 4 6	14 11 0	14 1 6
171. Washer using phenyl, petrol, kerosene, etc. .. .. .	13 1 0	13 7 6	12 18 0
172. Welder—"A" Grade .. .. .	14 14 6	15 1 0	14 11 6
173. Welder—"B" Grade .. .. .	14 6 0	14 12 6	14 3 0
174. Welder—oxy acetylene and/or electric arc (other than "A" or "B" grades) including employee cutting by means of hand or machine torch .. .. .	14 4 6	14 11 0	14 1 6
175. Welder—electric spot and butt, including portable and gymbal gear .. .. .	13 7 0	13 13 6	13 4 0
176. Wet rubber and/or polisher (paint) see classification number 110)			
177. Wheelwright and wheelmaker .. .. .	14 10 0	14 16 6	14 7 0
178. Windscreen frame assembler (see classification number 45) .. .. .			
179. Wood machinist, first class .. .. .	14 4 6	14 11 0	14 1 6
180. Wood machinist, second class .. .. .	13 15 0	14 1 6	13 12 0
181. *Wheel turner .. .. .	14 10 0	14 16 6	14 7 0
<i>Miscellaneous (Wherever Employed)</i>			
182. Acetylene generator operator in charge of installation .. .. .	13 15 0	14 1 6	13 12 0
183. Convenience attendant .. .. .	12 18 0	13 4 6	12 15 0
184. Dogman .. .. .	13 3 0	13 9 6	13 0 0
185. Driver whose work is confined to plant area— (a) Driver of fork lift truck, when required to stack or unstack .. .. .	13 16 0	14 2 6	13 13 0
(b) Driver of tractor with or without trailers .. .. .	13 13 0	13 19 6	13 10 0
(c) Driver of other motor vehicle with or without trailers .. .. .	13 9 6	13 16 0	13 6 6
(d) Operator of transtacker or transporter .. .. .	13 0 0	13 6 6	12 17 0
186. Driver of chassis and/or new vehicle .. .. .	13 4 0	13 10 6	13 1 0
187. Garage attendant .. .. .	13 1 0	13 7 6	12 18 0
188. Greaser and/or oiler .. .. .	13 1 0	13 7 6	12 18 0
189. Greaser and/or oiler (who repairs belts) .. .. .	13 6 0	13 12 6	13 3 0
190. Jack hammer operator .. .. .	13 7 0	13 13 6	13 4 0
191. Labourer not elsewhere provided for .. .. .	12 1 0	12 7 6	11 18 0
192. Material chaser or stock follow up .. .. .	13 11 0	13 17 6	13 8 0
193. Rigger .. .. .	13 12 0	13 18 6	13 9 0
194. Slinger .. .. .	13 10 6	13 17 0	13 7 6
195. Stock or material handler .. .. .	12 16 6	13 3 0	12 13 6

Note.—(i) Classifications marked thus \* apply only in the manufacture and/ or repair of railway rolling stock.

(ii) Where in the Production Repair and/or Reconditioning section of this clause no rate is fixed for a particular class of work but there is a rate fixed for that class of work in either of the other sections of this clause, the rate to be paid to an employee performing that class of work in connexion with the manufacture and/or repair of railway cars and/or waggons shall be that prescribed in either of the other relevant sections of this clause.

(iii) For the purposes of this Determination "a driver whose work is confined to plant area" shall include an employee driving vehicles between plants of an employer or between different buildings or areas of an employer's establishment, which plants, buildings or areas are not more than a quarter of a mile apart in a direct line.



## FEMALE WORKERS.

## ADULT FEMALES.

## 3. (a) Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
Adult females .. .. .	75	8 18 6	9 3 6	8 16 0

In addition to the wage prescribed any adult female employee, after one month's experience in any of the industries or sections thereof to which this Determination applies shall be paid as under:—

When employed in a classification for which the corresponding margin set out in clause 35 of this Determination—

- (i) does not exceed 28s. per week—16s. per week.
- (ii) exceeds 28s. per week but does not exceed 40s. per week.—75 per centum of such margin.

## JUNIOR FEMALES.

## (b) Wages per Week of 40 Hours.

	Percentage of Basic Wage for Adult Females.	Additional Amount.	Total Wage Payable—		
			Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		Per week.	£ s. d.	£ s. d.	£ s. d.
		s. d.			
17 years of age and under ..	52	3 6	4 16 6	4 19 0	4 15 0
18 years of age .. .. .	62	4 0	5 14 6	5 18 0	5 13 0
19 years of age .. .. .	72	4 6	6 13 0	6 16 6	6 11 0
20 years of age .. .. .	82	5 0	7 11 6	7 15 6	7 9 6

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

## MALE JUNIOR WORKERS.

4. (a) Subject to clause 5 of this Determination unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(b) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following:—

	Percentage of Basic Wage for Adult Males.	Additional Amount.	Wages per Week of 40 Hours.		
			Within a Radius of 20 Miles of G.P.O. Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
		Per week.	£ s. d.	£ s. d.	£ s. d.
		s. d.			
Under 16 years of age ..	24	2 0	2 19 0	3 0 6	2 18 6
16 years of age .. .. .	34	3 0	4 4 0	4 6 0	4 3 0
17 years of age .. .. .	46	4 0	5 13 6	5 16 6	5 12 0
18 years of age .. .. .	58	5 0	7 3 0	7 7 0	7 1 6
19 years of age .. .. .	73	6 0	8 19 6	9 4 6	8 17 6
20 years of age .. .. .	88	7 0	10 16 6	11 2 0	10 14 0

Provided that the rate payable to any employee shall not be less than 20s. per week.

Each total rate shall be calculated to the nearest 6d., any part of 6d., in the result which does not exceed 3d. to be disregarded.

(c) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(d) Employees whom the employer has reasonable grounds for supposing are under the age of 21 years shall, if required, furnish proof of age by means of a birth certificate or statutory declaration by parent or guardian, upon which the employer shall be entitled to rely.

(e) Except as to the employment of apprentices to motor mechanics the proportion of male juniors who may be employed by any employer shall be one junior (whether he be an indentured apprentice, or an unapprenticed male junior) to every three adults employed in the shop or factory.

*Prohibited Occupations.*

- (f) Junior employees shall not be employed—  
 (i) If under the age of 16 years—on oil or gas burners or fires used for heating of small articles, or using electric arc or oxy acetylene blow pipe; or  
 (ii) If under 18 years of age—die setting on power presses; as furnacemen or assistant furnacemen; or as operators of power driven guillotines.

APPRENTICES.

*Apprenticeship Trades.*

5. (a) Minors, other than indentured apprentices, shall not be employed in the following occupations:—  
 (i) Bodymaker (first class) and/or wheelmaker and wheelwright in wood and/or metal and or substitutes.  
 (ii) Fitter and/or turner.  
 (iii) Metal machinist (first class).  
 (iv) Motor mechanic (as defined).  
 (v) Painter (*i.e.*, tradesman who mixes, matches, an applies paint).  
 (vi) Patternmaker.  
 (vii) Saw Doctor.  
 (viii) Smith, including coachsmith, spring maker and spring fitter, wheelwright smith and general smith.  
 (ix) Tradesman panel worker and panel beater.  
 (x) Trimmer, development and/or repair work.  
 (xi) Trimmer tradesman on production.  
 (xii) Welder (tradesman).  
 (xiii) Wood machinist (first class).

*Contract of Apprenticeship.*

- (b) Every contract of apprenticeship hereinafter made shall contain—  
 (i) the names of the parties;  
 (ii) the date of birth of the apprentice;  
 (iii) a statement of the trade or trades to which the apprenticeship is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;  
 (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or to be instructed in the trade to which the apprentice is bound;  
 (v) the date at which the apprenticeship is to commence or from which it is to be calculated;  
 (vi) all other conditions of apprenticeship.

*Proportion.*

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry, except that in the case of motor mechanics the proportions shall be one apprentice to two mechanics.

The number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who, for a period not exceeding two years, is taking practical training in a workshop in continuance of a course of training for professional work, shall not be taken into account in calculating the proportion of apprentices to journeymen.

*Period of Apprenticeship.*

- (d) The periods of apprenticeship shall be as follows:—  
 If the apprentice when articulated is under the age of 17 years . . . 5 years  
 If over the age of 17 years . . . . . 4 years or 5 years at the option of the contracting parties.

Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of period of apprenticeship.

*Instruction in Welding.*

(e) The training of apprentices to smithing, fitting and/or turning, or panel working shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

The training of apprentices to body-making shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

(f) *Wages.*

	Percentage of Basic Wage for Adult Males.	Wages per Week of 40 Hours.		
		Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warramboul Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
<i>Five Year Term.</i>				
First year . . . . .	32	£ s. d. 3 16 0	£ s. d. 3 18 0	£ s. d. 3 15 0
Second year . . . . .	43	5 2 6	5 5 0	5 1 0
Third year . . . . .	54	6 8 6	6 12 0	6 7 0
Fourth year . . . . .	83	9 17 6	10 3 0	9 15 0
Fifth year . . . . .	100 + 6s.	12 4 0	12 10 6	12 1 0
<i>Four Year Term.</i>				
First year . . . . .	34	4 1 0	4 3 0	4 0 0
Second year . . . . .	54	6 8 6	6 12 0	6 7 0
Third year . . . . .	83	9 17 6	10 3 0	9 15 0
Fourth year . . . . .	100 + 6s.	12 4 0	12 10 6	12 1 0

The total wages of apprentices shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

Apprentices to body making first-class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

Apprentices to panel working and panel beating shall be supplied by their employers at the end of each year of their apprenticeship with an order for a sum equivalent to 1s. 3d. per week, as a tool allowance.

An employee who is under 21 years of age at the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

*Sick Leave, Public Holidays and Annual Leave.*

(g) Apprentices shall be entitled to sick leave, public holidays and annual leave as prescribed by clauses 8, 13, and 14 of this Determination.

*Hours.*

(h) The ordinary hours of employment of apprentices shall, be the same in each workshop as those of journeymen.

*Overtime and Shift Work.*

(i) Where practicable, no apprentice under the age of 18 years shall be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, or regulation applicable to him.

*Payment by Results.*

(j) No apprentice shall work under any system of payment by results.

*Adult Apprentices.*

(k) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour serve as an apprentice until he reaches the age of 23 years.

*Lost Time.*

(l) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may, for every day short of the said number of working days and for every day of such absence, be required by his employer to serve one day, in which case the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served, provided that in calculating the extra time to be so served, the apprentice shall be credited with time which he has worked during the relevant years in excess of his ordinary hours.

*Prohibition of Premiums.*

(m) No employer shall either directly or indirectly or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

*Attendance at Technical Schools.*

(n) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

*SPECIAL RATES.*

6. In addition to the wages prescribed in clauses 2, 3, 4 and 5 of this Determination the following special rates and allowances shall be paid to employees, including apprentices and unapprenticed juniors.

*Confined Spaces.*

(a) Employees, other than those working on vehicles or parts of vehicles, working in a confined space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation—6d. per hour extra.

*Dirty Work.*

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

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

*First Aid.*

(c) An employee holding a first-aid certificate and who is instructed by his or her employer to perform first aid work in the factory during his or her shift shall be paid 1s. 6d. per shift extra.

*Hot Places.*

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

*Slag Wool.*

(e) Employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise shall, when so employed on the construction, repair or demolition of furnaces, walls, floors and/or ceilings, be paid 6d. per hour extra.

*Drivers Handling Garbage.*

(f) Drivers employed handling garbage shall be paid 4½d. per hour extra whilst so employed.

*Live Stock Transports.*

(g) Spring service workers employed on vehicles which have been regularly used in the carriage of live stock and not cleaned down immediately before service shall be paid 4d. per hour extra whilst so employed.

*Special Rates not Cumulative.*

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

*Rates not Subject to Penalty Additions.*

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

## CONTRACT OF EMPLOYMENT.

*Weekly Employment.*

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

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. Such notice may be given at any time but shall expire at the ordinary finishing time of a working day or shift. Notice given before the commencement of a day's work or shift shall be deemed to have been given at the end of the previous day's work or shift, and notice given during a day's work or shift shall be deemed to be given at the end of that day's work or shift. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

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

(c) (i) An employee (other than an employee who has given or received notice in accordance with sub-clause (b) hereof) not attending for duty shall, except as provided by clause 8 of this Determination lose his pay for the actual time of such non-attendance.

*Casual Employment.*

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

*Late Comers.*

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

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

## SICK LEAVE.

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

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty, and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.
- (v) Notwithstanding the foregoing provisions, it is further prescribed that, in consideration of the seasonal fluctuations of employment in this industry, the following conditions shall apply:—
  - (1) An employee who is commencing a new engagement with an employer and is not covered by paragraph (2) hereof shall not be entitled to paid sick leave during the first month of his employment.
  - (2) In the case of an employee with not less than three months continuous service, his continuity of employment for the purposes of this clause shall not be affected by reason of his being stood off on account of seasonal fluctuations for any period not exceeding three months in any sick leave year.

For the purposes of this clause, seasonal fluctuations include—

- (a) The termination of an employee's services owing to completion of contracts or finalization of body models; or
- (b) completion of or changes in production or tooling programmes.

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

*Single Day Absences.*

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

*Cumulative Sick Leave.*

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

(cc) Rights accrued to sick leave entitlement at the date of coming into force of this Determination shall be preserved.

*Attendance at Hospital, etc.*

(d) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers compensation) necessitating his attendance during working hours on a doctor chemist or trained nurse or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

## PAYMENT BY RESULTS.

9. (a) Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their prescribed hourly or weekly rates.

## LEADING HANDS.

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

## AIRCRAFT MAKING.

11. Employees engaged in aircraft making (in wood, metal or other materials) in occupations which are similar to those for which classifications are provided in this Determination, shall be paid the rates prescribed for such classifications.

## SUNDAY AND HOLIDAY RATES.

12. (a) Where an employee works on a Sunday, the work done shall be paid for at the rate of double time.

(b) Where an employee works on any of the holidays (including overtime) specified in clause 13 (b) of this Determination, the work done shall be paid for at the rate of double ordinary time.

(c) Employees, other than on shift work, or engaged in maintaining the continuity of electric light or power, required to work on a Sunday or a public holiday shall be paid for a minimum of three hours' work at the appropriate rate.

Employees required to work on a Sunday or a public holiday in connexion with the maintenance of the continuity of electric light or power shall be paid for a minimum of one hour at the appropriate rates in addition to the time reasonably occupied in getting to and from work which shall be counted as time worked except where the work occupies more than two hours.

This sub-clause shall not apply in cases where, by mutual consent, it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours or where such work is continuous with overtime, commenced on the previous day.

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

## HOLIDAYS.

13. (a) The day on which the Vehicle Builders' Federation trade union picnic is held shall be a local holiday (without pay if such day is a day other than one mentioned in sub-clause (b) of this clause) in any city or town.

(b) Employees shall be entitled to the following public holidays (without loss of pay as regards employees on weekly hiring):—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively. By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

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

13a. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clause 13 hereof.

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

## ANNUAL HOLIDAY.

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

## HOURS OF EMPLOYMENT.

*Day Workers.*

15. (a) Subject to the exceptions hereinafter provided the ordinary hours of work shall be 40 per week to be worked in five days of not more than eight hours (Monday to Friday inclusive), and one day (Saturday) of not more than four hours; or five days (Monday to Friday inclusive) of eight hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

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

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

Provided further that work done prior to the spread of hours fixed in accordance with this clause for which overtime rates are payable shall be deemed for the purpose of this sub-clause to be part of the ordinary hours of work where the ordinary hours worked within the prescribed spread of hours in any week are less than 40.

*Five Days Week.*

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

- (i) detriment to the public interest;
- (ii) loss in the value of goods handled or to be handled;
- (iii) reducing the efficiency of production; or
- (iv) reducing the efficacy of the necessary service

and a majority of the employees in such workshop or establishment desire to work their ordinary hours in five days as aforesaid, the employer shall adopt a five-day week in such workshop or establishment.

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

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

## SHIFT WORK.

16. (a) For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the twenty-four hours of each of at least five consecutive days without interruption except during breakdowns or meal breaks (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required; no such shift to exceed eight hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

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

The ordinary hours of such shift workers shall not exceed—

- (i) eight in any one day; or
- (ii) 48 in any one week; or
- (iii) an average of 40 per week during the period of employment; or
- (iv) 160 in twenty-eight consecutive days.

Subject to the following conditions, such shift workers shall work at such times as the employer may require—

- (i) a shift shall consist of 8 hours inclusive of crib time;
- (ii) except at the regular changeover of shifts, an employee shall not be required to work more than one shift in each 24 hours;
- (iii) 20 minutes shall be allowed to shift workers each shift for crib which shall be counted as time worked.

(ca) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

- (i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours; or
- (ii) 80 in fourteen consecutive days in which case an employee shall not without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week;
- (iii) 120 in twenty-one consecutive days in which case an employee shall not, without payment of overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

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

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

(d) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall be paid at the rate of time and a half for the first four hours and double time thereafter, except when the time is worked—

- (i) by arrangement between the employees themselves;
- (ii) for the purpose of effecting the customary rotation of shifts; or
- (iii) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with sub-clause (a) of clause 7 of this Determination.

(e) Employees on continuous work shifts working afternoon and night shifts shall be paid 10 per cent. more than ordinary rates for such shifts.

(f) For all work done on a shift commencing before 10.45 p.m. on a Sunday or a holiday shift workers shall be paid at the rate of double time.

Where a shift commences at 10.45 p.m. or between 10.45 p.m. and midnight on a Sunday or holiday, the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate.

On a shift which commences before midnight on the day preceding a Sunday or holiday and extends into a Sunday or a holiday, the time so worked before midnight shall be regarded as time worked on such Sunday or holiday.

Notwithstanding the foregoing, where an employee is rostered for a shift which terminates on a holiday and a shift which commences on the same holiday, one shift only shall be observed as the holiday shift: Provided that the shift, the major portion of which falls on the holiday shall be regarded as the holiday shift.

(g) In shift work not upon continuous work as herein defined any afternoon or night shift which does not continue for five successive working nights or more in a five-day workshop or six successive nights or more in a six-day workshop, shall be paid for at the rate of time and half.

(h) For working on any afternoon or night shift which has been in operation for five afternoons or nights or more an employee other than a continuous shift worker shall be entitled to the following additional rates:—

- (i) 25 per cent for working on night shift only.
- (ii) 15 per cent. for working on alternating night and afternoon shifts.
- (iii) 10 per cent. for the night shift working on alternating day and night shifts.
- (iv) 15 per cent. for working on afternoon shift only.
- (v) 10 per cent. for the afternoon shift for working on alternating day and afternoon shifts.

(i) The extra rates specified in paragraphs (ii), (iii) and (v) of sub-clause (h) hereof shall be payable only when shifts are changed once in every three weeks; otherwise the extra rates prescribed in (i) or (iv) of sub-clause (h) shall apply.

(j) Afternoon shift shall mean a shift commencing not later than 6 p.m. on any day; night shift shall mean a shift commencing at any time after 6 p.m. on any day.

(k) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.

(l) No employee under the age of 16 years shall be required or permitted to work on afternoon or night shift.

(m) The minimum rate to be paid to any shift worker for work performed between midnight on a Friday and midnight on a Saturday shall be time and a quarter; such rate to be in substitution for and not cumulative upon the shift premiums prescribed in sub-clause (h) hereof.

(n) The method of working shifts may in any case be varied by agreement between the employer and the State Secretary of the union concerned to suit the circumstances of the establishment.

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

## MIXED FUNCTIONS.

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

## OVERTIME.

18. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter; such double time to continue until the completion of the overtime work: Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 3s. per hour, whichever is the higher. Except as provided in this sub-clause and sub-clause (b) hereof in computing overtime each day's work shall stand alone.

*Rest Period after Overtime.*

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

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

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

*Call Back.*

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

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

*Standing By.*

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

*Meal Hours—General.*

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

*Maximum Period Between Meal Breaks.*

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

*Meal Break—Maintenance Employees.*

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

*Crib Time.*

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

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

*Tea Money.*

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

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

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

*Transport of Employees.*

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

*Compulsory Overtime.*

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

**LIMITATION OF EMPLOYER'S LIABILITY.**

19. When an employer has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums in respect of any services rendered to such employer during such period, unless within a period of three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee himself, or by some person on his behalf.

**PAYMENT OF WAGES.**

20. (a) Employers shall pay all moneys due at least once in each week, and not later than Friday in each week except where it has been the practice to pay fortnightly. All wages shall be paid in the employer's time.

(b) Where wages are paid after 1.30 p.m. on pay day the employer shall not keep more pay in hand than has accrued to any employee in respect of work performed by him on such pay day and the preceding day. Where wages are paid before 1.30 p.m. on pay day the employer shall not keep more pay in hand than has accrued to any employee in respect of work performed by him on such pay day and the two preceding days.

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

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

## DEFINITIONS.

21. (1) "Assemblies (aero engine)" means an adult employee who assembles aero engines or components into sub-assemblies, and makes any necessary adjustments to assembly.
- (2) "Assembler, engine (final)" means an adult employee who in the reconditioning of engines (other than aero engines) by specialized methods assembles components or sub-assemblies into cylinder block or who assembles pistons to connecting rods.
- (3) "Body maker, first class" means a tradesman engaged on the building of bodies without the aid of jigs or on the repair of used motor bodies.
- (4) "Body maker, second class" means an employee engaged on the building of bodies constructed with the aids of jigs.
- (5) "Checker (chassis assembly)" means an adult employee who checks assembly operations during the course of and after completion of chassis assembly without body mounted and who in the course of his duties tightens components and rejects faulty assembly which does not conform with standard.
- (6) "Disassembler and reassembler" means an adult employee who in the reconditioning of engines (other than aero engines) by specialized methods disassembles and reassembles component parts of oil pump, fuel pump, carburettor, generator, distributor and/or starter motor.
- (7) "Dismantler" means an adult employee engaged in the dismantling of engine assemblies, including gear box, in the reconditioning of engines (other than aero engines) by specialized methods.
- (8) "Dogman" means an adult employee who (elsewhere than in actual process of manufacture) transports goods from point to point by mechanical power, and uses therein clumps, dogs or other standard gear.
- (9) "Drier" means an adult employee using air hose to dry off after acid wash.
- (10) "Garage attendant" means an adult employee employed in a motor body building or chassis assembling establishment engaged in the cleaning, dusting, washing or greasing of motor vehicles; and/or the servicing thereof with petrol, oils and water; and/or attending to tyre changing, tyre inflations and patching of tubes; and/or other like duties and/or the driving of such vehicles in and about the employer's premises in connection with any of the foregoing operations.
- (11) "Garnish mould finisher" means an employee engaged on any of the following classes of work, *viz.*:—clamping metal garnish moulds to jigs and scribing and cutting them; re-working and filing metal garnish moulds, after welding; re-working and filing metal windscreen garnish moulds; working and filing recesses in rear quarter garnish moulds, after welding; finally working and checking metal garnish moulds, after welding; and/or fabricating metal windscreen garnish moulds and re-working and filing them.
- (12) "Heat treater" means an adult employee who is required to apply general trade experience as a heat treater and who carries out the operation of heat treatment to produce in the materials treated such requirements as hardness, toughness, ductility, resistance to abrasion, elasticity, tensile strength, machinability and resistance to creep, and who works to limits in size, shape and straightness in tool work.
- (13) "Jig maker" means a tradesman engaged in the making of jigs in wood or metal.
- (14) "Machine setter" means a tradesman who is engaged in setting up machines specified in the definition of machinist (metal), first class, for other employees.
- (15) "Machinist (metal)—1st class" means a tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, precision grinding machine and a drilling machine where the operator uses the same precision tools as fitters or turners.
- (16) "Machinist (metal)—2nd class" means an adult employee not engaged as a tradesman who is not required to work from drawings or prints or to do precision work, but who is engaged in operating or in setting up and operating all machines, other than a drilling machine, enumerated in the definition of first class machinist.
- (17) "Machinist (metal)—3rd class"—means an adult employee other than a process worker who operates any power-driven machine for which a rate is not elsewhere prescribed in this Determination and without limiting the scope of the foregoing includes such an employee operating any of the following:—Nut, bolt, rivet or dog spike making machines, tapping machines and drilling machines on work other than that specified in the definition of machinist—1st class.
- (18) "Material chaser or stock follow-up" means an adult employee having the supervision of the delivery according to schedule, of materials between departments or sections.
- (19) "Motor body developer" means a tradesman required to develop and mark up tooling work from body drafts, but not including an employee performing work normally done by patternmakers, toolmakers, template makers, jig makers, or body makers.
- (20) "Motor mechanic" means a tradesman engaged in making under jobbing conditions, repairing, altering, or assembling (except in the production of new vehicles), or testing the metal parts (including electric) of the engines of motor vehicles but does not include—
- (a) an employee engaged only in making minor adjustments to engine and chassis; or
  - (b) an employee engaged in the reconditioning of engines by specialized methods except so much of the work which calls for the application of general trade experience as a motor mechanic.
- (21) "On the line" means sectionalized body building and assembling in which bodies in course of building are moved on from one operative or group of operatives to another operative or group of operatives.
- (22) "Painter's labourer" means an adult employee engaged in masking up or cleaning paint pots, windows or plating.
- (23) "Panel beater" means a tradesman who makes panels of mudguards from the sheet by hand or partly by hand and partly with the aid of machines or repairs panel work on used vehicles.
- (24) "Panel fixer" means an adult employee nailing finished metal panels to wooden frames.
- (25) "Panel machinist, other" means an adult employee engaged solely on wheeling and stretching or other panel machines not otherwise provided for.
- (26) "Panel worker" means an adult employee who is engaged in dent knocking, the making of metal panels from the sheet entirely with the aid of machines, solely on a panel beating machine, or in the preparation of material for the making of metal panels (other than machinists and others for whom specific rates are prescribed).
- (27) "Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper, measuring scale or rule.
- (28) "Process worker" means an employee engaged on—
- (i) repetition work on any automatic, semi-automatic or single purpose machine or any machine fitted with jigs, gauges or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable, or, if adjustable, shall not be set by the operator); or
  - (ii) in the assembling of parts or mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or
  - (iii) in specialized processes—not requiring use of hand tools except hammers, pliers, screwdrivers, spanners and files and such tools as are necessary for deburring or removing rags or edging.
- (29) "Rigger" means an adult employee who is responsible for the erection of tackle, and who is, amongst other duties, required to splice wire rope.
- (30) "Saw doctor" means an employee exclusively engaged in brazing hammering, straightening and sharpening saws.
- (31) "Spring service worker" means an employee who is employed on the removal and/or replacement of springs, luggage carriers and/or bumper bars, and/or the dismantling and/or re-assembling of finished parts of motor car and truck chassis (not being a chassis assembler and/or wiper).
- (32) "Tester" means an adult employee engaged in testing products for leaks or faults by immersion in liquid.



(33) "Timber orderman" means an adult employee responsible for the selection, allotment and measuring of timber according to requisitions and/or the execution of orders for delivery.

(34) "Timber stacker" means an employee who stacks timber for seasoning by the process of stripping.

(35) "Tooling smith" means a tradesman smith who for the greater part of his time is engaged on smithing work for the tool room.

(36) "Toolmaker" means a tradesman making and/or repairing any precision tool, gauge, die or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion and includes any tradesman engaged in or in connexion with the making of any tool, gauge, die or mould as aforesaid who by agreement with the employer is classified as a toolmaker.

(37) "Tradesman" means an adult workman who, in the course of his employment, works from drawings or prints required to be sealed, and/or measured from drawings or prints, or makes precision measurements, or applies general trade experience and includes locksmith and first-class machinist.

(38) "Tradesman's assistant" means an adult employee directly assisting a tradesman (including a plumber and/or pipe fitter on high pressure work, i.e., live steam or hydraulic press work).

(39) "Trimmer sectional" means an adult employee (other than a tradesman trimmer) engaged on any trimming work for which a specific margin is not otherwise prescribed by this Determination.

(40) "Trouble chaser" means a tradesman (any section) engaged in tracing through all necessary stages of drawing, development, tooling and production, and defining, the origin of recurring faults which manifest themselves in the course of production, and who is responsible for recommendations for their rectification.

(41) "Welder, tradesman" means a tradesman using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs and includes re-welding by hand processes.

(42) "Welder—A grade" means a tradesman employed as a welder tradesman on repair and/or production work, including aircraft, but not including production work on any other class of vehicles.

(43) "Welder—B grade" means an adult employee welding aircraft tanks and/or sheet metal manifolds for aircraft.

(44) "Wood machinist, first-class" means a machinist who in the course of his employment is called upon to grind and set knives only or to braze, set and sharpen jig saws and to set and sharpen circular saws or to set up machines operated by other machinists or to grind knives for and to set up and operate or to set up and operate one more of the following machines:—Shapers, spindles, linderman machines, routers, tenoners, sill hinge and other gainer machines.

(45) "Wood machinist, second class" means any machinist called on to set up and operate any other machines, or any circular saw or dimension saw.

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

#### DETERMINATION TO BE AVAILABLE.

22. Every employer shall have a copy of this Determination available at a place reasonably accessible to employees.

#### NOTICE BOARDS.

23. The employer shall permit the erection in a prominent position on his premises of a notice board of reasonable dimensions or a number of such notice boards reasonable in the circumstances, upon which accredited union representatives shall be permitted to post formal union notices signed by the Secretary or organizer of the union concerned or by the representative posting them. Any notice posted on a board not so signed may be removed by an accredited union representative or by the employer.

#### TRAVELLING TIME.

24. (a) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job in excess of the time normally spent in travelling from his home to such workshop or depot and returning he shall be paid travelling time and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

An employee who, with the approval of his employer, uses his own means of transport for travelling to or from outside jobs shall be paid the amount of excess fares which he would have incurred in using public transport unless he has an arrangement with his employer for a regular allowance.

(b) An employee—

(i) engaged in one locality to work in another; or

(ii) sent, other than at his own request, from his usual locality to another for employment which can reasonably be regarded as permanent,

involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities and, for a period not exceeding three months, expenses. Provided that such expenses shall cease after he has taken up permanent residence or abode at the new location.

(c) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (b) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(d) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays when it shall be time and a half.

(e) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all night travel, eight hours out of every twenty-four.

(f) "Expenses" for the purpose of this clause means—

(i) all fares reasonably incurred. For boat travel, the fares allowed shall be first-class on coastal boats and on interstate boats where there is no second-class as distinct from steerage; and for rail travel second-class except where all-night travelling is involved when they shall be first-class with sleeping berth where available;

(ii) reasonable expenses incurred whilst travelling including 4s. for each meal taken.

(iii) a reasonable allowance to cover the cost incurred for board and lodging.

#### GRINDING TOOLS.

25. (a) Where a woodworker using his own tools has been in employment for more than one week the employer shall allow him one hour with payment therefor on termination of his employment to enable him to sharpen and pack his tools.

(b) The employee shall be permitted to use the employer's emery wheel or grindstone to sharpen his own tools used in the course of his employment.

(c) Except when dismissed for misconduct or when leaving of his own accord, a patternmaker employed for less than three weeks at a workshop or job shall, to the extent of 6s., be reimbursed by his employer any expense incurred in the cutting of tools.

#### SPRAY PAINTERS.

26. Employers shall comply with all relevant State Acts and Regulations relating to spray painting operations insofar as they are applicable to the industries covered by this Determination.

**TOOLS TO BE PROVIDED BY EMPLOYER.**

27. Woodworkers and vycemen shall be supplied where required with bench, bench vyce, cramps, above four inches, files (including saw files), rasps, hand drills, hacksaws, frames and blades, bits and parallel shank drills up to quarter inch, and snips, such tools to remain the property of the employer.

**MISCELLANEOUS PROVISIONS.**

*Accommodation and Conveniences.*

**Drinking Water.**

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

**First Aid Outfit.**

(iii) The employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit and appliances including a stretcher suitable for the carriage of injured persons.

An efficient first aid outfit shall be that prescribed by relevant State legislation, but where there is no State legislation on the subject the first aid outfit shall contain the following equipment or efficient substitutes:—

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

**Lockers.**

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes. In any case in which compliance with this paragraph necessitates the provision of lockers of new or improved hanging facilities, they shall be provided by the 1st day of July, 1954, unless the employer proves to the satisfaction of the Secretary for Labour that he is unable by reason of shortage of material or labour or any other difficulties to provide such new or improved facilities, in which case their provision may be postponed for such period or periods as the Secretary for Labour determines.

**Showers.**

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

*Washing and Sanitary Conveniences.*

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

*Clothing, Equipment and Tools.*

**Damage to Clothing and Tools.**

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

**Gloves.**

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools; slingers shall be provided with leather gloves where they are necessary by reason of the material or tackle being used.

**Goggles.**

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

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

Provided that this provision shall not apply where other protective equipment is fitted to machines.

**Protective Clothing.**

(iv) Employees engaged in working with acids or other substances of a like nature shall be provided with adequate protective clothing and boots.

Employees engaged in wet rubbing shall be provided with rubber aprons and rubber boots.

Suitable protective clothing shall be provided by the employer for an employee when required to work in rain.

**Protective Equipment—Welding.**

(v) Suitable sufficient and adequate protection shall be provided by the employer for employees engaged in welding operations and where necessary in the case of employees working in close proximity thereto, employees provided with such protection shall wear or use as the case may be, such equipment in such a way as to achieve the purpose for which it is supplied.

**Ventilation.**

(vi) Employers shall provide adequate ventilation in workshop and facilities for the free circulation of air.

**Lead Bufling.**

(vii) Until further order no employer shall permit the process of bufling solder or lead to be carried out and no employees shall perform such process.

**Females.**

(viii) When requested by employees and where practicable suitable seats shall be provided by the employer for female employees. Females shall not be called upon to lift or carry weights exceeding 35 pounds.

**RIGHT OF ENTRY OF UNION OFFICIALS.**

29. (i) A duly accredited representative of the Union concerned shall have the right to enter employers' workshops during the mid-day meal hour for the purpose of interviewing employees on legitimate union business, on the following conditions:—

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

(ii) For the purpose of investigating complaints concerning the application of this Determination a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

- (a) That he discloses to the employer or his representative the complaints which he desires to investigate.
- (b) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).
- (c) That he does not interfere with work proceeding in the workshop or plant.
- (d) That he conducts himself properly.

(iii) Where employees are working under a system of shiftwork which precludes a representative from interviewing them during the mid-day meal hour the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

**SHOP STEWARDS.**

30. An employee appointed as shop steward in the shop or department in which he is employed shall upon notification thereof by the responsible officer of the union concerned to the employer be recognised as the accredited representative of the union to which he belongs, and he shall be allowed the necessary time during working hours to interview his employer or his representatives on matters affecting employees whom he represents.

**TIME AND WAGES RECORD.**

31. (a) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(c) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the Secretary of the union or the District Secretary or Organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in one week at the same establishment.

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

**EMERGENCY PROVISIONS.**

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

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

- (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
- (2) where an employee commences work he shall be entitled to be paid for four hours' work;
- (3) this sub-clause shall not apply to apprentices;
- (4) an employee stood down shall be regarded as having continuity of service and employment for the purpose of annual leave.

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

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

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

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

- (1) For day work on day shift work—ordinary time.
- (2) For work performed between noon and midnight on Sundays—ordinary rates plus 25 per cent.
- (3) For afternoon and night shifts—ordinary rates plus 10 per cent.

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

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

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

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

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
  - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
  - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

PERIODICAL ADJUSTMENT OF WAGES.

33. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 34.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Victoria— Within a radius of 20 miles of G.P.O., Melbourne, 10 miles of Geelong and Warrnambool Post Offices, 5 miles of Chief Post Office at Mildura, and the Gippsland District . . Yallourn—6s. 6d. in excess of the basic wage for Melbourne Elsewhere—3s. less than the basic wage for Melbourne	£ s. d. 11 18 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 May, 1954, 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 May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 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) Adult females:—The basic wage for adult females shall be 75 per cent. of the basic wage for adult males working in the same locality. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

(e) Juniors:—The wages of junior employees shall be the appropriate percentages as set out in clauses 3, 4 and 5. Such wages shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

MARGINS.

35. In addition to the basic wage the margins set out in this clause shall be the minimum wages payable to adult male employees therein named:—

Classification.	Margin per Week.
<i>Development, Tool Room, Installation and Maintenance of Plant.</i>	
	<i>s. d.</i>
1. Brass finisher, tradesman . . . . .	52 0
2. Die maker (see classification number 23)	
3. Die setter—	
When working on "try-outs" . . . . .	52 0
Other . . . . .	46 6
4. Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) . .	56 6
5. Fitter and/or turner, tradesman . . . . .	52 0
6. Jigmaker, in wood or metal . . . . .	52 0
7. Machinist (metal) first class . . . . .	52 0
8. Machinist (metal) second class . . . . .	37 0
9. Machinist (metal) third class . . . . .	28 0
10. Machinist (wood) (see classification number 31)	
11. Machine setter, as defined . . . . .	52 0
12. Marker-off (see classification number 25)	
13. Motor body developer . . . . .	73 6
14. Motor mechanic . . . . .	52 0
15. Panel worker, tradesman . . . . .	52 0
16. Pattern maker . . . . .	65 0
17. Pattern maker, provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other wood-working tradesmen may be employed on making a part of a pattern provided that—	
(a) such tradesman shall not be required to work to drawings or prints; . . . . .	
(b) whilst so employed shall be paid a marginal rate of . . . . .	56 6
18. Pipe fitter—	
(a) on high pressure work ( <i>i.e.</i> , live steam or hydraulic press work) . . . . .	52 0
(b) on low pressure work . . . . .	37 0

Classification.	Margin per Week.	
	s.	d.
<i>Development, Tool Room, Installation and Maintenance of Plant—continued.</i>		
19. Saw doctor .. .. .	56	6
20. Smith, tradesman .. .. .	53	6
21. Template maker .. .. .	58	0
22. Tooling smith .. .. .	55	0
23. Tool maker, tool hardener, and die maker .. .. .	65	0
24. Tradesman's assistant .. .. .	23	0
25. Tradesman, the greater part of whose time is occupied marking off .. .. .	56	6
26. Trimmer, tradesman (on development work) .. .. .	52	0
27. Trouble chaser .. .. .	69	0
28. Turner (see classification number 5) .. .. .		
29. Welder, tradesman .. .. .	55	6
30. Welder, other .. .. .	29	0
31. Wood machinist, first class .. .. .	46	6
<i>Production Repair and Reconditioning.</i>		
32. Acid washer (see classification number 110) .. .. .		
33. Air hammer operator .. .. .	39	0
34. Air hammer operator, skiving machinist, camachine operator and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim) .. .. .	23	0
35. Angle iron smith and/or boiler smith .. .. .	56	6
36. Annealer and/or case hardener .. .. .	42	6
37. Assembler (acro engine) .. .. .	52	0
38. Assembler and/or wirer, chassis .. .. .	35	0
39. Assembler and/or wirer, tractor .. .. .	35	0
40. Assembler, cushion and squab spring .. .. .	29	0
41. Assembler, engine (final) .. .. .	35	0
42. Assembler when not on the line (other than process worker or a 1st or 2nd class body maker or other tradesman) .. .. .	39	0
43. Assembler of bodies or parts of bodies "on the line" .. .. .	46	6
44. Assembler of chassis parts independently of main assembly .. .. .	35	0
45. Assembler, windscreen frame .. .. .	29	0
46. Axle maker .. .. .	52	0
47. Axle turner .. .. .	52	0
48. Band and/or jig sawyer, trim .. .. .	39	0
49. Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments) .. .. .	42	0
50. Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or bench work other than as prescribed in the definition of "garnish mould finisher" .. .. .	23	0
51. Body maker, first class .. .. .	52	0
52. Body maker, second class .. .. .	46	6
53. Body mounter .. .. .	32	0
54. Bulldozer operator— (a) setting up machine .. .. .	37	6
(b) not setting up machine .. .. .	23	0
55. Chassis assembler (see classification number 38) .. .. .		
56. Checker (chassis assembly) .. .. .	43	0
57. Cold setter .. .. .	34	0
58. Cushion and squab spring assembler and frame operative (see classification number 40 and 77) .. .. .		
59. Cushion maker (see classification number 151) .. .. .		
60. Cushion spring maker (by hand) .. .. .	46	6
61. Cutter electric machine (trim) (see classification number 74) .. .. .		
62. Degreaser at liquid or vapor bath .. .. .	23	0
63. Dent knocker (see classification number 115) .. .. .		
64. Die setter, press .. .. .	46	6
65. Dipper and hanger (paint) .. .. .	22	0
66. Dipper, solder or tin .. .. .	28	0
67. Dismantler .. .. .	35	0
68. Disassembler and re-assembler .. .. .	28	0
69. Drier .. .. .	24	0
70. Driller (panel) .. .. .	26	0
71. Driller (other) .. .. .	28	0
72. Drop hammer stamper .. .. .	24	0
73. Edge turner (see classification number 112) .. .. .		
74. Electric machine cutter (trim) .. .. .	39	0
75. Electric stove attendant (see classification number 163) .. .. .		
76. Folding machine operator .. .. .	29	0
77. Frame operative (cushion and squab) .. .. .	29	0
78. Furnace man .. .. .	29	0
79. Furnace man (foundry)— (a) cupola .. .. .	37	0
(b) electric .. .. .	36	0
(c) other .. .. .	34	0
80. Garnish mould finisher .. .. .	39	0
81. Garnish mould bender and/or shaper (see classification number 50) .. .. .		
82. Grainer, transfer (see classification number 162) .. .. .		
83. Grinder and/or buffer (metal) .. .. .	28	0
84. Grinder and/or buffer (metal) using portable machine .. .. .	33	0
85. Guillotine machinist .. .. .	29	0
86. Hammer driver, steam, pneumatic or other power .. .. .	25	0
87. Hanger, paint (see classification number 65) .. .. .		
88. Heat treater .. .. .	56	6
89. Holder-up .. .. .	25	0
90. Kiln attendant (see classification number 157) .. .. .		
91. Labourer assisting (Plating Department) .. .. .	18	0
92. Labourer assisting (Chassis Assembly) .. .. .	18	0
93. Liner .. .. .	46	6

Classification.	Margin per Week.
<i>Production Repair and Reconditioning—continued.</i>	
	<i>s. d.</i>
94. Machinist (metal) first class .. .. .	52 0
95. Machinist (metal) second class .. .. .	37 0
96. Machinist (metal) third class .. .. .	28 0
97. Machinist (wood) (see classification numbers 179, 180)	
98. Machine setter, as defined .. .. .	52 0
99. Machine setter, other .. .. .	37 6
100. Marker-out or scriber (using patterns or templates) ..	28 0
101. Metal band sawyer (see classifications number 49)	
102. Motor mechanic .. .. .	52 0
103. Motor tuner and tester .. .. .	52 0
104. Nickel polisher and/or grinder .. .. .	30 0
105. Painter coach (brush) .. .. .	46 6
106. Painter, spray (on coats other than priming) .. .. .	46 6
107. Painter, spray and/or brush (on prime coats) .. .. .	37 0
108. Painter, brush and/or spray (on floors, chassis, undercarriages and gear)	25 6
109. Painter's labourer .. .. .	20 0
110. Painter's wet rubber and/or polisher and/or acid washer ..	37 0
111. Panel beater .. .. .	52 0
112. Panel edge turner .. .. .	39 0
113. Panel fixer, metal .. .. .	29 0
114. Panel machinist (other) .. .. .	28 0
115. Panel worker, dent knocker and/or metal finisher .. ..	46 6
116. Paster trim .. .. .	30 0
117. Pickler .. .. .	28 0
118. Pleat stuffer .. .. .	28 0
119. Polisher, nickel (see classification number 104)	
120. Polisher, paint (see classification number 110)	
121. Power hammer driver (see classification number 86)	
122. Press operator (over 400 tons pressure) .. .. .	42 0
123. Press operator (over 250 tons pressure and up to and including 400 tons pressure)	38 0
124. Press operator's assistant, directly assisting at press ..	22 0
125. Press operator (light) .. .. .	27 0
126. Process worker .. .. .	22 0
127. Riveter (on motor truck or waggon body) .. .. .	46 6
128. Riveter, chassis .. .. .	32 0
129. Riveter, other (up to and including $\frac{3}{4}$ in. rivet) .. .. .	29 0
130. Rivet heater .. .. .	25 0
131. Rotary buff operator—	
(a) while doing dent knocking .. .. .	46 6
(b) while not doing dent knocking (on the line) .. .. .	39 0
132. Rotary shearing machinist .. .. .	37 0
133. Sand blast operator (see classification number 140)	
134. Sand paper and emery machinist (wood work) .. .. .	29 0
135. Screwer and/or tapper .. .. .	28 0
136. Scriber (see classification number 100)	
137. Sectional trimmer (see classification numbers 163, 164)	
138. Setter-up machine (see classification numbers 98, 99)	
139. Sewing machinist .. .. .	34 0
140. Shot and/or sand blast operator (where adequately protected)	28 0
141. Smith, (coachsmith, wheelwright smith, drophammer smith, spring smith or general smith)	52 6
142. Solderer "on the line," or solder loader and/or wiper using torch ..	46 6
143. Solderer, other .. .. .	39 0
144. Spoke nave and fellow machinist .. .. .	40 0
145. Spotter and/or toucher-up .. .. .	46 6
146. Spray painter (see classification numbers 106, 107, 108)	
147. Spring coiling machinist, cushion and squab—	
(a) who is required to set up his own machine .. .. .	32 0
(b) other .. .. .	23 0
148. Spring fitter .. .. .	52 0
149. Spring maker, spiral (by hand) .. .. .	37 6
150. Spring service worker .. .. .	31 0
151. Squab and/or cushion maker .. .. .	46 6
152. Stopper-up .. .. .	32 0
153. Stove attendant, electric .. .. .	29 0
154. Striker .. .. .	23 0
155. Tapper (see classification number 135)	
156. Tester .. .. .	28 0
157. Timber kiln attendant .. .. .	27 0
158. Timber orderman .. .. .	33 6
159. Timber stacker .. .. .	24 0
160. Tool hardener .. .. .	65 0
161. Toucher-up (see classification number 145)	
162. Transfer grainer .. .. .	31 0
163. Trimmer, sectional (when working on bodies) .. .. .	46 6
164. Trimmer, sectional (when not working on bodies) .. .. .	37 0
165. Trimmer, tradesman (including cutter by hand) .. .. .	46 6
166. Trouble chaser .. .. .	69 0
167. Tyre fitter (see classification number 44)	
168. Vyceman .. .. .	31 0
169. Waggon repairer, first class (railway rolling stock) .. ..	52 0
170. Waggon repairer, second class (railway rolling stock)	46 6
171. Washer using phenyl, petrol, kerosene, etc. .. .. .	23 0
172. Welder—"A" Grade .. .. .	56 6
173. Welder—"B" Grade .. .. .	48 0
174. Welder—oxy acetylene and/or electric arc (other than "A" or "B" grades) including employee cutting by means of hand or machine torch .. .. .	46 6

Classification.	Margin per Week.
<i>Production Repair and Reconditioning—continued.</i>	
	<i>s. d.</i>
175. Welder—electric spot and butt, including portable and gymbal gear .. .. .	29 0
176. Wet rubber and/or polisher (paint) (see classification number 110) .. .. .	52 0
177. Wheelwright and wheelmaker .. .. .	46 6
178. Windscreen frame assembler (see classification number 45) .. .. .	37 0
179. Wood machinist, first class .. .. .	52 0
180. Wood machinist, second class .. .. .	
181. Wheel turner .. .. .	
<i>Miscellaneous (Wherever Employed)</i>	
182. Acetylene generator operator in charge of installation .. .. .	37 0
183. Convenience attendant .. .. .	20 0
184. Dogman .. .. .	25 0
185. Driver whose work is confined to plant area—	
(a) Driver of fork lift truck, when required to stack or unstack .. .. .	38 0
(b) Driver of tractor with or without trailers .. .. .	35 0
(c) Driver of other motor vehicle with or without trailers .. .. .	31 6
(d) Operator of transtacker or transporter .. .. .	22 0
186. Driver of chassis and or new vehicle .. .. .	26 0
187. Garage attendant .. .. .	23 0
188. Greaser and/or oiler .. .. .	23 0
189. Greaser and/or oiler (who repairs belts) .. .. .	28 0
190. Jack hammer operator .. .. .	29 0
191. Labourer not elsewhere provided for .. .. .	3 0
192. Material chaser or stock follow up .. .. .	33 0
193. Rigger .. .. .	34 0
194. Slinger .. .. .	32 6
195. Stock or material handler .. .. .	18 6

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

J. V. WILLOX, Secretary.

Melbourne 22nd February, 1954.

