



# VICTORIA GOVERNMENT GAZETTE

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**No. 637]**

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**[1954]**

Factories and Shops Acts.

## DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS BOARD.

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

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

(a) to any person employed—

(i) as a Storeman, Packer, or Sorter ;

(ii) in assisting a Storeman, Packer or Sorter ;

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

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted, or packed for trade or sale—

but not including any persons subject to the jurisdiction of any of the following Boards :—

Aerated Water Trade Board  
Agricultural Implements Board  
Bedstead Makers Board  
Biscuit Board  
Boarding Houses Board  
Brewers Board  
Butter Board  
Butter Factories Board  
Cardboard Box Trade Board  
Cigar Trade Board  
Condenseries Board  
Confectioners Board  
Cordage Board  
Fellmongers Board  
Flock Board  
Flour Board  
Flour Board (Country)  
Frozen Goods Board  
Fruit Packing Board  
Furniture Board (Picture Frames)

Furniture Board (Wood Mantelpiece or Overmantel)  
Glassworkers Board  
Grocers Sundries Board  
Ham and Bacon Curers Board  
Hotel and Restaurant Board  
Ice Board  
Jam Trade Board  
Leather Goods Board  
Marine Stores Board  
Meat Preservers Board  
Millet Broom Board  
Nailmakers Board  
Paper Board  
Paper Bag Trade Board  
Pastrycooks Board  
Plate Glass Board  
Pottery Board  
Printers Board  
Printers Board (Country)

Printers Board (Provincial)  
Retail Dairy Board  
Rubber Trade Board  
Shops Board No. 1 (Boot Dealers)  
Shops Board No. 7 (Country Shop Assistants)  
Shops Board No. 9 (Drapers and Men's Clothing)  
Shops Board No. 12 (Fuel and Fodder)  
Shops Board No. 13 (Fuel and Fodder—Country)  
Shops Board No. 14 (Furniture Dealers)  
Shops Board No. 15 (Grocers)  
Shops Board No. 16 (Hardware)  
Slaughtering for Export Board  
Tea Packing Board  
Tinsmiths Board  
Wholesale Grocers Board  
Wireworkers Board  
Woodworkers Board  
Woollen and Cotton Trade Board

has made the following Determination, namely :—

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

No. 637.—3101/54.—PRICE 6D.

**PART I.**  
**WAGE RATES.**

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

2.

**APPRENTICES AND IMPROVERS.**

Wages Per Week of 40 Hours.						Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	195 0	64 6	75 0	73 0	64 6	<p align="center"><b>APPRENTICES.</b></p> <p>One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p align="center"><b>MALE IMPROVERS.</b></p> <p><i>Egg Packing Establishments.</i></p> <p>One male improver to every two or fraction of two male workers receiving not less than 280s. per week of 40 hours.</p> <p><i>Any Other Place.</i></p> <p>One male improver to every four or fraction of four male workers receiving not less than 268s. per week of 40 hours.</p> <p align="center"><b>FEMALE IMPROVERS.</b></p> <p><i>Laundries.</i></p> <p>One female improver to every three or fraction of three female workers receiving not less than 187s. per week of 40 hours.</p> <p><i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i></p> <p>Two female improvers to every three or fraction of three female workers receiving not less than 187s. 8d. per week of 40 hours.</p> <p><i>Egg Packing Establishments.</i></p> <p>One female improver to every three or fraction of three female workers receiving not less than 205s. per week of 40 hours.</p> <p><i>Any Other Place.</i></p> <p>One female improver to every four or fraction of four female workers receiving not less than 181s. per week of 40 hours.</p>
16 to 17 years of age		85 6	85 6	98 0	85 6	
17 to 18 years of age		114 0	98 0	110 6	98 0	
18 to 19 years of age		162 0	109 0	130 6	109 0	
19 to 20 years of age		243 0	132 0	143 0	126 6	
20 to 21 years of age	264 0	241 0	150 0	168 0	144 6	
<p>Provided that a junior employee assisting in racking and/or loading and/or unloading off vehicles of heavy steel plates, bars, or sections shall be paid the appropriate male adult rate whilst so employed.</p> <p>Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.</p>						

3.

OIL, GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

**JUNIOR RATES.**

Wages Per Week of 40 Hours.

									Percentage of Adult Male Storeman and Packers' Rate.	
									%	s. d.
Under 16 years of age	..	..	..	..	..	..	..	..	35	92 6
16 to 17 years of age	..	..	..	..	..	..	..	..	43	113 6
17 to 18 years of age	..	..	..	..	..	..	..	..	50	132 0
18 to 19 years of age	..	..	..	..	..	..	..	..	60	158 6
19 to 20 years of age	..	..	..	..	..	..	..	..	78	206 0
20 to 21 years of age	..	..	..	..	..	..	..	..	90	237 6

(a) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(b) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

4. (a)

## OTHER EMPLOYEES.

MALES.

## IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 40 Hours.
	s. d.
(i) Storemen or Packers .. .. .	264 0
Leading hands—as defined in clause 22 hereof—	
(I.) .. .. .	269 0
(II.) .. .. .	274 0
(III.) .. .. .	274 0
(IV.) .. .. .	284 0
Blender as defined in clause 22 hereof—Grade 1 .. .. .	284 0
Blender as defined in clause 22 hereof—Grade 2 .. .. .	279 0
Blender as defined in clause 22 hereof—Grade 3 .. .. .	269 0
Where a blender is also a leading hand as defined he shall be paid the appropriate rate hereinbefore prescribed for a leading hand plus the following additional amounts:—	
Blender as defined Grade 1 .. .. .	£1
Blender as defined Grade 2 .. .. .	15s.
Blender as defined Grade 3 .. .. .	5s.
Spray stencilling of drums .. .. .	269 0
Spray painting of drums in an enclosed place .. .. .	274 0
Refinery operatives—	
Stillman .. .. .	294 0
Assistant stillman .. .. .	284 0
Storeman and/or packer filling hot bitumen into drums .. .. .	267 6
(ii) Casual hands shall be paid at the rate per hour of 8s. 3½d. adjustable under clause 67 hereof.	

4. (b) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS, AND (iii) EGG PACKING ESTABLISHMENTS.

(i)	Males employed in (or on) or in connexion with—									
	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Flourous Fustet Stores.	Boat Factories.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores.	Machinery Stores.	Dye Stores other than Dye Stores engaged in the business of dyeing or the manufacture of piece-goods or apparel.	Any Other Place.*
Column No. .. .. .	1	2	3	4	5	6	7	8	9	10
WAGES PER WEEK OF—										
	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing or sorting)—										
(a) Works singly or is assisted by a person under 18 years of age	284 0	275 8	279 0	271 0	270 6	281 0	270 6	272 6	280 0	272 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.:—										
(i) 1, 2, 3, 4, 5, or 6 such persons .. .. .	284 0	275 8	279 0	273 6	272 9	287 3	272 9	279 9	282 3	274 9
(ii) 7 or more such persons .. .. .	284 0	275 8	279 0	287 6	287 6	301 9	287 6	288 9	296 3	288 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device .. .. .	276 0	276 0	276 0	276 0	276 0	276 0	276 0	276 0	276 0	276 0
Storeman in charge of a bulk store removed from the main place of business .. .. .	..	..	..	..	270 6	..	270 6	272 6	280 0	272 6
Packers of crockery, china, or glassware .. .. .	..	..	..	..	..	..	..	..	..	273 0
Packers of metal window frames .. .. .	..	..	..	..	..	..	..	..	..	268 0
Persons handling pianos, piano-players, or organs .. .. .	..	..	..	..	..	..	..	..	..	268 0
All male adults not otherwise provided for .. .. .	284 0	275 8	279 0	268 0	266 0	281 0	266 0	268 0	276 9	268 0

(ii) \* A storeman and/or packer required to mix and/or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.

(iii) Any person called upon to handle paris green or aluminium bronze in loose form, or soda ash other than in meta containers shall be paid at the rate of 6d. per hour in addition to the ordinary rate.

(iv) Any person called upon to handle carbon black for at least one hour on any day shall for such time as he is so required to work be paid at the rate of 6d. per hour in addition to the ordinary rate.

(v) Storemen or packers called upon to work in cool stores shall be paid 8s. 3<sup>3</sup>/<sub>4</sub>d. per hour whilst so employed. This rate includes 1<sup>1</sup>/<sub>4</sub>d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

(vi) Any employee handling cement imported from overseas shall be paid an additional 1s. per hour whilst so employed.

**NOTE.**—The rates set out in column No. 10 of 4 (b) (i) hereof apply to males employed—

(a) As storemen in Figured, Roll, and Sheet Glass Stores.

(b) In (or on) or in connexion with—

(i) Bulk paper stores or rubber goods manufacturers' stores.

(ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.

(iii) Hardware stores.

(iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.

(v) Match factory stores.

(vi) Wholesale confectionery stores.

(vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.

(viii) Stove or oven manufacturers' stores.

(ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel.

(x) Wholesale softgoods warehouses.

(xi) Wholesale chemists, or manufacturing chemists' establishments.

(xii) Tobacco stores.

(xiii) Paint, painters' oils, colour and varnish stores.

(xiv) Seed stores.

(xv) Any place not elsewhere included in clause 4 (b) or 4 (c).

**4. (c) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.**

**MALES.**

	Wages Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnambool, and Within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	s. d.	s. d.	s. d.
Tool and/or material storeman (i.e., an adult male employee in charge of receiving, storing and issuing of tools and other requirements in a tool store or any like store wherein the work is similar to that in a tool store) .. .. .	263 0	269 6	260 0
Storeman and/or Packer .. .. .	265 6	272 0	262 6

**4. (d)**

**EGG PACKING ESTABLISHMENTS.**

Males.		Females.	
	40 Hours. s. d.		40 Hours. s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		Any person engaged as a Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—	
(a) Works singly .. .. .	290 6	(a) Works singly .. .. .	215 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—		(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—	
(i) 1 to 6 such persons ..	292 9	(i) 1, 2, 3, 4, 5 or 6 such persons ..	218 0
(ii) 7 to 12 such persons ..	299 6	(ii) 7 to 12 such persons ..	224 0
(iii) 13 or more such persons ..	306 9	(iii) 13 or more such persons ..	230 0
Operator of power driven fork lift or similar mobile power driven stacking machine or device ..	276 0	Egg Packers, Sorters, or Testers—	
All male adults not otherwise provided for ..	286 0	With less than eight weeks' experience ..	205 0
		With eight weeks' or more experience ..	215 0

## 4. (c)

## OTHER FEMALES.

	Females Employed in or in Connexion with—	
	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woolens, or Woollen and Cotton Pieces.	Any Other Place.
	Wages per Week of 40 Hours. s. d.	40 Hours. s. d.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		
(a) Works singly .. .. .	197 6	184 0
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz.:—		
(i) 1, 2, 3, 4, 5, or 6 such persons .. .. .	204 6	187 0
(ii) 7 or more such persons .. .. .	216 6	204 0
Females employed packing or sorting laundry work .. .. .	..	187 0
Packers of crockery, china, or glass ware .. .. .	..	200 6
All female adults not otherwise provided for .. .. .	187 6	181 0

## PART II.

## PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

## 5. SPECIAL RATES.

In addition to the wages prescribed in clauses 3 and 4 of this Determination the following special rates shall be paid:—

- (a) When not more than two storemen and packers are employed for more than half an hour handling or rolling barrels or drums weighing over 5 cwt., they shall be paid 6d. per hour extra whilst so employed.
- (b) *Confined Space*.—Employees working in a confined space as defined in clause 22 hereof, 3d. per hour extra.
- (c) *Dirty Work*.—Employees performing dirty work as defined in clause 22 hereof, 3d. per hour extra.
- (d) *Cumulative Rates*.—Where an employee performs work which is covered by sub-clauses (b) and (c) of this clause the rates shall be cumulative so as to provide a total rate of 6d. per hour for dirty work performed within a confined space.

## 6. HOURS.

(a) Forty hours shall constitute a week's work, and they shall be worked as follows:—

Not more than eight hours per day from Monday to Friday, both inclusive, and not more than four hours on Saturday to be worked between the hours of 7 a.m. and 5.30 p.m. Monday to Friday, both inclusive, and between the hours of 7 a.m. and noon on Saturday.

(b) Provided that it shall be optional for an employer to work either a six-day or a five-day week. When a five-day week is worked, the daily hours on Monday to Friday, both inclusive, shall not exceed 8 hours 48 minutes, within the hours provided in the immediately preceding paragraph, without the payment of the overtime rate.

(c) Subject to the above, the hours of starting and knocking off may be fixed by each employer, but having once been fixed they shall not be altered without seven days' notice to the employees.

## 7. SHIFT WORK.

(a) Where the industry necessitates a continuous process, three shifts of eight hours each may be worked. Employees working on such shifts shall be paid 8s. per week in addition to the rates prescribed in clauses 3 and 4 hereof.

(b) Employees required for duty in connection with the loading of tank waggons and fully assembled composite waggons with petroleum products in bulk or drums or packages may be employed on shifts provided that such shift work extends over one calendar month, and when so employed shall be paid 8s. per week in addition to the rates prescribed in clauses 3 and 4 hereof.

(c) Five shifts of not more than eight hours including crib time of half an hour and one shift of not more than four hours or five shifts of not more than eight hours 48 minutes, including crib time of half an hour shall constitute a week's work.

(d) Overtime shall be calculated in accordance with the provisions of clause 8 of this Determination.

## 8. OVERTIME.

(a) For all work done on Sundays, Holidays and after 12.30 p.m. Saturdays the rates of pay shall be double time.

(b) For all work done outside ordinary hours except as provided in sub-clause (a) hereof, the rates of pay shall be time and a half for the first three hours and double time thereafter, such double time to continue until the employee has been released from duty.

(c) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time shall be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) An employee recalled to work overtime after leaving his employer's business 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.

(e) For all work done during supper, breakfast or lunch hours and thereafter until a full meal break is allowed double time shall be paid.

*Compulsory Overtime.*

(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.

## 9. MEAL HOURS.

(a) One hour on Monday to Friday, both inclusive, shall be allowed for each meal except tea, provided that should any employer and any employee agree, the meal hour may be shortened to meet the exigencies of transport or for the purpose of more effectively operating either a rostered five day working week or a five day working week.

(b) The hours for breakfast and lunch shall be fixed in each case by mutual arrangement, but having once been fixed, they shall not be altered without seven days' notice to the employees.

(c) Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a tea 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.

(d) The interval for supper shall be between midnight and 1 a.m.

## PART II.—continued.

10.

## MEAL ALLOWANCE.

A weekly or casual employee required to work overtime for more than one and a half hours after his usual knock off time shall either be supplied with a meal by the employer or be paid 3s. for each meal.

11.

## HOLIDAYS.

(a) Weekly employees shall be entitled without deduction of pay to the holidays observed in respect of—Union Picnic Day to be held on a day to be mutually agreed upon between the union and the employers or, if no agreement is reached, at a date to be fixed by the Wages Board—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, Boxing Day and one other holiday on the day fixed as follows:—Within 25 miles of the General Post Office, Melbourne—Melbourne Cup Day, elsewhere any day agreed by the employer and employee concerned.

(b) Provided that in addition to the above mentioned holidays all gazetted public holidays upon which Railway Goods Yards are closed for the receipt of ordinary goods shall be observed as holidays.

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

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

## ANNUAL LEAVE.

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

## TERMS OF ENGAGEMENT.

13. (a) Employees are to be engaged either as weekly or casual hands.

(b) In the case of casual hands the engagement shall be terminable at any time by either party. In the case of weekly hands the engagement shall be terminable by a week's notice on either side. Provided that any employee, being incompetent, disobedient or misconducting himself may be dismissed without notice.

(c) Men engaged for stacking ex ship shall be deemed to be casual hands during the whole time they are engaged on such work.

(d) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual.

(e) Where an employer is not satisfied as to the reason of an employee absenting himself from work he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate or other satisfactory evidence of sickness if required by the employer, in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

(f) Casual employees who are instructed to report for work at a stipulated time, and who report for work at such time, but for whom work is not available within 30 minutes of the said stipulated time, shall be paid ordinary casual rates from the said stipulated starting time.

(g) In the event of a casual worker being instructed to report for work and his services are not required, he shall be paid for two hours at casual rates.

## PAYMENT OF WAGES.

14.

(a) The payment of weekly employees shall be made during working hours in each week on a day suitable to the employer. Provided that in the case of weekly employees two days' wages may be kept in hand.

(b) Casual hands shall be paid at the time of their services being dispensed with and at the place where the work has been performed.

15.

## DUAL CAPACITY.

(a) Where a weekly employee is put to work temporarily at a classification higher than that under which he was engaged or deemed to be working, he shall be paid as follows:—

- (i) Up to four hours on any one day—the rate prescribed for such higher classification with a minimum of one hour
- (ii) Over four hours on any one day—a full day's pay at the rate prescribed for such higher classification;
- (iii) Over 22 hours in any one week—a full week's pay at the rate prescribed for such higher classification.

(b) A weekly employee shall not suffer any deduction in wages during any week by reason of his having been put to work for a part of such week at a classification lower than that under which he was engaged or deemed to be working.

16.

## TRAVELLING TIME.

(a) In the case of the engagement of casual labour the time during which the employee is travelling from the place of engagement to the place of employment, or waiting at the job after engagement, shall be treated as ordinary time of duty in addition to the time of actual work. Provided that such travelling time shall not exceed 30 minutes.

(b) Where circumstances arise necessitating a longer period of travelling time than 30 minutes the extra time so required shall be paid for.

17.

## SMOKE-OHS.

Employees shall be allowed smoke-oh periods of ten minutes during each period of at least 4 hour ordinary working time. This provision shall also apply to work performed on Saturday afternoons, Sundays and holidays.

18.

## FIRST AID.

In each establishment the employer shall provide a properly equipped first aid chest at a place reasonably accessible to all employees. Such a chest shall, as to its contents, comply with any Act or Regulation in force from time to time.

19.

## FARES.

Transport from store to store in the employers' time shall be arranged by the employers at their own expense or the actual expense incurred shall be paid by the employers.

20.

## FOOTWEAR.

Suitable and approved footwear shall be provided for employees whilst engaged in places where employers require special footwear to be used.

21.

## DINING ROOM.

The employer shall provide a suitable place in which the employee may change his clothing and eat his meals.

22.

## DEFINITIONS.

(a) A "Storeman and Packer" shall mean every employee engaged in the work of receiving, stacking, storing, packing, delivering or handling in any way whatsoever petroleum products, equipment or other merchandise sold, used or employed in connexion with a petroleum merchant's business.

**PART II.—continued.**

- (b) A "Leading Hand" shall be an employee who :—  
 (i) has 1 or 2 employees under his supervision.  
 (ii) is in charge of a store.  
 (iii) is in charge of 3-9 employees.  
 (iv) is in charge of 10 or more employees.
- (c) "Confined Space" shall mean a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.
- (d) A "Casual Hand" shall be one whose period of engagement is less than two weeks.
- (e) "Blender" shall mean an employee who is responsible for the compliance with formulae and/or processes requiring the application of power and/or heat and shall be classified into grades as herein defined but shall exclude persons employed in the admixture of ingredients with gasoline, kerosene or oil fuels to be marketed as such.
- Grade 1.—An employee who is responsible for the supervision and operation of a blending plant requiring the services of three or more other adult storemen and packers.
- Grade 2.—An employee who is responsible for the regulation of a process by the application of power and/or heat and which involves a chemical reaction between two or more ingredients and the addition of water and/or mineral acids or alkalis or where the process involves the operation of a blending plant comprising blending tanks and auxiliary service tanks for storing in bulk six or more grades; also includes an employee in charge of a blowing oil plant or the employee in charge of the pyrethrum plant.
- Grade 3.—Blenders not otherwise specified.
- (f) "Dirty Work" shall mean handling the following substances other than in closed containers—Agrol, Fuller's Earth, Sulphuric Acid, Graphite, Aluminium Stearate, and filling and handling lime sulphur; also, subject to the proviso hereinafter mentioned, other work which a foreman and a workman shall agree is of an unusually dirty or offensive nature. In cases of disagreement between a foreman and a 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 executive officer responsible for the management or superintendence of the plant concerned. In such a 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.
- Provided that all employees receiving a blender's margin as prescribed herein shall be deemed to be in receipt of the full allowance for all dirty and unpleasant work associated with blending.
- Provided further that the normal handling of materials used in the oil industry other than those listed above shall not be regarded as work of an unusually dirty or offensive nature.
- (g) "Stillman or process operator".—A stillman or process operator is a petroleum refinery employee in charge of the operations of one unit or unit group of petroleum refining equipment involving control and supervision of the assistant stillman or assistant operators allocated to the unit or unit group; manipulation of the equipment to produce petroleum products within laid down specifications; watching the equipment to see that it is operating safely and without damage to itself; keeping a log or record of operations as may be required; preparing the unit or unit group for mechanical inspection and maintenance as required.
- (h) "Assistant stillman or assistant process operator".—An assistant stillman or assistant process operator is a petroleum refinery employee working under the direction of a stillman or process operator and whose duties involve carrying out, at the stillman's or process operator's direction, all the various functions necessary to the clean, safe, correct operation of the unit or unit group; preparation of the unit or unit group for mechanical attention; assistance in the cleaning and mechanical maintenance of the unit as may be required, including the use of such tools of trade as may be necessary to these functions.
- (i) For the purposes of these definitions a unit or unit group of refinery equipment means one grouping of plant of such size or location as may be placed conveniently under the control of one stillman or process operator.

**PART III.****PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.****TERMS OF ENGAGEMENT.**

23. Employees shall be engaged either as weekly or casual employees, subject to the conditions set out hereunder—
- (a) Weekly Employees: A weekly employee is one engaged by the week, and paid by the week, and whose engagement shall be terminable by one week's notice on either side, or in lieu of such notice a week's pay shall be given. This shall not affect the right of the employer to summarily dismiss any employee for dishonesty, misconduct or absence from work without reasonable cause, without liability to pay for more than actual time worked, at the weekly rate.
- Notice of termination shall be given on and take effect from pay day, such notice not to be continued week to week.
- Where a weekly employee is engaged on any day other than the day immediately following pay day, he shall be entitled to casual rates for the broken portion of the week worked by him.
- (b) Casual Employees: A casual employee is one whose period of engagement is for less than four weeks, and whose engagement may be terminated at any time. Casual employees shall be guaranteed not less than four hours work every start, provided however that casual employees directed to report for work at a stipulated time and who do so report for work, if not employed, shall be paid as for two hours.
- (c) If through slackness of work weekly employees are discharged such employees shall be given preference of employment by the employer over other persons when he is re-engaging labour.

**CASUAL WORK.**

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 7s. 7½d. per hour.

**HOURS.**

25. The ordinary working hours shall not exceed 40 per week to be worked between the hours of 7.30 a.m., and 5.30 p.m. on Monday to Friday inclusive and 7.30 a.m. to noon on Saturday, provided that a week's notice shall be given by the employer to the hands concerned of intention to change the usual hours of starting and finishing.

Different starting and finishing times may be fixed in distinct departments in the same establishment of the employer but not for men working together in the same department.

**MEAL HOURS.**

26. (a) Meal hours shall be as follows :—  
 Dinner: One hour between noon and 2 p.m.  
 Tea: 5 p.m. to 6 p.m.

Each employer shall fix the meal hour, which shall not be altered without seven days' notice to the employees.

- (b) All meal hours if worked, shall be paid for at double rates, such rates to be continued until such time as the meal hour has been allowed, provided that the rate of double time for working between 5 p.m. and 6 p.m. shall not apply where the overtime does not continue after 7 p.m., in which case employees required to work beyond 6 p.m. shall be allowed, before starting overtime, after working ordinary hours, a crib time of twenty minutes which shall be paid for at ordinary rates.

**PART III.—continued.****MEAL ALLOWANCE.**

27. Employees called upon to work overtime after 6 p.m. or after 1 p.m. on a Saturday shall receive a meal allowance of 3s. 6d.

**OVERTIME.**

28. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first two hours and double time thereafter, such double time to continue until the completion of the overtime work.

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

**Rest Period after Overtime.**

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

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

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

**Compulsory Overtime.**

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

**HOLIDAYS.**

29. All statutory and gazetted public holidays observed by the Customs Authority shall be recognized holidays without any deductions from the weekly wages to be paid under this Determination.

**SUNDAY AND HOLIDAY WORK.**

30. All time worked on Sundays and Public Holidays (as defined in clause 29) shall stand alone and weekly employees shall be paid at the rate of double time in addition to their weekly wages, and casual employees shall be paid at the rate of double time provided that all employees called to work on a Sunday or Holiday shall be paid a minimum as for four hours work.

**ANNUAL HOLIDAY.**

31. The annual holiday shall be as prescribed in the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments that may be made thereto from time to time.

**SICK LEAVE.**

32. Where an employer is not satisfied as to the reason of an employee absenting himself from work he may make a deduction from the wages of such employee for the time he has been so absent, unless the employee produces a medical certificate of sickness if required by the employer; in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than 40 hours of working time in all during any year of service, the employer may thereafter make such deduction. Provided further, that an employee shall not be entitled to be paid leave of absence for any period in respect of which he is entitled to workers' compensation.

**PAYMENT OF WAGES.**

33. The payment of weekly employees shall be made during working hours and not later than Friday each week.

Casual employees shall be paid at the time that their services are dispensed with, and shall be paid from the time that they are engaged at the picking-up place until discharged at the same place, otherwise they shall be paid at ordinary rates for the time they are kept waiting.

**REST PERIODS.**

34. Where work continues after 10 p.m., a rest period shall be allowed from 9.30 p.m. to 10 p.m. and from 5.30 a.m. to 6 a.m., both to be paid for even if men cease work at 5.30 a.m. provided that if men work during any time when rest periods are allowed, double overtime rates shall be paid for the time so worked.

**FIRST AID.**

35. For each store the employer shall provide a properly equipped first aid chest.

**CARRYING HEAVY ARTICLES.**

36. Casual employees, when receiving and carrying continuously for one hour or more, bagged stuff, case goods, or other packages, exceeding in weight 180 lbs. shall be paid 6d. per hour above the ordinary rates, provided that when carrying 10 bushell bags of bran, both casual and weekly employees shall be paid 9d. per hour above the ordinary rates.

**DINING AND CHANGE ROOM.**

37. The employer shall provide a suitable place in which an employee may change his clothing and eat his meals.

**PART IV.**

**PROVISIONS APPLICABLE TO PERSONS EMPLOYED IN TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS STORES, ELECTRICAL GOODS MANUFACTURERS STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.**

38. The conditions (other than wages rates) of employees covered by this part shall be those (if applicable) of the general body of employees in the establishment.

**PART V.**

**PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES, OR IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.**

**TERMS OF ENGAGEMENT.**

39. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, or one week's wages paid or forfeited, as the case may be, in lieu thereof. Such notice may be given at any time but is not to be continued from week to week.

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

(c) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked. Provided that an employer may deduct payment for time lost during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.



## PART V.—continued.

## SICK LEAVE.

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

- (i) during the first year—3½ hours' ordinary pay for each complete month of service;
- (ii) during any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case, such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence; and provided further that he or she shall not be entitled to paid leave of absence for any period in respect of which he or she is entitled to workers' compensation.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer or any successor of such employer be cumulative from year to year.

For the employee who commenced with an employer, at least three months before the 1st July, 1951, the first year of service shall be calculated from the 1st July immediately prior to his commencement. For any other employee the first year of service shall be calculated from the date of his or her commencement with an employer. In each case the subsequent years of service shall commence from the corresponding respective dates. Provided that, in the case of the former, any sick leave not exceeding 120 hours, accumulated by virtue of a previous Determination of this Board and standing to the credit of an employee on the 19th November, 1951, shall not be reduced by virtue of the provisions of this Determination.

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

## ORDINARY HOURS FOR A WEEK'S WORK.

41. (a) The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 47 occur.

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

## CASUAL WORK.

42. Casual work, i.e., work for less than two full weeks, shall be paid for at the following rates:—

On wharfs or in wharf sheds, customs railway sheds, or fumigating sheds ..	Ordinary wages rate with an addition of twenty per cent. calculated to the nearest $\frac{1}{4}$ d., half or less than half of $\frac{1}{4}$ d. to be disregarded.
In potato or onion stores ..	Ordinary wages rate with an addition of ten per cent.
Elsewhere ..	Ordinary wages rate with an addition of thirty-three and one-third per centum.

## HOURS OF WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS.

43. Hours of work for all persons other than those employed in Bread-making Establishments shall be:—

	Times of Beginning.	Times of Ending.
(a) On the ordinary working days of the week ..	7 a.m.	6 p.m.
On Saturday ..	7 a.m.	Noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

An employer shall not alter the starting and finishing times in his establishment without giving one week's notice.

(b) The ordinary hours shall be worked on 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.

## HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.

44. The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall not exceed—

On ordinary nights ..	7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced) ..	10 hours.

## OVERTIME.

45. (i) The following rates shall be paid for all work done—

(a) by persons employed in Bread-making Establishments—

In excess of the number of hours fixed in clause 44, or  
In excess of the ordinary hours for a week's work prescribed in clause 44 } Time and a half.

(b) by all other persons—

Outside the times of beginning and ending work as prescribed in clause 43 (a), or, in excess of the spread of the ordinary hours prescribed in clause 43 (b) or within such spread in excess of 40 hours in any week } Time and a half for the first three hours, and double time thereafter. When double time becomes payable it shall continue until the completion of the overtime work.

(ii) An employee recalled to work overtime after leaving his employer's business 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.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

46. Double time shall be the rate for all work done on Sunday New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (in industries named in the Second Schedule to the *Anzac Day Act 1928*), Queen's Birthday, Christmas Day, and Boxing Day; provided that Melbourne Cup Day shall be substituted for Queen's Birthday for persons employed in laundries within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; provided further that in any case where Melbourne Cup Day has been substituted as a holiday, as provided for in clause 42, the special rate herein provided shall operate on such day in lieu of Queen's Birthday, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the days so substituted.

## PART V—continued.

## HOLIDAYS.

47. Weekly employees shall be granted the following holidays without deduction of pay, but if any other day be by Act of Parliament or Proclamation substituted for any of the said holidays this provision shall apply only to the day so substituted:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday (provided that Melbourne Cup Day shall be substituted for Queen's Birthday for persons employed in laundries within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder), Christmas Day, Boxing Day, Easter Saturday (except those employed in establishments in which perishable goods are handled), and the Picnic Day or Trade Holiday fixed for the majority of the employees in any establishment. Where a Picnic Day has been fixed for the majority of the employees in any section of an establishment, storemen, packers, or sorters who are employed for the majority of their time in such section shall be entitled to the same day.

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

Provided that within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day may be substituted or Queen's Birthday by agreement between the Secretary of the Federated Storemen and Packers Union and any employer concerned.

Provided further that where a storeman or packer is employed in an industry where the general body of employees are covered by an Award or Determination which provides for a holiday on Melbourne Cup Day, that holiday shall be substituted for the Queen's Birthday holiday.

If any of the above holidays occurs on a Sunday or Saturday, and is not observed on any other day, then employees shall not be paid for such Sunday or Saturday but in an establishment where the ordinary hours are worked in  $5\frac{1}{2}$  days shall be paid for such Saturday as for a half-day, but not otherwise.

All employees working on piecework shall be granted the same holidays as are provided for weekly wage workers, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

47A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed in clauses 46 and 47 hereof.

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

## ANNUAL LEAVE.

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

## MEAL BREAK.

49. No employee shall be required to work longer than five hours after the usual starting time without a break for a meal.

## MEAL ALLOWANCE.

50. An employee (other than an employee in an egg packing establishment) required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid an allowance of 4s. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

## REST PERIOD.

51. A rest period of ten minutes, at a time fixed by the employer, between 10 a.m. and 11.30 a.m. each day shall be allowed to all employees such time to count as time worked.

## RIGHT OF ENTRY OF UNION OFFICIAL AND INSPECTION OF RECORDS.

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

- (a) That he produces his authority to the employer or his representative.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative in all be in any establishment at any one time.
- (d) That no one representative visit an establishment more than once a fortnight.
- (e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.
- (f) Each employer shall keep time and wages records showing the name of each employee, the hours worked each day, and the wages and overtime paid each week. The time and wages record shall be open for inspection to the said accredited representative during the usual office hours, at the employer's office, or other convenient place, provided that only one demand for such inspection shall be made at the same establishment in any one fortnight, and such demand shall not be made unless the Secretary of the Union suspects that a breach of this Determination has been committed.

## EMPLOYER TO PROVIDE TOOLS.

53. All tools which employees (other than those employed in, or on, or in connexion with Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds) are required to use in the course of their work shall be provided by the employer.

## PIECEWORK.

54. The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the Factories and Shops Act 1928 (No. 3677), that any employer may fix and pay piecework prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

## PAYMENT OF WAGES.

55. Where storemen and packers constitute the majority of employees in any establishment, wages shall be paid not later than Thursday in each week and during working hours except in a week during which a public holiday occurs, and in such case the day for payment of wages shall be at the discretion of the employer.

In the case of weekly employees two days' pay may be kept in hand.

**PART V.—continued.****OVERALLS.**

56. Overalls, to remain the property of the employer, shall be supplied to any person employed in a paint manufacturer's store.

**BOILING WATER.**

57. The employer shall provide boiling water for the use of employees at meal times.

**LOCKERS.**

58. The employer shall provide a suitable locker for each employee.

**PAYMENT OF FARES.**

59. Where an employee is temporarily transferred from one branch of an employer's business to another, and such transfer necessitates the employee paying a higher fare in proceeding to and from his home, such excess amount shall be paid by the employer.

**FIRST-AID OUTFIT.**

60. In each place where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit, consisting of the following articles:—

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

**ADDITIONAL PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN EGG PACKING ESTABLISHMENTS.****MELBOURNE CUP DAY HOLIDAY.**

61. Employees shall be either permitted to be absent from duty without deduction of pay from noon on Melbourne Cup Day, or paid at the rate of double time for all work done after noon on that day.

**RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.**

62. The maximum weight to be lifted by any female over eighteen years of age shall be thirty pounds.

**REST PERIODS.**

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

**MEAL ALLOWANCE.**

64. An employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid an allowance of 4s. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

**SICK LEAVE.**

65. Where an employee is engaged for broken periods of service in successive years with the same employer, each period including and subsequent to a qualifying period of three months' service shall be added for the purpose of calculating credit of sick leave as prescribed in clause 40 of this Determination.

**PART VI.****WAGE ADJUSTMENT PROVISIONS APPLICABLE TO ALL SECTIONS.****PERIODICAL ADJUSTMENT OF WAGES.**

66. (a) The wages rates for adult males set out in clause 4 (a) (i), 4 (a) (ii), 4 (b), 4 (c) and 4 (d) (other than the hourly rate for storemen or packers called upon to work in cool stores) and 24 are based upon the basic wages set out in Table A, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that such rates in the said clauses 4 (a) (i), 4 (a) (ii), 4 (b), 4 (c) and 4 (d), shall be automatically adjusted by the same amounts and at the same time as such basic wages as prescribed by clause 67.

(b) The wages of juniors in clause 3 shall be adjusted in proportion to the adjustment of the said basic wage for the index number set assigned for Melbourne. Such adjustment shall be to the nearest 6d., half or less than half of 6d. in any result to be disregarded.

(c) The wages of apprentices and improves as set out in clause 2 shall be adjusted in accordance with the percentages of the basic wage as set out in Table B hereof.

(d) The basic wage for adult females shall be 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d., in a result to be disregarded. The wages rates for adult females shall be adjusted by adding to or subtracting from such wages rates the amounts of the differences from time to time in the said female basic wage as so calculated.

## PART VI.—continued.

TABLE A.  
Basic Wages.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State—	£ s. d.	
(a) For all employees other than casual hands employed in Oil, Grease, and Petroleum Products Stores	11 18. 0	Melbourne
(b) For casual hands employed in Oil, Grease, and Petroleum Products Stores	11 18 0	Weighted Average of Basic Wage for Melbourne, Adelaide and Hobart

TABLE B.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.  
APPRENTICES AND IMPROVERS.

	Males.		Females.		
	Breadmaking Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	Percentage of Male Basic Wage.	Percentage of Male Basic Wage.	Percentage of Female Basic Wage.	Percentage of Female Basic Wage.	Percentage of Female Basic Wage.
	%	%	%.	%	%
Under 16 years of age	82	27	42	41	36
16 to 17 years of age		36	48	55	48
17 to 18 years of age		48	55	62	55
18 to 19 years of age		68	61	73	61
19 to 20 years of age		85	74	80	71
20 to 21 years of age	100, plus 26s.	100, plus 3s.	84	94	81
					Provided that, any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult

## ADJUSTMENT OF BASIC WAGE.

67. (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 amounts of the basic wages shall be as prescribed in clause 66.

(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 numbers by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The hourly rate for storemen or packers called upon to work in cool stores shall be adjusted at the same time and at the same rate as that provided for a chamber hand in the Determination of the Frozen Goods Board.

(e) The amount of the minimum rate for a casual employee in a Bond and Free Store is ascertained by adding a margin of 16s. 6d. to the current basic wage, dividing the result by 35 and then adding 4½d. The amount is to be calculated to the nearest farthing.

(f) The amount of the minimum rate for a casual employee in an Oil, Grease, or Petroleum store is ascertained by obtaining the weighted average of the basic wage for Melbourne, Adelaide, and Hobart, adding 10s. to the result and dividing by 30. The result is to be calculated to the nearest ½d.

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

J. W. RYAN, Secretary.

Melbourne, 10th February, 1954.