



VICTORIA GOVERNMENT GAZETTE.

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No. 683]

THURSDAY, JULY 29.

[1954

Factories and Shops Acts.

DETERMINATION OF THE FIBROUS PLASTERERS BOARD.

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

(ii.) Fibrous Plastering was proclaimed on 17th February, 1937, as an Apprenticeship Trade under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the *Apprenticeship Regulations* for this trade may be obtained on application to the Secretary, *Apprenticeship Commission, Melbourne.* (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 14th April, 1937, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade or business of—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) fixing fibrous plaster on walls or ceilings of buildings;
- (c) architectural modelling;
- (d) preparing material for or making or fixing acoustic tiles moulded into slab form, and having an earth base;
- (e) manufacturing gypsum plaster board;
- (f) fixing gypsum plaster board on walls or ceilings of buildings."

has made the following Determination, namely:—

A. That as from the beginning of the first pay period to commence on or after the 27th May, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

B. This Part applies to persons other than those employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

i.

WAGES.

* Apprentices and Improvers.

The wages of Apprentices and Improvers covered by this Determination shall be the same as those prescribed and adjusted from time to time for Apprentices within the Metropolitan District under the jurisdiction of the Apprenticeship Commission.

PROPORTION (by any employer).

Apprentices.	Improvers.
One apprentice to every three or fraction of three workers receiving not less than 323s. 4d. per week.	(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 323s. 4d. per week. (ii) Any other class of work— One improver to every six workers receiving not less than 323s. 4d. per week.

* Except those covered by the Apprenticeship Commission.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of 18 years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..				
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings	305 7	11 9	6 0	323 4
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base				
All others	263 11	10 2	3 0	277 1

EXTRA RATES.

2. (a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 9s. per week additional.

(b) Employees { (i) Demolishing old ceilings, or
(ii) Erecting new ceilings on sites of old ceilings that have been demolished, or partly demolished or that have collapsed } shall, whilst employed at either class of work have 6d. per square yard distributed equally between them, in addition to the ordinary rates.

(iii) Employees demolishing or partly demolishing old walls shall have 1½d. per square yard distributed equally between them in addition to the ordinary rates.

PRO RATA PAYMENT.

3. Any person who works less than 40 hours in any week shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

HOURS.

4. The ordinary hours shall be 40 per week to be worked in five days of eight hours each, on Monday to Friday inclusive, between the hours of 8 a.m. and 5 p.m. The lunch break shall be not less than one hour.

OVERTIME.

5. The following rate shall be paid for all work done—

(a) Outside the hours fixed in clause 4 of this Part }
(b) Within the hours fixed in clause 4 of this Part } Time and a half for the first two hours and thereafter double time.
in excess of 40 in any week

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

ALLOWANCES.

6. The following allowances shall be paid to persons employed outside the employer's usual place of business in connexion with fixing of fibrous plaster, gypsum plaster board, or acoustic tiles:—

(a) For work at a distance of over 30 miles from the "Centre" or for work done at such distance as prevents the employee from returning to his home the same night—

(i) £1 per day extra, with a maximum of £5 per week.
(ii) all fares necessarily incurred in travelling by the most economical means of transport by train or other public conveyance.

(b) For any other work an allowance in lieu of fares and travelling time from and to the "Centre" to and from the place of employment shall be paid as follows:—

	<i>s. d.</i>
Up to and including 12 miles	3 3 per day
Over 12 miles and including 20 miles	3 10 per day
Over 20 miles and including 30 miles	4 6 per day

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 6d. per day travelling allowance shall be paid.

"Centre" shall mean the Flinders-street Railway Station if the employer's usual place of business is within a radius of 10 miles therefrom, and shall, in all other cases, mean the employer's usual place of business.

MEAL MONEY.

7. Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of 6s. 6d.

SPECIAL RATES.

8. (a) Allowances, as per columns B of clause 1 of this Part, shall be made in addition to the wages set out in columns A of clause 1 of this Part as compensation for time lost on prescribed holidays. Such allowances shall be paid proportionately to the number of hours worked per week.

(b) For all work done on Sundays and prescribed holidays employees shall be paid at the rate of double time; and all work done on a Saturday shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

The following are the prescribed holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays double time shall be payable only for work done on the day so substituted.

PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.

9. Any employee who has presented himself for work, as requested by the employer or his responsible representative shall—
- (a) If not engaged, be paid a sum equal to the rate for two hours' work in addition to any expense necessarily incurred in travelling to and from the job; or,
 - (b) If engaged, be deemed to have commenced work at the hour he presented himself for engagement.

TRANSPORT AT NIGHT.

10. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

REST PAUSE.

11. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.
- (b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

ANNUAL HOLIDAY.

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

HOT WATER IN FACTORIES.

13. During the months of May to September, inclusive, provision shall be made by employers in every factory for the provision and maintenance of an adequate supply of running hot water piped to the tubs for the benefit of employees engaged in hand-mixing plaster in cold water.

GRINDING AND CLEANING TOOLS.

14. When an employee is discharged he shall be allowed a half-hour at ordinary rates for the purpose of grinding, cleaning, and transporting his tools. This clause shall apply only to employees whose tools are in good order when commencing work for any employer.

TRANSMISSION OF SHEETS.

15. In any establishment in which fibrous plaster sheets are manufactured, suitable mechanical means for the transmission of such sheets from casting tables to racks must be provided by each employer.

TERMINATION OF EMPLOYMENT.

16. Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof.

DRESSING AND DINING ROOM.

17. (a) A room adequate for the number of employees engaged, to use as a dressing and changing room together with lockers shall be provided in all fibrous plaster establishments.
- (b) A room adequate for the number of employees to use as a dining room, which shall include proper heating, and heating appliances for pre-cooked food shall be provided at all fibrous plaster establishments.

PAYMENT OF WAGES.

18. (a) Except in the case of persons employed outside a radius of 20 miles from the employer's establishment, all payments of wages shall be made not later than five minutes after the time of ceasing work on Thursday. In the event of payment being made more than five minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.
- (b) Any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within 24 hours thereafter, provided that an employee who is entitled to a half-hour at ordinary rates in accordance with clause 14 of this Part shall be paid at the commencement of such half-hour. If wages are not paid in accordance with this provision an employee shall be paid as for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said 24 hours until the wages are paid to the employee or his order or posted to his last known address.

PART II.

C. This part applies to persons employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

I. WAGES PER WEEK OF 40 HOURS.

Plaster feed attendant	}	£14 16s. (including 6s. shift allowance).
Former attendant		
Former assistant		
Cut off attendant		
Dryer attendant	.. .. .	£14 11s. (including 6s. shift allowance).
All others	.. .. .	£14 1s. (including 6s. shift allowance).

The shift allowance in respect of this classification shall be paid to an employee who has contracted or contracts to perform shift work if and when called upon to do so notwithstanding the fact that during any week he may be required to perform day work only.

All others whose contract of employment covers day work only .. £13 15s.

2.

HOURS OF WORK.

(a) Day Workers.

The ordinary hours of work shall be 40 per week to be worked in five days of 8 hours each, Monday to Friday inclusive, between 8 a.m. and 5 p.m. It is a condition of the allowing of a five day week 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.

(b) Shift Workers on a two shift system.

he 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; or
- (iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than 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.

(c) Shift Workers on a three shift system.

The ordinary hours of employees on a three shift system shall not exceed 8 hours per day, or 40 per week, or where the shifts are rostered over two weeks 80 hours in two consecutive weeks, or where the shifts are rostered over three weeks 120 hours in three consecutive weeks, without payment for overtime. Where the roster provides for three shifts of 8 hours being worked in five days a week the commencing time of the first shift shall be 10.30 p.m. Sunday or at some other hour as may be agreed upon between the employer and the Union.

(d) Shifts to be worked in weekly rotation.

All shifts shall be worked by employees in weekly rotation, otherwise time worked by an employee on afternoon and/or night shift shall be paid for at overtime rates. Provided that by agreement between the employer and the Union the weekly rotation may be dispensed with, or overtime rates need not be paid if the ordinary working hours of an employee do not exceed the hours prescribed in sub-clause (a) of this clause.

(e) Roster to be exhibited.

A roster showing the starting and finishing times of the employees shall be exhibited in a prominent place, accessible to the employees.

OVERTIME.

3. (a) All time worked before the usual starting time or after the usual finishing time, or in excess of the hours prescribed in clause 2 of this Part shall be paid for at the rate of time and a half for the first two hours and double time thereafter. For the purpose of computing overtime each day's work shall stand alone, and all overtime shall be paid for not later than the next following pay day.

(b) Any employee recalled to work after having left the premises shall be paid a minimum as for four hours' work at the appropriate rate.

HOLIDAYS.

4. An employee shall be entitled to be absent without deduction of pay on the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall be payable only for work done on the day so substituted.

SUNDAY AND HOLIDAY WORK.

5. All time worked on a Sunday or holiday shall be paid for at double ordinary rates of pay, provided that time worked by a shift worker between the usual starting time of the shift and midnight on any Sunday or holiday shall not be deemed to be time worked on the Sunday or holiday: Provided further that where the major portion of a shift is worked on a Sunday or holiday the whole of that shift shall be regarded as having been worked on the Sunday or holiday and paid for as such.

SICK LEAVE.

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

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

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

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded provided that any accumulated sick leave not exceeding 120 hours standing to the credit of the employee on the 1st May, 1952, shall not be reduced by virtue of the provisions of this sub-clause and provided further that no employer shall terminate the service of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

MEALS.

7. (a) A day worker shall be allowed a break of not less than half an hour or more than one hour for a meal on each day of the week, Monday to Friday inclusive. The period during which such meal shall be taken when once fixed shall not be altered without seven days' notice being given by the employer to his employees.

(b) Any employee called upon to work during the ordinary meal break shall be paid overtime rates for all such time worked, provided that in the case of emergency, where it is necessary to work up to fifteen minutes after the usual ceasing time for lunch, this provision shall not apply.

- (c) In the event of any employee being allowed a period of less than thirty minutes for the purposes of having a meal, no deduction shall be made for time so spent by the employee in having a meal.
- (d) A shift worker shall be allowed 20 minutes each shift for crib which shall be counted as time worked: Provided that if requested by the employer the employees shall take their crib in relays so as to avoid stoppage of work.
- (e) An employer shall provide the employees with a suitable place, protected from the weather, in which to take their meals.
- (f) Employees shall be provided with boiling water or facilities for same.

MEAL ALLOWANCE.

8. Where an employee is required to work overtime in excess of one hour on any day, he shall be paid 3s. 6d. for a meal unless notice to work has been given to such employee on or before the termination of the previous day's work. If notified the previous day that he will be required to work, and he is subsequently informed that he is not required, he shall be paid the sum of 3s. 6d.

PROTECTIVE AIDS.

9. Where necessary employees shall be supplied by the employer with respirators and hand pads.

ANNUAL HOLIDAY.

10. 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.

MIXED FUNCTIONS.

11. An employee engaged for more than two hours on any day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift.

Any employee may be called upon to relieve for periods which do not exceed two hours in any one day or shift and be paid at the rate prescribed for his ordinary classification.

An employee who is required temporarily to perform work for which a lower rate is fixed than that for his ordinary classification shall not suffer any reduction whilst so employed. Provided that any work of less than one week's duration shall be deemed to be temporary.

TIME AND PAYMENT OF WAGES.

12. (a) All wages and overtime shall be paid not later than Thursday in each week. The employer may hold not more than one day's pay in hand.

(b) Where the employment is terminated by the employer, or by the employee after giving one week's notice, before the regular pay time the employee shall be paid all moneys due to him not later than five minutes after the termination of the work.

TERMINATION OF EMPLOYMENT.

13. The employment of an employee may be terminated only by one week's notice or the payment or forfeiture of one week's wages in lieu thereof, provided that the employer may dismiss an employee at any time for misconduct or wilful disobedience and shall be liable for payment only up to the time of dismissal.

GENERAL CONDITIONS.

14. (a) Suitable lavatory accommodation, dressing rooms, and lockers to ensure protection for clothes left therein, shall be provided by the employer for the employees.

(b) Hot and cold showers shall be provided by the employer.

DEFINITION.

15. "Union" means "The Victorian Fibrous Plasterers and Plaster Workers' Union."

STANDING DOWN EMPLOYEES.

16. Notwithstanding any provision elsewhere herein contained any employer may deduct payment for any day an employee cannot usefully be employed because of any strike or any stoppage of work by any cause for which the employer cannot be held responsible.

PART III.

D. This Part applies to all persons covered by this Determination.

PERIODICAL ADJUSTMENT OF WAGES.

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

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

(e) Until the beginning of the first pay period to commence in August, 1954, the amount of the basic wage shall be as prescribed in clause 1 of this Part.

(c) During each future successive period beginning with the first pay period to commence in 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 index number by the factor $\cdot 103$ 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 $\cdot 5$ or more the basic wage shall be taken to the next higher shilling.

3. The holiday allowances in clause 1 of Part I. shall be $1/26$ th of the corresponding adjustable rates calculated to the nearest penny, half or less than half of a penny in a result to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 19th May, 1954.



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THURSDAY, JULY 29.

[1954

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1954.

Dated at Melbourne, this

27th day of July, 1954.

H. N. JONES,

Acting Secretary for Labour.

STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses 2, 3, and 4 of the Determination made on the 10th February, 1954, and in force as from the beginning of first pay period to commence in March, 1954, shall be replaced by the following clauses:—

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.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	194 6	64 0	74 6	73 0	64 0	<p>APPRENTICES.</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>MALE IMPROVERS.</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 285s. 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 267s. per week of 40 hours.</p>
16 to 17 years of age		85 8	85 0	97 6	85 0	
17 to 18 years of age		114 0	97 6	110 0	97 6	
18 to 19 years of age		161 0	108 6	129 6	108 6	
19 to 20 years of age		242 0	201 6	131 6	142 0	
20 to 21 years of age	263 0	240 0	149 0	167 0	144 0	
						<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>

* 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.

Wages Per Week of 40 Hours.					Number (In any place).
					<p>FEMALE IMPROVERS.</p> <p><i>Laundries.</i></p> <p>One female improver to every three or fraction of three female workers receiving not less than 186s. 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 186s. 6d. 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 204s. 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 180s. per week of 40 hours.</p>

3. OIL, GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

JUNIOR RATES.

Wages Per Week of 40 Hours.

	Percentage of Adult Male Storemen and Packers' Rate.	
	%	s. d.
Under 16 years of age	35	92 0
16 to 17 years of age	43	113 0
17 to 18 years of age	50	131 6
18 to 19 years of age	60	158 0
19 to 20 years of age	78	205 0
20 to 21 years of age	90	236 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	263 0
Leading hands—as defined in clause 22 hereof—	
(I.)	268 0
(II.)	273 0
(III.)	273 0
(IV.)	283 0
Blender as defined in clause 22 hereof—Grade 1	283 0
Blender as defined in clause 22 hereof—Grade 2	278 0
Blender as defined in clause 22 hereof—Grade 3	268 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	268 0
Spray painting of drums in an enclosed place	273 0
Refinery operatives—	
Stillman	293 0
Assistant stillman	283 0
Storeman and/or packer filling hot bitumen into drums	266 6
(ii) Casual hands shall be paid at the rate per hour of 8s. 2½d. 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 in the Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Fibrous Plaster Stores.	Boot Factories.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with 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.					
	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	283	0	274	8	278	0	270	0	269	6	280	0	269	6	271	6	279	0	271	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	283	0	274	8	278	0	272	6	271	9	286	3	271	9	278	9	281	3	273	9
(ii) 7 or more such persons	283	0	274	8	278	0	286	6	286	6	300	9	286	6	287	9	295	3	287	9
Operator of power driven fork lift or similar mobile power driven stacking machine or device	275	0	275	0	275	0	275	0	275	0	275	0	275	0	275	0	275	0	275	0
Storeman in charge of a bulk store removed from the main place of business	..	..	..	..	..	..	269	6	..	..	269	6	271	6	279	0	271	6	272	0
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	267	0
Packers of metal window frames . . . . .	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	267	0
Persons handling pianos, piano-players, or organs . . . . .	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	267	0
All male adults not otherwise provided for	283	0	274	8	278	0	267	0	265	0	280	0	265	0	267	0	275	9	267	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 metal 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. 3³/₄d. per hour whilst so employed. This rate includes 1¹/₂d. 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 Warraambool, and Within Murrumbidgee and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
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)	262 0	268 6	259 0
Storeman and/or Packer	264 6	271 0	261 6

4. (d) EGG PACKING ESTABLISHMENTS.

<i>Males.</i>		<i>Females.</i>	
	40 Hours. <i>s. d.</i>		40 Hours. <i>s. d.</i>
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	289 6	(a) Works singly	214 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	291 9	(i) 1, 2, 3, 4, 5 or 6 such persons	217 0
(ii) 7 to 12 such persons	298 6	(ii) 7 to 12 such persons	223 0
(iii) 13 or more such persons	305 9	(iii) 13 or more such persons	229 0
Operator of power driven fork lift or similar mobile power driven stacking machine or device	275 0	Egg Packers, Sorters, or Testers—	
All male adults not otherwise provided for	285 0	With less than eight weeks' experience	204 0
		With eight weeks' or more experience	214 0

4. (e) OTHER FEMALES.

	Females Employed In or In Connexion with—	
	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Any Other Place.
	Wages per Week of 40 Hours. <i>s. d.</i>	40 Hours. <i>s. d.</i>
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	196 6	183 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	203 6	186 0
(ii) 7 or more such persons	215 6	203 0
Females employed packing or sorting laundry work .. .. .	.. .. .	186 0
Packers of crockery, china, or glass ware .. .. .	.. .. .	199 6
All female adults not otherwise provided for	186 6	180 0

PART III.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

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.

Clauses, other than clauses 2, 3, and 4, of Part I., and clause 24 of Part III., of the said Determination shall remain in force.